

Survey Data Assessment and Findings
The JAWS Equity and Inclusion Climate Survey
April 2019

Prepared by The DEI Leadership Group for the Journalism and Women Symposium
(JAWS)

Overview of survey findings:

JAWS is a female-identified member-based journalism organization with 74% of the respondents being self-identified as white and the majority of respondents between the ages 55-64. 55% of respondents had acquired a Master's degree while 37% have a Bachelor's degree. Many of the respondents became members within the past four years. Majority of respondents have a household income of over \$150,000 yearly. Issues of racism and ageism emerge as a concern for respondents through survey. CAMP 2018 became a central theme of concern and disappointment for the respondents as noted by an uncovering of organizational racism, privilege, ageism, alienation, exclusivity and concern about the affordability of CAMP. The communications platform (e.g. JAWS listserv) is a concern for sharing and receiving information in a safe and respectful manner. There is concern that JAWS leadership (e.g. Board of Directors) was not prepared for the complexity and seriousness of the issues that emerged from CAMPS 2018 leading to disappointment among respondents regarding the Board's response (or lack of response) as noted throughout the survey. The concerns for creating space for racial justice and social equity are strong through survey. There is an acknowledgment that JAWS is a supportive place for employment and resources and regions have been good spaces for creating community. The JAWS Listserv is particularly helpful when journalists have been displaced by an employer or in transition. Issues and themes are noted or presented at the end of major sections. The JAWS Equity and Inclusion Climate Survey was completed by 279 respondents during early March 2019. Recommendations are offered to JAWS by the consultant at the end of this document.

Part 1: Introduction

How comfortable are you with the climate of JAWS?

- 37% stated very uncomfortable
- 31% neither comfortable or uncomfortable

Issue: Only 1/3 of respondents finds the JAWS environment comfortable / inviting

Have you ever considered leaving JAWS?

- 68% Yes
- 31.1% No

Did you attend JAWS CAMP 2018?

- 64.47% No
- 35.53% Yes

Issue: 2/3 of respondents are not able to attend CAMP due to cost or choose not to attend because worth of investment is not clearly demonstrated. A re-evaluation of the CAMP cost and program offerings is needed to ensure attendance, professional growth, mentoring and networking.

Are you a current JAWS member?

- 90% Yes
- 10% No

Why did you seriously consider leaving JAWS?

- 55% said organizational climate not welcoming with a tension among members
- 12% due to CAMP 2018 and poor communication from leaders and members
- 26% other reasons including organization not meeting professional needs, too busy
- 7% no thoughts of leaving

Issue: 93% of JAWS membership have had thoughts or considering leaving the organization.

We are interested in knowing more about your experiences. If you would like to elaborate on why you seriously considered leaving, please do so here.

- Feelings of alienation
- Racism -women of color are not feeling included within the organization
- Ageism – older women not feeling included within the organization
- Current leadership not respecting the history of JAWS
- Lack of civility, respect and open bigotry
- Listserv not being used as intended – not welcoming environment
- Expensive to attend CAMP (creating an exclusive group experience for long time members)
- Board's response to organizational issues

- White feminist voices taking up spaces
- Both older white women and younger women of color not feeling heard
- Other white members are vengeful and refuse to hear the younger board members
- Disappointed in the diversity process

Themes: Reoccurring are the issues of alienation among members. The lack of acknowledgment surrounding racism and hostility towards the younger members is persistent in responses. The board of JAWS is seemingly unprepared for the problems at hand. The cost of CAMP is considered expensive with not enough return for respondents' investment. There is a sentiment that white women are unaware of their racism within JAWS resulting in defensiveness from them and dismissiveness to others. There is not a welcoming environment for new, diverse members, namely the Fellows.

Part 2: Demographics

What is your birth sex (assigned)?

- 99.64% Female
- 0.00 Intersex
- .4% Male

What is your gender/ gender identity?

- 99.28% Female
- .36% Male
- .36% Genderqueer
- 0.0 Transgender

What is your gender expression?

- 96.3% Feminine
- .74% Androgynous
- .37% Masculine
- 2.59% Other

What is your racial identity?

- 74.46% White/European
- 11% Black /African American
- 7.2 % Asian American
- 5.4% Hispanic, Latinx, Chicanx

- 1.44% Native American
- 2% North African/ Middle East
- 6% Other: Caucasian Hispanic, mixed raced Black, South Asian

What is your sexual identity?

- 85.66% Heterosexual
- 8.82% Bisexual
- 1.1% Lesbian
- 0.74% Gay
- 1.10% Queer
- 0.74% Questioning

What is your age (range)?

