School of Journalism
The University of Arizona
Diversity, Equity and Inclusion Report
2019-2020 Academic Year
Submitted by the Diversity, Equity and Inclusion Committee

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As the country grapples with trying to transform attitudes and institutions entrenched in structural inequities, the University of Arizona School of Journalism confirms its commitment to diversity, equity and inclusivity as vital components of the profession’s mission to report fully and fairly on the full range of human experience. We continue our efforts to recruit, train and graduate students from diverse backgrounds who can increase newsroom diversity until it accurately reflects the American experience. Journalists of color comprise 21.9 percent of the salaried workforce in U.S. newsrooms (compared with 23.5 percent of the U.S. population), and women comprise only 41.8 percent (compared with 51 percent of the U.S. population), according to the 2019 ASNE Newsroom Diversity Survey.

The school provides instruction, assignments, access to outside speakers and special events to prepare students to report intelligently and sensitively on our increasingly diverse society. Our faculty’s research, professional projects and service reflect the school’s commitment to diversity and inclusivity in journalism.

This list of diversity-related activities during the 2019-2020 academic year (August-July) by University of Arizona School of Journalism faculty, staff and students was collected from faculty curricula vitae and annual reports, faculty and staff email notifications to the diversity coordinator, and the school’s weekly “Kudos” announcements of faculty and student accomplishments.

Section 1: Highlights

Carol Schwalbe completed her second year as the second female director of the UA School of Journalism. An ongoing focus of her tenure is fostering an atmosphere in which diverse and often marginalized voices are encouraged to speak up and drive narratives heretofore dominated by those holding power for generations.
The school’s most recently hired professors, Jessica Retis and Ruxandra Guidi, continue to champion a culture of diversity, equity and inclusion.

Ruxandra Guidi joined the school’s Diversity, Equity and Inclusion Committee and led efforts by Arizona Sonora News students to cover stories that reflect the diversity of Southern Arizona. The school’s El Inde/ASN website featured many pieces, including a moving essay titled “What they don’t tell you about your pregnancy.” In her audio class, two of her students’ radio features aired on Arizona Public Media. One of the most fruitful collaborations came with the Patagonia Regional Times, a community newspaper based in Patagonia, Arizona, which published her students’ features, profiles and essays in a special summer issue.

Jessica Retis drove the planning, organization and establishment of the recently approved Master’s in Bilingual Journalism program. Under her leadership, the School of Journalism secured a $164,000 Provost’s Investment Fund grant to help launch the program. Only 12 of 86 proposals were funded by the university. Retis, Celeste González de Bustamante and Carol Schwalbe worked on the winning proposal — the only one funded in the College of Social & Behavioral Sciences — with business staffers Erin Tyo, Kris Hogeboom and Martha Castleberry.

Jeannine Relly led the development of the school’s new B.A. and M.A. degrees in the Studies of Global Media. The programs will prepare students to analyze, verify and communicate information about varying global issues in an effective, ethical and culturally aware manner. Courses will explore solutions to problems of equity, often driven by lack of institutional diversity and inclusion. One of the key questions the program addresses is “How do various forms of media connect the global community on the big challenges of the day, such as the impact of climate change, poverty, inequality, the pandemic, record numbers of refugees and political discord?”

World-renowned CNN journalist Christiane Amanpour was named the 2019 winner of the John Peter and Anna Catherine Zenger Award for Press Freedom. An icon for aspiring female journalists worldwide, Amanpour was selected for her tireless devotion to pursuing the truth and holding those in power to account. She accepted the award on Sept. 20, 2019, at a luncheon attended by more than 300 guests. Twelve-year-old Hilde Lysiak accepted the inaugural Junior Zenger Award from SBS Dean JP Jones.

Susan Knight received the new Gerald G. Swanson Prize for Teaching Excellence in recognition of her exceptional skills as a teacher and mentor. The award, which recognizes excellence in undergraduate teaching at the University of Arizona, comes with a check for $5,000. Knight will be honored at a ceremony in fall 2020. “You have demonstrated a vivid, motivating and innovative teaching methodology with a strong learner-centered and constructivist approach,” Provost Liesl Folks wrote. “You have made an enormous impact in your students through your extraordinary pedagogical approach and cross-cutting, interdisciplinary inquiry.”
Section 2: Service

The Center for Border & Global Journalism, under the leadership of Celeste González de Bustamante and Jeannine Relly, held its first fall event on Sept. 18, 2019: “Fixing Journalism: Local Journalists and International Correspondents in Mexico’s Zones of Conflict.” Maggy Zanger moderated a panel that talked about the relationship between local reporters (“fixers”) in Mexico and international journalists. Relly organized another gathering for the Center for Border & Global Journalism on Feb. 28, 2020, with journalists from 14 countries.

