Recruiting for Diversity:
A News Manager’s Guide
Seventh Edition

Generous support for this directory was given by
Paul M. Davis, Granada Hills, CA,
in memory of his mother and broadcast news pioneer, Zona B. Davis

A publication of
NEWSROOM DIVERSITY PROJECT

Radio Television Digital News Foundation

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Recruiting for Diversity

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INTRODUCTION

Since 1972, RTNDA and RTNDF have tracked the progress of people of color and women in television and radio news careers, particularly in news management positions. Based on this annual baseline data, RTNDF has shown that journalists of color have made some, but not nearly enough, progress into the upper ranks of our nation’s radio and television newsrooms.

RTNDA’s Equal Employment Opportunity (EEO) Committee, chaired by Paul Davis, generated a number of new ideas to address this issue, one of which was to create and distribute this guide of recruiting resources for women and people of color.

The goal of the Newsroom Diversity Project is to increase the number of people of color and women in television news careers, with the strongest emphasis on news management. This is accomplished through the dual strategies of better preparing students and young journalists, as well as providing current news management with tools needed to move toward their diversity goals.

This is the seventh edition of the RTNDF directory. Recruiting for Diversity: A News Managers’ Guide updates the previous edition’s listings of more than 200 local and national public and private resources for finding candidates for jobs in electronic news. More than 5,500 copies of this guide have been distributed to journalists, RTNDA members, and attendees of RTNDA@NAB and other conventions in past years.

We encourage you to download and/or photocopy additional copies of this directory for your staff.

RTNDF has made every effort to as complete a resource as possible. We welcome and appreciate your suggestions for additions or changes to this directory because your feedback is essential to making this resource as current and useful as possible.

Please contact Karen Jackson – Bullitt (karenb@rtndf.org) with suggestions.
### NATIONAL DIVERSITY RESOURCES FOR BROADCASTERS

Annual Conferences, Newsletters, Job Banks, and Job Lines

<table>
<thead>
<tr>
<th>ORGANIZATION</th>
<th>SERVICES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaskan Public Radio Network (APRN)</td>
<td>Monthly Newsletter</td>
</tr>
<tr>
<td>Paul Stankavich, President and CEO</td>
<td></td>
</tr>
<tr>
<td>3877 University Drive</td>
<td></td>
</tr>
<tr>
<td>Anchorage, AK 99508</td>
<td></td>
</tr>
<tr>
<td>☏ (907) 263-7748</td>
<td></td>
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<tr>
<td>Fax: (907) 263-7450</td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:news@aprn.org">news@aprn.org</a></td>
<td></td>
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<tr>
<td><a href="http://aprn.org">http://aprn.org</a></td>
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<table>
<thead>
<tr>
<th>American News Women’s Club</th>
<th>Monthly Newsletter</th>
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<tbody>
<tr>
<td>Margaret Ryan, President</td>
<td>Two Monthly Programs</td>
</tr>
<tr>
<td>1607 22nd Street NW</td>
<td>Annual Fundraiser</td>
</tr>
<tr>
<td>Washington, DC 20008</td>
<td></td>
</tr>
<tr>
<td>☏ (202) 332-6770</td>
<td></td>
</tr>
<tr>
<td>Fax: (202) 265-6092</td>
<td></td>
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<tr>
<td><a href="http://www.anwc.org">http://www.anwc.org</a></td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:anwclub@covad.net">anwclub@covad.net</a></td>
<td></td>
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<table>
<thead>
<tr>
<th>American Women in Radio and Television (AWRT)</th>
<th>Annual Conference</th>
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<tbody>
<tr>
<td>Maria Brennan, Executive Director</td>
<td>Bi-monthly Newsletter</td>
</tr>
<tr>
<td>8405 Greensboro Drive Suite 800</td>
<td>Job Line</td>
</tr>
<tr>
<td>McLean, VA 22102</td>
<td>Job Bank</td>
</tr>
<tr>
<td>☏ (703) 506-3290</td>
<td>Scholarships</td>
</tr>
<tr>
<td>Fax: (703) 506-3266</td>
<td></td>
</tr>
<tr>
<td><a href="http://www.awrt.org">http://www.awrt.org</a></td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:info@awrt.org">info@awrt.org</a></td>
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<tr>
<th>Asian American Journalists Association (AAJA)</th>
<th>Annual Conference</th>
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<tbody>
<tr>
<td>Rene Astudillo, Executive Director</td>
<td>Quarterly Newsletter</td>
</tr>
<tr>
<td>1182 Market Street, Suite 320</td>
<td>Job Hotline</td>
</tr>
<tr>
<td>San Francisco, CA 94102</td>
<td></td>
</tr>
<tr>
<td>☏ (415) 346-2051</td>
<td></td>
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<tr>
<td>Fax: (415) 346-6343</td>
<td></td>
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<tr>
<td>Contact: Francis Achondoa</td>
<td></td>
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<tr>
<td><a href="http://www.aaja.org">http://www.aaja.org</a></td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:national@aaja.org">national@aaja.org</a></td>
<td></td>
</tr>
</tbody>
</table>
Association for Education in Journalism and Mass Communication (AEJMC)  
Jennifer McGill, Executive Director  
234 Outlet Pointe Blvd.  
Columbia, SC 29210-5667  
☎ (803) 798-0271  
Fax: (803) 772-3509  
http://aejmc.org  
Email: aejmc@aejmc.org