- 3.28% 18-24
- 14.96% 25-34
- 19.71% 35-44
- 19.34% 45-54
- 25% 55-64
- 19% 35- 54
- 17% 65 +

What is your disability status?

- 93% no disability
- 7% with a disability
- 5.11% single disability
- 1.82% multiple disabilities

What is your spiritual/ religious affiliation?

- 43.38% no religious affiliation
- 26.47% Christian affiliation
- 11.40% Judaism
- 1.84% Islam
- 1.47% Buddhism
- 15.44% Agnostic, spiritual or other affiliation

Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?

- 99% never served in the military

What is your highest level of education?

- 4.35% Ph.D.
- 55.8% Masters
- 37.68% Bachelors
- 1.09% Professional Degree
- 1.09% Some college

How long have you been a member at JAWS?

- 14% less than 1 year
- 44.24% 1-5 years
- 18.35% 6-10 years
- 6.83% 11-15 years
- 5.04% 16-20 years
- 11.51% more than 20 years

What is your individual annual income?

- 3% under \$15,000
- 8% \$15,001 - \$30,000
- 16% \$30,001 - \$50,000
- 28% \$50,001 - \$75,000
- 20% \$75,001 - \$100,000
- 19% \$100,001 - \$150,000
- 5% Greater than \$150,000

What is the household income?

- .4% below \$15,000
- 2.46% \$15,001 - \$30,000
- 7.8% \$30,001 - \$50,000
- 19.67% \$50,001 - \$75,000
- 18% \$75,001 - \$100,000
- 22.95% \$100,001 - \$150,000
- 28.69% Greater than \$150,000

What year did you become your membership at JAWS?

A total of 217 members responded to this question.

- Since 2015 82 members or 37.8%
- 2010 - 2015 75 members or 34.5%
- 2000 - 2009 30 members or 13.8%
- 1990's 20 members or 9.2%

- 1980's 10 members or 4.6%

Issue: 72% of respondents joined since 2010 accounting for 25% of its membership. The Board needs to consider creating and provide activities, curricula and mentorship targeted for this group.

Part 3: Organizational Climate

JAWS gives me the guidance that I need for my personal growth.

- 37% Neither disagree or agree
- 27% Agree
- 7% Strongly agree
- 19% Disagree
- 10% Strongly disagree

Issue: Only 1/3 of respondents believe that JAWS provides guidance for personal growth

JAWS provides adequate resources to help me in meeting my professional goals.

- 37% Neither disagree or agree
- 28% Agree
- 6% Strongly agree
- 19% Disagree
- 10% Strongly disagree

Issue: Only 1/3 of respondents believe JAWS provides adequate resources to help meet professional goals.

If you would like to elaborate on any of your responses to the previous statements or any other issues not covered in this section, please do so here.

- JAWS helps with spreading and sharing job opportunities
- JAWS is good at staying connected when you are working abroad/ globally
- JAWS is a good for networking
- A supportive and encouraging space for women in journalism
- JAWS is flawed but an empowering environment
- The listserv is dominated by the same voices
- Mentorship needs to be a focus/ mentorship didn't happen
- JAWS has been helpful through employment transitions
- Enjoyed local/ regional events
- JAWS needs more diversity
- More research connections is needed

- JAWS is for young professionals or retired people with no middle ground for everyone else
- There are too many white women who do not understand diversity and social justice issues
- JAWS is invaluable to careers for women journalists

Themes: 37% report they neither disagree or agree yet provide qualitative statements to shed information. JAWS members elaborated on this finding stating; they feel that the organization has helped them network and provided job opportunities, while others note a lack of mentorship, and that the community-building and racial justice / social equity aspect of organization is a letdown.

Part 4: Perceptions of Organizational Climate within your time at JAWS

Have you observed any conduct directed toward a person or group of people that you believe created an exclusionary (e.g shunned, ignored), intimidating, offensive and/or hostile working at JAWS?

- 61% Yes
- 39% No

Who is targeted?

- Women of color, 2018 fellows
- Native women
- Younger journalists
- White women 65+
- New members
- Longtime board members
- Outsiders

Issue: Perceptions of non-inclusivity for women of color, younger members, and older white women

In your perception, what do you believe was the basis for this conduct?

- 16% Racial identity
- 15% Age
- 8% Length of service at JAWS
- 10% Socioeconomic status, philosophical views, political views, and gender/gender identity
- 10% Don't know

- 40% Combination of above

Issue: Perceptions that race and age are factors in conduct issues.