Celeste González de Bustamante participated in the Third Coast International Audio Festival in Chicago in early November. She discussed narrative audio storytelling with other educators and journalists. González de Bustamante is working with University of Arizona librarians and other faculty members across campus on a project that will introduce students to data literacy using digitized historical newspapers from Arizona. González de Bustamante and grad students showed Nogales High School students how drone photography can be used in journalism as part of her FronteraBeat mentoring program. The program is funded by the Southwest Folklife Alliance and the Agnese Nelms Haury Program in Environment and Social Justice. González de Bustamante is a member of the steering committee for the Coalition for Academic Justice at the University of Arizona and was interviewed for an Arizona Daily Wildcat story, “Coalition raises concerns with UA furloughs and layoffs,” by J-school student Sam Burdette.

Celeste González de Bustamante was selected for the next class of the Institute for Diverse Leadership. The class, featuring 10 fellows, is co-sponsored by the Association for Education in Journalism and Mass Communication (AEJMC) and the Association of Schools of Journalism and Mass Communication (ASJMC). Its purpose is to increase racial, gender and ethnic diversity in administrative and other senior-level positions in journalism and communication education.

Susan Knight represented the J-school at the March 2, 2020, Cats at the Capitol event with state legislators on the House Lawn in Phoenix. President Robert Robbins attended the event. Knight mentored the school’s Don Bolles Fellow, Priya Jandu, who covered the state Legislature for Arizona Sonora News. Knight was also a judge in the Robert F. Kennedy Human Rights Book and Journalism Awards. She has been selected for two years in a row to judge the high school journalism category.

Ruxandra Guidi participated in a panel discussion at the Women’s Rural Summit in Greenville, South Carolina, on Oct. 28, 2019, and was featured in a story, “Women Lead Charge to Address Rural Issues, Journalists Say,” in The Daily Yonder.

Ruxandra Guidi and Michael McKisson organized a free workshop on freelancing and product startups for students and journalists on April 3, 2020.

Renée Schafer Horton narrated a 3-minute video for the school’s crowdfunding campaign to help unpaid summer interns. Olivia Jackson (‘19) produced the video, and Director Carol Schwalbe and outreach coordinator Mike Chesnick worked on the script with Andrew Pieterick of the University of Arizona Foundation. The campaign, which ended on Oct. 20, surpassed its goal of 50 donors. At least 58 donors contributed more than $3,610.
Students, faculty and staff participated in the 2019 James W. Foley Freedom Run on Oct. 20 on the University of Arizona campus. The 5K run and walk, held annually across the nation, honors Foley, a freelance journalist killed by ISIS in 2014. William Schmidt, who introduced the run and provided background information about Foley, and Celeste González de Bustamante of the Center for Border & Global Journalism organized the event along with Susan Knight, adviser of the student chapter of the Society of Professional Journalists.

In late February Susan Knight organized a talk, “Going Viral: Covering Coronavirus, Flu and Other Contagious Illness Without Creating Hysteria,” with students from the school’s Society of Professional Journalists chapter. Susan E. Swanberg moderated the panel, which included Arizona Republic health reporter Stephanie Innes, Dr. Bob England of the Pima County Health Department, David Salafsky of UA Campus Health and graduate student Laura Fuchs.

On Sept. 25 Susan E. Swanberg moderated a panel discussion for a sold-out crowd at the Journalism on Screen premiere of Anthropocene: The Human Epoch at The Loft Cinema. The event featured a Q&A with New York Times science reporter Jim Robbins and Valerie Trouet, an associate professor with the University of Arizona Laboratory of Tree-Ring Research. Nancy Sharkey introduced the documentary, which explored humanity's re-engineering of the planet.

Susan E. Swanberg participated as a judge in the American Society of Human Genetics 2020 DNA Day essay contest. For the past five years, Swanberg has been a judge in the contest, which is sponsored by the premier international organization for the study of human genetics.

Carol Schwalbe was elected to a second three-year term on the Standing Committee on Teaching of the Association for Education in Journalism and Mass Communication.

Section 3: Guest speakers

Ruxandra Guidi and Maggy Zanger moderated an Oct. 17 discussion with students and author-journalist James Verini, a contributing writer on war, political violence and geopolitics for The New York Times Magazine and National Geographic.