Association for Women in Communications Inc.  
Patricia H. Troy, Executive Director  
780 Ritchie Highway, Suite 28S  
Severna Park, MD 21146  
☎ (410) 544-7442  
Fax: (410) 544-4640  
Contact: Val Kagan  
http://www.womcom.org  
Email: womcom@aol.com

The Broadcasting Training Program  
Patrice Williams, President  
P.O. Box 67132  
Century City, CA 90067  
☎ (310) 551-1035  
Fax: (310) 551-1035 x8  
http://www.thebroadcaster.com  
Email: office@thebroadcaster.com  
ContactUs@thebroadcaster.com

Center for Integration and Improvement of Journalism  
Dr. Cristina Azocar, Director  
San Francisco State University  
Journalism Department  
1600 Holloway Ave  
San Francisco, CA 94132  
☎ (415) 338-2086  
Fax: (415) 338-2084  
http://newswatch.sfsu.edu  
Email: newsproj1@mindspring.com

Clear Channel
200 Basse Rd.
San Antonio, TX. 78209
☎ (210) 822-2828
http://www.clearchannel.com

Corporation for Public Broadcasting (CPB)
Robert T. Conrad, President and CEO
401 Ninth St. NW
Washington, DC 20004-2129
☎ (202) 879-9600
Fax: (202) 879-9700
http://www.cpb.org
Email: comments@cpb.org

Foundation for Minority Interests in Media
(Emma Bowen Foundation)
Phylis Eagle-Oldson
1299 Pennsylvania Ave. NW 11th Floor
Washington, DC 20004
☎ (202) 637-4494
Fax: (202)637-4495
http://www.emmabowenfoundation.com
Email:Phylis.eagle-oldson@corporate.ge.com

Hispanic Link News Service, Inc.
Hector Erickson-Mendoza, Executive Director
1420 N Street NW
Washington, DC 20005
☎ (202) 234-0280/0737
Fax: (202) 234-4090
Contact: Charlie Erickson, Editor/Publisher
http://hispaniclink.org
Email: charlie@hispaniclink.org

Indigenous Broadcast Center (IBC)
Apache Radio
Angelina Salle
810 East Ninth Avenue
Anchorage, AK  99501-3826
☎ (907) 258-8880

Media Communications Association-International  Annual Conference
Ernie Stewart, Executive Director  Job Hotline
401 N. Michigan Avenue
Chicago, IL 60611
☎ (312) 321-5171
Fax: (312) 673-6716
http://www.itva.org
Email: info@mca-i.org

International Women’s Media Foundation (IWMF)  Annual Conference
Lisa Woll, Executive Director  Quarterly Newsletter
1726 M St. NW Suite 1002  Courage in Journalism Awards
Washington, DC  20036
☎ (202) 496-1992
Fax: (202) 496-1977
http://www.iwmf.org
Email: lwoll@iwmf.org
info@iwmf.org

Maynard Institute for Journalism Education (IJE)  News Management Training
Dori J. Maynard, President & CEO
409 Thirteenth Street, 9th Floor
Oakland, CA  94612
☎ (510) 891-9202
Fax: (510) 891-9565
http://www.maynardije.org/
Email: dmaynard@maynardije.org