Which of the following did you observe because of the target's identity?

- 14% Derogatory/unsolicited messages through social media
- 14% Derogatory verbal remarks
- 5% Derogatory calls, texts, emails
- 23% Person(s) felt isolated or left out
- 35% Other micro-aggression in multiple forms

Where did the conduct occur?

- 41% at a JAWS event or meeting
- 34% Other -Camp, Twitter, Listserv
- 19% Phone calls/texts/emails
- 3% other social media
- 2% small groups
- 1% not listed

Issue: 75% of misconduct occurred in JAWS settings and/or social media

What was your response to observing this conduct? Please elaborate.

- Reported to the JAWS Board president
- Mediated conversations
- Decided to make a point to bring race into discussions of exclusion
- Got off the listserv
- Talked to those who seemed isolated
- Didn't renew my membership
- Disgusted
- Provide advocacy, support and comfort for the afflicted
- Stopped attending local meetings
- Stopped opening emails

Issue: over 50% of respondents decided to withdraw their active participation with JAWS

Did you officially report conduct? Please elaborate.

- Reached out to the board
- Sent letters
- None reported (Over half responses here declared this)

Issue: Over 50% of respondents appear apathetic to this issue

We are interested in knowing more about your experiences. Please elaborate.

- There is a rift between old and new members
- Long time members who are also funders are controlling
- Issues in JAWS are complex and multilayered - no easy answers
- There are feelings of “seniority” within organization
- Ageism
- Some members are being ignored and feel isolated
- White women need to listen and understand the issues of people of color
- Feelings of guilt for not doing more or not knowing what to do
- JAWS is dealing with classism and racism
- There is dismissive of black members concerns
- Older women feel entitled and unaware of how their behavior impacts future of organization
- White women police and interrupt women of color
- JAWS is dealing with the consequences of white privilege

I feel valued by the members in the organization.

- 41% Neither disagree or agree
- 27% Agree
- 12% Strongly agree
- 12% Disagree
- 7% Strongly disagree

Issue: 2/3 of respondents do not feel valued by the organization

I think that members in the organization prejudice my abilities based on their perception of my identity/background.

- 41% Neither disagree or agree
- 23% Disagree
- 14% Strongly disagree
- 16% Agree
- 6% Strongly agree

I believe that the organization encourages free and open discussion of difficult topics.

- 28% Disagree
- 15% Strongly disagree
- 27% Agree
- 12% Strongly agree

- 17% Neither disagree or agree

Issue: 60% of respondents do not believe the organization encourages free and open discussions on difficult topics.

I feel that my skills are valued in the organization.

- 40% Neither disagree or agree
- 32% Agree
- 13% Disagree
- 10% Strongly agree
- 5% Strongly disagree

Issue: Over 50% of respondents do not feel their skills are valued by the organization putting at risk losing these members.

I feel that my membership is valued within the organization.

- 36% Neither disagree or agree
- 31% Agree
- 15% Disagree
- 11% Strongly agree
- 7% strongly disagree

Issue: 58% of respondents do not feel their membership is valued putting at risk losing these members.

As a person with a disability, have you experienced a barrier in any area at JAWS?
Please elaborate here.

- All responses were noted not applicable

As a person who identifies as genderqueer, gender non-conforming/gender non-binary, or transgender, have you experienced a barrier in any area at JAWS?
Please elaborate here.

- All responses were noted not applicable

As a person of color, have you experienced a barrier in any area at JAWS? Please elaborate here.

- There is a need for JAWS to learn more about the experiences of women of color
- That white women are leading presentations on marginalized persons and communities
- Not being a part of the original group of members is marginalizing
- Insensitive comments and treatment

- Feeling like an outsider
- As a woman of color, JAWS seems like a mean girls sorority

Based on your knowledge, are you aware of available organizational initiatives that influence a positive climate at JAWS? Please elaborate here.

- This survey and hiring diversity expert
- Not aware of any diversity initiatives
- Improving the recognition of cultures
- Mentorship program
- New code of conduct
- Free membership to laid off journalists

Part 5: Your Additional Comments

How does JAWS cultivate a culture that is rooted in their values and mission of professional empowerment and personal growth? Please elaborate here.