Jeannine Relly, Debbie Cross, Jessica Retis and Maggy Zanger organized a series of events featuring journalist Perla Trevizo and Pulitzer Center on Crisis Reporting Senior Education Manager Fareed Mostoufi. The Center for Border & Global Journalism, the school’s National Association of Hispanic Journalists chapter, the Arizona Daily Star and Campus Life Student-Faculty Engagement Programs co-sponsored the events. Trevizo, a reporter for the Houston Chronicle and formerly with the Arizona Daily Star, gave insights into her series “A Lost Generation,” which explored the effects of migration on rural schools and villages in Guatemala.

Nancy Sharkey’s food journalism class hosted Miriam Morgan (’76 M.A.), a food journalist who shared her writing advice with students in a March 3 video chat.

Carmen Duarte (’80), a reporter and feature writer for the Arizona Daily Star for the last 38 years, talked to Jeannine Relly and the Star’s apprentices on Sept. 18, 2020. Duarte reports on
the aging population and helps with general assignment, crime and breaking news stories. She has also covered immigration, education, social services, federal courts and stories in Mexico. She spoke about the many diverse communities in the region, conducting interviews in investigations related to sensitive cases, and self-care for journalists when working on projects that involve trauma.

On Nov. 5 Carmen Valencia (’18), a multimedia journalist for KYMA-TV in Yuma, spoke to Prof. Jessica Retis’ grad class and the school's National Association of Hispanic Journalists chapter about diversity in the newsroom and broadening Latino and migration narratives.

Section 4: Classroom topics and activities

Renée Schafer Horton, internship coordinator, helped kick off the 2019-20 school year with her Career Success class (JOUR 201A). For five weeks, students developed a polished résumé and cover letter, an internship/job hunt plan, a LinkedIn profile, an online portfolio and interview skills.

Ruxandra Guidi oversaw publication of an El Inde magazine, Invested Interests, produced by her fall 2019 Arizona Sonora News class. Among the 13 stories are profiles of a mixed martial arts athlete fighting depression and a child of Indian immigrants searching for her identity. Daniel Ramirez advised the students on design.

Section 5: Research and professional projects

Linda Lumsden’s latest book, Social Justice Journalism: A Cultural History of Social Movement Media from Abolition to #womensmarch, was published. She spoke about the book to media literacy students on Oct. 21 at the Hussman School of Journalism and Mass Communication at the University of North Carolina at Chapel Hill, her alma mater.

Celeste González de Bustamante and co-author Jessica Retis presented a research paper entitled “Latina Millennials in a Post-TV Network World: ‘Anti-stereotypes’ in the Web-TV Series East Los High.” The paper won first place in the Latin America Research Award competition sponsored by the International Communication Division and the Minorities and Communication Division at the AEJMC conference in Toronto in August 2019.

González de Bustamante served as a discussant in the International Communication Division research paper session on “Media on a Global Platform: From Social Media to Transnational Journalism.” She also served as moderator for the Minorities and Communication Division research panel titled “Top Papers in Minorities and Communication.” As a newly elected member of the AEJMC Standing Committee on Research, she attended its annual meeting.

González de Bustamante was invited to give a lecture in Santiago, Chile, at the Universidad Mayor on Nov. 8, 2019. The talk, “The Development and Future Impacts of Migration on
Society,” focused on her research about historical and contemporary representations of the U.S.-Mexico borderlands.

Jessica Retis and Celeste González de Bustamante saw their paper “Latina Millennials in a Post-TV Network World: ‘Anti-stereotypes’ in the Web-TV Series East Los High” published in the anthology Media, Myth and Millennials: Critical Perspectives on Race and Culture, edited by Loren Coleman and Christopher Campbell. An article by González de Bustamante, Retis and Ana Lourdes Cárdenas titled “To tweet for solidarity or just report the news? Comparing social media strategies of Spanish language and English language TV networks” was accepted for publication in the journal Television and New Media.

Jessica Retis has several projects underway that will contribute to the better understanding of diversity, equity and inclusion in journalism and communication, especially on Latinx issues in the U.S. and abroad:


- **Latinas in journalism**: Research project in progress. Survey and in-depth interview with Latinas in journalism in the United States and around the world. The main objective is to study the experiences of Latina journalists, Latina journalism educators and Latina journalism students at every stage of their careers. In collaboration with Amara Aguilar and Laura Castañeda, University of Southern California.

- **Challenges and opportunities of teaching bilingual journalism**: Research in progress. This study examines the historical and sociocultural contexts of the origin and development of Spanish-language and bilingual journalism programs in the United States. It addresses key questions about the organizational structure and the role of bilingual students and Latino faculty in these initiatives.

- **The state of journalists in Peru**: Research project in progress. As part of the Worlds of Journalism Project, this project seeks to examine and understand the current status of the news media in Peru. In collaboration with Lilian Kanashiro, