

# AMPLIFYING DIVERSE VOICES IS A PRIORITY FOR US

## 'WE ARE NOT REPRESENTATIVE ENOUGH OF THE COMMUNITIES WE SERVE,' WRITES KAREN MICELI



**KAREN MICELI**  
Column

*It's about trust. Our relationship with our readers is built on transparency, honesty and integrity. As such, we have launched a trust initiative to tell you who we are and how and why we do what we do. This column is part of that project.*

*Your voice is important.*

As a media company with a long history of championing equality for all, Torstar is uniquely positioned to amplify the di-

verse voices in our communities. We seek to learn from our past, give voice to the present through our news coverage and provide opportunities in our pages and on our websites for frank, honest and open conversations about race and diversity.

We have recently adopted the seven recommendations made by Canadian Journalists of Colour and the Canadian Association of Black Journalists to improve diversity within our ranks and in the content that we produce. We recognize that we are not representative enough of the communities we serve and

we're committed to doing better.

Joanne Burghardt, the director of content for Torstar's community news brands, recently wrote a column detailing the ways we are working quickly to answer the call to action.

We are committing to an internal, voluntary demographics survey on an ongoing basis. We recognize the need for a more diverse news team and commit to establishing recruitment initiatives and hiring practices to make that happen. We are committed to identifying and developing talented journalists of colour in our newsrooms. We will set up community advisory boards to meet and work with us regularly. We will take part in representation training and workshops to hone our skills as journalists. We

are looking at scholarship possibilities and will seek insight on best practices in how to work with our friends in education to ensure diversity and inclusion in journalism schools.

We have set up a number of diversity committees, including an outreach team with a goal to build stronger relationships with under-represented communities. I am part of that team.

Our goal is to amplify and elevate a more diverse

range of voices in our news coverage, both by seeking out more Black, Indigenous and other racialized experts, and by covering the issues that matter to people of colour, members of the LGBTQ2+ community and anyone else who has been under-represented in the media.

To that end we will be asking community members who do represent the diversity in our neighbourhoods to put pen to paper, fingers to keyboard and share their knowledge

with our readers. Perhaps you are someone whose voice should be amplified in our pages? If you would like to have that conversation please contact me at [psteel@metroland.com](mailto:psteel@metroland.com).

*Karen Miceli is the managing editor of Torstar Communities newspapers in Halton, and part of our trust committee. We welcome your questions and value your comments. Email our trust committee at [trust@metroland.com](mailto:trust@metroland.com).*

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