- The current board is sincerely trying to take steps to create a stronger organization
- We need to remember that JAWS is a larger group of many and not an exclusive club of a few
- Focus on a mutual desire to build culture
- There is so much more to be done with mentorship and networking
- Providing a safe place for journalists is what JAWS should focus on
- Make CAMP less expensive and more available to members who can't afford it
- Better leadership in organization is needed
- JAWS is about supporting all women journalists and that needs to be the focus
- Reprimand members who have violated guidelines so we know what JAWS truly stands for

Do you have any specific recommendations for improving the climate at JAWS?

- Listen and share our accomplishments more broadly
- Create a safer space to ask questions
- Go over "trigger issues" and language
- Address issues of racism directly
- Limit listserv to messages of interest
- Mutual respect of all people, including race and age
- Better planning for CAMP

- The full board should apologize and resign
- Create more opportunities for women of color in JAWS
- Make CAMP more affordable
- Dismiss members who have violated conduct
- A full time executive director who can work on leadership and communication of others
- Mentoring program should be reworked
- Focus on professional development
- Allowing all voices to be heard
- Activities to encourage people to work on diversity
- Offering more training programs that help journalists
- Be less defensive and listen

If you wish to elaborate upon any item in your survey responses or further describe your experiences, please do so here.

- Tell the history of JAWS with who we are today
- Cancel the 2019 CAMP or work to make it better now
- JAWS can and will do better
- Needs stronger communications strategy
- JAWS needs to decide now what kind of organization it wants to become
- Stronger action needs to take place against racism

Overall survey themes

- There is a clear recognition that JAWS needs to build a culture of equity and inclusion.
- Women of color and older white women in the organization experience unwelcome behaviors and conduct and who feel targeted
- There are concerns with racism reported by respondents who are women of color and respondents who are not women of color throughout the survey.
- Concerns of ageism is reported by respondents who are 55 or older and who do not report as women of color.
- Conduct issues reportedly occurred primarily at JAWS meetings, events and via JAWS online presence (e.g. the JAWS listserv).
- Most respondents note they have not reported a conduct issue or experienced or witnessed conduct issues.
- Those that have taken action regarding a conduct issue did so by speaking to the president of the board or writing emails or reaching out to affected members.
- 40% neither disagree or agree on the fact that they feel valued in the organization.

- Initiatives to address and change the climate of JAWS are not recognizable to the members besides the diversity and inclusion climate survey and having hired a diversity expert.
- In terms of the improvement and creating a culture that is rooted in JAWS mission and values, providing a safe space for female journalists was a priority.
- Many throughout the survey indicated they wished CAMP was more affordable and provided more networking opportunities; otherwise, they state the cost is steep without much in return.
- Members in JAWS want mentorship opportunities, to continue support with employment resources, and building a strong and inclusive culture within the organization that addresses racial injustice and an inclusive environment.

3 Areas of Recommendation:

- 1) Restore trust for leadership and transparency**
- 2) Strengthen culture for gender equity and racial justice**
- 3) Revitalize membership engagement and community building**

Recommendation 1 (Restoring trust for leadership and transparency). Support the development of a professionally-run membership organization with hiring an inaugural executive director of JAWS responsible for the management and execution of JAWS including finance and operations, communications, technology, fundraising, and strategic planning and performance metrics to support the JAWS mission. Develop a sustainable funding model for organizational effectiveness. Within first year new director to assess current board structure for organizational efficacy and growth. Create a multi-stakeholder forum and mechanism for on-going exchange and feedback to promote transparency.

Recommendation 2 (Strengthening a culture for gender equity and racial inclusion). Build an inclusive organizational culture that reflects, addresses and responds to the diversity of identities and honors the lived-experiences and histories of the membership with an intersectional focus that confronts racial inequity and ageism in JAWS. Work closely through Board of Directors, Diversity Committee and membership at large to develop a series of regional and national capacity building sessions to increase awareness, knowledge and skills of JAWS for social equity and racial inclusion. Identify and collaborate with key funder(s) on developing a national agenda on intersectionality in journalism as a gender and racial justice initiative for JAWS and beyond.

Recommendation 3 (Revitalizing member engagement for community building, mentoring). Create more inclusive local and regional spaces for dialogue, networking, and developing new relationships that will build community across difference and encourage more collaboration and resource sharing throughout the organization – with a focus on the assets of an intergenerational

organization for new, continuing, and founding members of JAWS. The regions are an asset that should be invested in and leveraged by the Board. An immediate assessment and review of the purpose and goals of CAMP 2019 is necessary to ensure relevance of program content for members needs, and affordability.

This report is prepared and provided to the Journalism and Women Symposium (JAWS)
by The DEI Leadership Group, LLC, San Francisco, CA