Media Action Network for Asian Americans (MANAA)  Awards Banquet
Aki Aleong, President  Newsletter
P.O. Box 11105  Monthly Meetings
Burbank, CA 91510
☎ (213) 486-4433
http://www.manaa.org
Email: manaaletters@hotmail.com

National Association of Black College Broadcasters  Annual Conference
(NABC)  Quarterly Newsletter
Ken Jelks, Chairman
P.O. Box 3191
Atlanta, GA  30302
☎ (404) 523-6136
Fax: (404) 523-5467
http://www.blackcollegeradio.com
Email: bcrmail@blackcollegeradio.com

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<tr>
<th>Organization</th>
<th>Contact Information</th>
<th>Events and Services</th>
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<tbody>
<tr>
<td>National Association of Black Journalists (NABJ)</td>
<td>Annual Conference</td>
<td>Annual Conference, Scholarships and Internships</td>
</tr>
<tr>
<td>Located at the University of Maryland</td>
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<tr>
<td>Tangie Newborn, Executive Director</td>
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<tr>
<td>8701-A Adelphi Rd.</td>
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<tr>
<td>Adelphi, MD 20783-1716</td>
<td>☎ (301) 445-7100</td>
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<tr>
<td>Fax: (301) 445-7101</td>
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<tr>
<td>Contact: Veronique Dodson; <a href="mailto:veronique@nabj.org">veronique@nabj.org</a></td>
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<tr>
<td><a href="http://www.nabj.org">http://www.nabj.org</a></td>
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<tr>
<td>Email: <a href="mailto:Nabj@nabj.org">Nabj@nabj.org</a></td>
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<tr>
<td>National Association of Broadcasters (NAB)</td>
<td>Annual Conference</td>
<td>Annual Conference, Development Job Line</td>
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<tr>
<td>Edward Fritts, President and CEO</td>
<td></td>
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<tr>
<td>1771 N Street NW</td>
<td>☎ (202) 429-5300</td>
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<tr>
<td>Washington, DC 20036-2891</td>
<td>Fax: (202) 429-4199</td>
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<td><a href="http://www.nab.org/bcc">http://www.nab.org/bcc</a></td>
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<tr>
<td>National Association of Hispanic Journalists (NAHJ)</td>
<td>Annual Conference</td>
<td>Annual Conference, Quarterly Newsletter, Job Line</td>
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<tr>
<td>Ivan Roman, Executive Director</td>
<td></td>
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<tr>
<td>1000 National Press Bldg.</td>
<td>☎ (202) 662-7145</td>
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<tr>
<td>Washington, DC 20045</td>
<td>Fax: (202) 662-7144</td>
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<td><a href="http://www.nahj.org">http://www.nahj.org</a></td>
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<td>Email: <a href="mailto:nahj@nahj.org">nahj@nahj.org</a></td>
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<tr>
<td>National Association of Minority Media Executives</td>
<td>Annual Meeting</td>
<td>Annual Meeting, Development Institute, Monthly Newsletter</td>
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<td>(NAMME)</td>
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<tr>
<td>Toni Laws, Executive Director</td>
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<tr>
<td>1921 Gallows Road, suite 600</td>
<td>☎ (888) 968-7658/ (703) 893-2410</td>
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<tr>
<td>Vienna, VA 22182</td>
<td>Fax: (703) 893-2414</td>
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<td><a href="http://www.namme.org">http://www.namme.org</a></td>
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<tr>
<td>Email: <a href="mailto:nammeexecutivedirector@worldnet.att.net">nammeexecutivedirector@worldnet.att.net</a></td>
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<tr>
<td>National Hispanic Media Coalition (NHMC)</td>
<td>On-Line Newsletter</td>
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<tr>
<td>Alex Nogales, President and CEO</td>
<td></td>
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<tr>
<td>2514 S. Grand Ave.</td>
<td>☎ (213) 746-6988</td>
<td></td>
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<tr>
<td>Los Angeles, CA 90007</td>
<td><a href="http://www.nhmc.org">http://www.nhmc.org</a></td>
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</tr>
<tr>
<td>Email: <a href="mailto:nhmc@azteca.net">nhmc@azteca.net</a></td>
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</table>
National Lesbian and Gay Journalists Association (NLGJA) Annual Conference
Pamela Strother, Executive Director  Quarterly Newsletter
1420 K Street NW Ste. 910
Washington, DC  20005
📞 (202) 588-9888
Fax: (202) 588-1818
Contact: Azuree Salazar
http://www.nlgja.org
Email: info@nlgja.org

National Press Foundation (NPF)  Training Seminars
Bob Meyers, President
1211 Connecticut Avenue NW Suite 310
Washington, DC 20036
📞 (202) 721-9100 / 663-7280
Fax: (202) 530-2855
http://nationalpress.org
Email: npf@netpress.org

Native American Journalists Association (NAJA) Annual Conference
Ron Walters, Executive Director  Bi-monthly Newsletter
University of South Dakota
414 E. Clark Street
Vermillion, SD 57069
📞 (605) 677-5282
Fax: (866) 694-4264
http://www.naja.com
Email:info@naja.com

Native American Public Telecommunications (NAPT) Quarterly Newsletter
Frank Blythe, Executive Director
1800 North 33rd Street
Lincoln, NE 68583
📞 (402) 472-3522
Fax: (402) 472-8675
http://www.nativetelecom.org
Email: native@unl.edu

The Poynter Institute for Media Studies Journalism Seminars
Aly Colón, Director, Diversity Program  Fellowships
801 Third Street South
St. Petersburg, FL  33701
📞 (727) 821-9494/ (888) Poynter
Fax: (727) 821-0583
http://www.poynter.org
Email: acolon@poynter.org; info@poynter.org


Radio-Television News Directors Association (RTNDA)  
Noreen Welle, Director of Marketing and Communications  
1600 K Street NW Suite 700  
Washington, DC 20006  
☎ (202) 659-6510  
Fax: (202) 223-4007  
http://www.rtnda.org  
Email: nwelle@rtnda.org

Radio and Television News Directors Foundation (RTNDF)  
Deborah Potter, Executive Director  
Newsroom Diversity Project  
1600 K Street NW Suite 700  
Washington, DC 20006  
☎ (202) 659-6510  
Fax: (202) 223-4007  
http://www.rtndf.org  
Email: dpotter@rtndf.org

Society of Professional Journalists (SPJ)  
Terry Harper, Executive Director  
Society of Professional Journalists  
3909 N. Meridian Street  
Indianapolis, IN 46208  
☎ (317) 927-8000  
Fax: (317) 920-4789  
http://www.spj.org  
Email: questions@spj.org

South Asian Journalists Association (SAJA)  
S. Mitra Kalita, President  
Reporter, The Washington Post  
☎ (212) 854-5979  
Fax: (212) 854-7837  
http://www.saja.org  
Email: mitra@desiwriter.com; saja@columbia.edu

UNITY: Journalists of Color  
Anna Lopez, Executive Director  
1601 North Kent Street, Suite 1003  
Arlington, VA 22209  
☎ 703-469-2100  
Fax: 703-469-2108  
http://www.unityjournalists.org

Annual Conference  
Job Bulletin  
Monthly Magazine  
Training Seminars  
Scholarships and Internships  
Fellowships  
Diversity Toolkit  
Conference  
Mentoring Project

Email: executive@unityjournalists.org
    info@unityjournalists.org

Walter Kaitz Foundation
Spencer Kaitz, President
4341 Piedmont Avenue
Oakland, CA 94611
☎ (866) 495-2489
Fax: (510) 595-9152
http://www.walterkaitz.org
Email: info@walterkaitz.org

Youth Radio
Ellin O’Leary, President/Executive Director
1809 University Avenue
Berkeley, CA 94703
☎ (510) 841-5123
Fax: (510) 841-9804
http://www.youthradio.org
Email: editor@youthradio.org ; youthradio@youthradio.org
REGIONAL DIVERSITY RESOURCES FOR BROADCASTERS
Local Chapters and Groups of National Organizations

**ASIAN AMERICAN JOURNALISTS ASSOCIATION**
Rene Astudillo, Executive Director
1182 Market Street, Suite 320
San Francisco, CA  94102
📞 (415) 346-2051
Fax: (415) 346-6343
Contact: Francis Achondoa
http://www.aaja.org
Email: national@aaja.org

