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The Arizona Latino Media Association is a 501 (c)(3) organization founded in 1997. Its mission is to create a stronger media industry through diversity initiatives that deepen the scope, coverage and understanding of U.S. Latino communities.

P.O. Box 1168
Phoenix, AZ 85001

www.azlatinmedia.org
Visit us on Facebook or e-mail
azlatinmedia@gmail.com

STATEMENT BY THE ARIZONA LATINO MEDIA ASSOCIATION, THE ARIZONA CHAPTER OF THE NATIONAL ASSOCIATION OF BLACK JOURNALISTS AND THE VALLEY OF THE SUN CHAPTER OF THE SOCIETY OF PROFESSIONAL JOURNALISTS ABOUT REPORTED PAY DISPARITIES AT GANNETT:

The Arizona Latino Media Association (ALMA), the Arizona chapter of the National Association of Black Journalists (AZABJ) and the Valley of the Sun chapter of the Society of Professional Journalists call on Gannett to address the pay disparities revealed in a recent NewsGuild-Communications Workers of America study of its unionized newsrooms. We urge Gannett to immediately remedy any unjustified pay disparities and reform its pay scales to reflect a more equitable system.

As organizations representing journalists across all races, ethnicities and nationalities in Arizona, a state where people of color are projected to become the majority by 2030, ALMA, AZABJ and SPJ's Valley of the Sun demand fair and equitable treatment for all journalists, proper representation of underrepresented groups in all newsrooms, and support for students of color pursuing journalism as a profession. We also believe that journalists play a critical role in safeguarding democracy and, because of that, deserve to be respected.

The study's findings are alarming. They suggest significant gaps in pay for women and journalists of color in newsrooms that are not nearly as diverse as the communities they serve. Of particular notice to ALMA, AZABJ and SPJ's Valley of the Sun is the study's conclusion that The Arizona Republic has the greatest disparities within Gannett's unionized newsrooms, with people of color and women being much less likely to earn at the level of white men with similar experience.

ALMA, AZABJ and SPJ's Valley of the Sun join our colleagues at the Native American Journalists Association in demanding changes at Gannett. Specifically, ALMA, AZABJ and SPJ's Valley of the Sun demand that Gannett:

- raise starting salaries to a living wage and implement pay scales based on experience company-wide;
- release anonymized pay data for the entire company broken down by location, department, job title, years at the company, age, gender and race;
- create policies and ongoing reviews to improve hiring and retention of reporters from underrepresented groups and to eliminate future pay disparities;
- mentor and promote journalists of color into leadership and decision-making positions;
- voluntarily recognize and bargain in good faith with employees;
- apply retroactive pay as reparations for racist, sexist treatment; and
- hold accountable the executives responsible for these disparities.

Gannett's laudable and seemingly sincere emphasis on diversity in hiring and coverage must also apply to the recruitment, retention and development of a diverse workforce. Pay equity is paramount to that and also a necessity if the company is truly committed to its journalistic mission of creating a more equitable society.