**AAJA Arizona Chapter**
President: Christina Leonard Lozana
Reporter, *The Arizona Republic*
http://www.aajaz.org
Email: Christina.leondard@arizonarepublic.com

**AAJA Asia Chapter**
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China Economics Correspondent
*South China Morning Post*
Email: Acheng87@hotmail.com

**AAJA Atlanta Chapter**
President: Rodney Ho
Reporter, *Atlanta Journal Constitution*
http://www.aaja.org/chapters/atlanta
Email: rho@ajc.com

**AAJA Chicago Chapter**
President: Shirley Leung
Staff Writer
*Wall Street Journal*
http://www.aaja.org/Chapters/Chicago
Email: Shirley.leung@wsj.com
### AAJA Los Angeles Chapter
- **President:** Henry Fuhrmann
- **Senior Copy Desk Chief:** Los Angeles Times
- **Contact:** [http://www.aaja.org/Chapters/LosAngeles](http://www.aaja.org/Chapters/LosAngeles)
- **Email:** hfuhrmann@aol.com

### AAJA Michigan
- **President:** Ron Recinto
- **Michigan State University:**
  - **Address:** 305 CAS Building
  - **City/State:** East Lansing, MI 48824
- **Email:** aajamich@yahoogroups.com

### AAJA Minnesota Chapter
- **President:** Nancy Ngo
- **Staff Writer:** St. Paul Pioneer Press
- **Editorial Address:**
  - **City/State:** Minneapolis, MN 55488
- **Email:** ngo@pioneerpress.com

### AAJA New England Chapter
- **President:** Sangita Chandra
- **Segment Producer:** WCVB TV 5
- **Address:** Needham, MA 02494
- **Email:** schandra@hearst.com
  - **Phone:** (781) 433-4217
  - **Fax:** (781) 449-0260

### AAJA New York Chapter
- **President:** Pradnya Joshi
- **Business Reporter, Newsday:**
- **Email:** pjoshi@newsday.com
- **Contact:** Mr. Ken Moritsuguru, News Editor, Newsday
  - **Address:**
    - **City/State:** 235 Pinelawn Road, Melville, NY 11747
- **Email:** aajanyc@hotmail.com

### AAJA Philadelphia Chapter
- **Co-President:** Murali Balaji
  - **Reporter, Wilmington News Journal:**
- **Email:** murali_balaji@hotmail.com
- [http://www.aaja.org/Chapters/Philadelphia](http://www.aaja.org/Chapters/Philadelphia)

### AAJA Portland Chapter
- **President:** Boaz Herzog
- **Business Writer:**
- **Email:** boazherzog@news.oregonian.com
  - **Contact:** The Oregonian
  - **Address:**
    - **City/State:** 1320 SW Broadway, Portland, OR 97201
- **Email:** aaja_portland@hotmail.com

### AAJA Sacramento
- **President:** Patti J. Lee
- **Morning Anchor:** KOVR
- **Email:** plee@kovr.sbgnet.com

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<table>
<thead>
<tr>
<th><strong>AAJA San Francisco Bay Chapter</strong></th>
<th><strong>AAJA Seattle Chapter</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Co-President: Vera Chan</td>
<td>Co-President: Sharon Chan</td>
</tr>
<tr>
<td>Freelance Journalist</td>
<td>Reporter, <em>The Seattle Times</em></td>
</tr>
<tr>
<td>Email: <a href="mailto:sfaaja@yahoo.com">sfaaja@yahoo.com</a></td>
<td>Co-President: Margo Kim</td>
</tr>
<tr>
<td>Co-President: Ronald Kitagawa</td>
<td>Reporter, KIRO-TV</td>
</tr>
<tr>
<td><em>San Jose Mercury News</em></td>
<td><a href="http://www.aaja.org/Chapters/seattle">http://www.aaja.org/Chapters/seattle</a></td>
</tr>
<tr>
<td>Mercury News</td>
<td>Email: <a href="mailto:schan@seattletimes.com">schan@seattletimes.com</a></td>
</tr>
<tr>
<td>750 Ridder Park Drive</td>
<td>Email: <a href="mailto:mkim@kirotv.com">mkim@kirotv.com</a></td>
</tr>
<tr>
<td>San Jose, CA 95190</td>
<td>P.O. Box 9698 Seattle, WA 98109</td>
</tr>
<tr>
<td><a href="http://www.aaja.org/Chapters/sanfrancisco">http://www.aaja.org/Chapters/sanfrancisco</a></td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:rkitagawa@sjmercury.com">rkitagawa@sjmercury.com</a></td>
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<thead>
<tr>
<th><strong>AAJA Texas Chapter</strong></th>
<th><strong>AAJA Washington, DC Chapter</strong></th>
</tr>
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<tbody>
<tr>
<td>President: Maricar Estrella</td>
<td>President: Mei-Ling Hopgood</td>
</tr>
<tr>
<td>Sunday News Editor, <em>Fort Worth Star-Telegram</em></td>
<td>Reporter, Dayton Daily News</td>
</tr>
<tr>
<td>Phone: 817-390-7856</td>
<td>Email: <a href="mailto:meiaaja@yahoo.com">meiaaja@yahoo.com</a></td>
</tr>
<tr>
<td>Email: <a href="mailto:maricarestrella@yahoo.com">maricarestrella@yahoo.com</a></td>
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<td><a href="http://www.aaja.org/Chapters/texas">http://www.aaja.org/Chapters/texas</a></td>
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### NATIONAL ARAB AMERICAN JOURNALISTS ASSOCIATION

Ray Hanania, Executive Director  
PO Box 2127  
Orlando Park, IL 60462  
☎ (708) 403-1203  
Fax: (815) 846-7668  
[http://www.hanania.com/caajc/chapter](http://www.hanania.com/caajc/chapter)

<table>
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Pennsylvania
Virginia
Washington, DC

South
Alabama
Tennessee
Florida
Georgia
Mississippi
North Carolina

Fax: (954) 356-4559
Email: rolmeda@sun-sentinel.com

South Carolina

Region 5
Contact: Gary Pina
Arlington News Editor
Fort Worth Star-Telegram
400 Seventh Street
Fort Worth, TX 76101
Email: gpina@star-telegram.com

States in the Region:
Arkansas
Texas
Louisiana
Oklahoma

Region 6
Contact: Margarita Bauza
Reporter – Higher Education
The Detroit News
615 W. Lafayette Blvd.
Detroit, MI 48226
Email: mbauza@detnews.com

Midwest
Illinois
Indiana
South Dakota
Iowa
Kansas
Michigan

Minnesota
Missouri
Ohio
Montana
Nebraska
North Dakota

Southwest
Arizona
Colorado
Nevada
New Mexico
Utah
Wyoming

Region 7
Contact: Louis Angel Aguilar
Business Editor
Denver Post
1560 Broadway
Denver, CO 80202
☎ (602) 444-8210
Fax: (602) 244-8933
Email: laguilar@denverpost.com

Other Resources:

**The Bay Area Broadcast Skills Bank**
900 Front Street at ABC Broadcast Center
San Francisco, CA  94111
☎ (415) 905-6542
Contact: Jessica Ernst
☎ (415) 421-6161
http://www.citysearch.com/sfo/broadcastskills
Email: skillsbank@aol.com

**California Chicano News Media Association**
Contact: Julio Moran, Executive Director
USC Annenberg School of Journalism
3800 S. Figueroa Street
Los Angeles, CA  90037-1206
☎ (213) 743-4960
Fax: (213) 743-4989
http://www.ccnma.org
Email: info@ccnma.org
Email: juliomorane@ccnma.org
www.ccnmainfo@ccnma.org

**The Council on Foundations**
Contact: Dorothy S. Ridings
President and CEO
1828 L Street NW, Suite 300
Washington, DC  20036
☎ (202) 466-6512
Fax: (202) 785-3926
http://www.cof.org

**New California Media**
Contacts:  San Francisco Office
275 9th Street
San Francisco, CA 94103
(415) 503-4170
(415) 503-0970
Los Angeles Office
USC Annenberg School of Communication
3800 South Figueroa St., Rm 105
Los Angeles, CA 90037
(213) 743-5294
Fax: (213) 743-5293
http://www.ncmonline.com
Email: ncm@pacificnews.org

To request information from agents, or to access TVSpy's resume and electronic audition tape database, go to [www.tvspy.com](http://www.tvspy.com)
ON-LINE RESOURCES

Following are selected World Wide Web sites pertaining journalism. Many provide several links for further exploration.

<table>
<thead>
<tr>
<th>ORGANIZATION</th>
<th>WEB SITE</th>
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<tbody>
<tr>
<td>American News Women’s Club</td>
<td><a href="http://www.anwc.org">http://www.anwc.org</a></td>
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<tr>
<td>American Women in Radio and Television (AWRT)</td>
<td><a href="http://www.awrt.org">http://www.awrt.org</a></td>
</tr>
<tr>
<td>Association for Education in Journalism and Mass Communication Radio-Television Journalism Division of AEJMC</td>
<td><a href="http://www.aejmc.org">http://www.aejmc.org</a></td>
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<tr>
<td>Asian American Journalists Association (AAJA)</td>
<td><a href="http://www.aaja.org">http://www.aaja.org</a></td>
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<tr>
<td>Association for Women in Communications Inc.</td>
<td><a href="http://www.womcom.org">http://www.womcom.org</a></td>
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<tr>
<td>Bay Area Broadcasting Skills Bank</td>
<td><a href="http://www.citysearch.com/sfo/broadcastskills.com">http://www.citysearch.com/sfo/broadcastskills.com</a></td>
</tr>
<tr>
<td>The Broadcasting Training Program</td>
<td><a href="http://www.thebroadcaster.com">http://www.thebroadcaster.com</a></td>
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<td>California Chicano News Media Association</td>
<td><a href="http://www.ecnma.org">http://www.ecnma.org</a></td>
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<tr>
<td>Corporation for Public Broadcasting (CPB)</td>
<td><a href="http://www.cpb.org">http://www.cpb.org</a></td>
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<tr>
<td>Don Fitzpatrick Associates</td>
<td><a href="http://www.tvspy.com">http://www.tvspy.com</a></td>
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<tr>
<td>Entertainment Recruiting Network</td>
<td><a href="http://www.showbizjobs.com">http://www.showbizjobs.com</a></td>
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<td>Organization</td>
<td>Website</td>
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<tr>
<td>Fairness and Accuracy in Reporting</td>
<td><a href="http://www.fair.org">http://www.fair.org</a></td>
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<tr>
<td>Federal Communications Commission (FCC)</td>
<td><a href="http://www.fcc.gov">http://www.fcc.gov</a></td>
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<tr>
<td>International Television Association (ITVA) DC Chapter</td>
<td><a href="http://www.itvadc.org">http://www.itvadc.org</a></td>
</tr>
<tr>
<td>International Women’s Media Foundation (IWMF)</td>
<td><a href="http://www.iwmf.org">http://www.iwmf.org</a></td>
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<tr>
<td>Maynard Institute for Journalism Education (IJJE)</td>
<td><a href="http://www.maynardije.org">http://www.maynardije.org</a></td>
</tr>
<tr>
<td>Media Action Network for Asian Americans (MANAA)</td>
<td><a href="http://www.manaa.org">http://www.manaa.org</a></td>
</tr>
<tr>
<td>Minorities and Women in Television News</td>
<td><a href="http://www.missouri.edu">www.missouri.edu</a> search under “women and minorities in television news”</td>
</tr>
<tr>
<td>National Arab American Journalist Association</td>
<td><a href="http://www.hanania.com/caajc/chapter.htm">http://www.hanania.com/caajc/chapter.htm</a></td>
</tr>
<tr>
<td>National Association of Black College Broadcasters (NABC)</td>
<td><a href="http://www.blackcollegeradio.com">http://www.blackcollegeradio.com</a></td>
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<tr>
<td>National Association of Black Journalists (NABJ)</td>
<td><a href="http://www.nabj.org">http://www.nabj.org</a></td>
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<tr>
<td>National Association of Broadcasters (NAB)</td>
<td><a href="http://www.nab.org">http://www.nab.org</a></td>
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<tr>
<td>National Association of Hispanic Journalists (NAHJ)</td>
<td><a href="http://www.nahj.org">http://www.nahj.org</a></td>
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National Association of Minority Media Executives (NAMME)  http://www.namme.org

National Hispanic Media Coalition (NHMC)  http://www.nhmc.org

National Lesbian and Gay Journalists Association (NLGJA)  http://www.nlga.org

Native American Journalists Association (NAJA)  http://www.naja.com

New California Media  http://www.ncmonline.com

NewsWatch Project  http://newswatch.sfsu.edu

Radio-Television News Directors Association (RTNDA)  http://www.rtnda.org

Radio and Television News Directors Foundation (RTNDF)  http://www.rtndf.org

Society of Professional Journalists (SPJ)  http://www.spj.org

South Asian Journalists Association (SAJA)  http://www.saja.org

TV Jobs (a site for employers to view TV resumes posted on the Web)  http://www.tvjobs.com
ABOUT THE RADIO AND TELEVISION NEWS DIRECTORS FOUNDATION

Mission

The Radio and Television News Directors Foundation (RTNDF) provides training programs, seminars, scholarship support and research in areas of critical concern to electronic news professionals and their audience.

As the educational arm of the Radio-Television News Directors Association, RTNDF offers professional development opportunities for working and aspiring journalists and journalism educators. The Foundation’s primary objectives include:

- Promoting discussion of ethics and integrity in news coverage
- Developing leadership skills among news professionals and sound management practices in news organizations
- Encouraging diversity in news organizations and in news coverage
- Assessing the impact of technological change on the news industry
- Fostering exchanges of ideas and perspectives at the local, national and international levels
- Supporting U.S. First Amendment rights, worldwide press freedom, and the public’s right to know.

RTNDF is a 501(c)(3) nonprofit charitable organization supported by foundations, corporations and individuals. Contributions to RTNDF are tax-deductible to the maximum extent allowable by law.
Programs

In 2004, RTNDF will conduct programs in the following areas:

NEWS CONTENT
• Providing resources and programs to help electronic journalists cover a range of issues such as bioterrorism, children’s health and election coverage.

ETHICS IN JOURNALISM
• Encouraging high standards of journalism by providing news professionals with resources and training to make ethical decisions under pressure.

NEWS LEADERSHIP
• Enhancing managerial and news judgment skills for television news leaders and managers.

JOURNALISM EDUCATION
• High School Electronic Journalism Project, educating young people about the principles and values inherent in the First Amendment and supporting their efforts to practice good journalism.
• Educator in the Newsroom, improving relations between newsrooms and colleges and universities to foster well-educated future workforce.

NEWSROOM DIVERSITY
• Broadcast Management Fellowships for women and journalists of color.
• Newsroom Diversity Toolkit to emphasize benefits of having diverse news management staffs.
• Scholarships, fellowships and internships for students and news professionals.

FUTURE OF NEWS
• Examining the impact of new communications technologies on journalism through research, publications and ongoing educational programs.

INTERNATIONAL JOURNALISM
• German/American Journalist Exchange, enhancing journalists' understanding of the culture, politics, economics, social issues and journalism practices of Germany and the United States.
The goal of the Radio and Television News Directors Foundation's Newsroom Diversity Project is to increase the number of people of color and women in television news careers, with the strongest emphasis on news management. This is accomplished through the dual strategies of better preparing students and young journalists, as well as providing current news managers with tools needed to move toward their diversity goals.

Since RTNDF began the Newsroom Diversity Project in 1992, more than 1,000 students and young professionals have benefited from participation in our scholarship, internship, student mentoring, fellowship and news management-training programs for journalists of color. Equally important, RTNDF’s programs for managers have helped more than 1,200 television and radio news managers diversify their newsrooms and avoid stereotypes in their newscasts.

To achieve its goal of hiring, training, advancing and retaining people of color and women in television, radio and online news management careers, RTNDF’s Newsroom Diversity Project provides:

♦ Scholarships, internships, guidance and counseling programs for journalism students of color to make them aware of career options in electronic news and to help them land their first newsroom positions. RTNDF also hosts mentoring and other career-support events to expose students of color to the full breadth of television, radio and online news careers, including management alternatives to on-air positions.

♦ Fellowships, tape critiques, workshops for young women and professionals of color at the conventions of the four associations representing journalists of color provide the resources and training needed to advance in the industry.

♦ Information about diversity and its benefits to current managers and executives who are responsible for hiring and managing newsroom personnel.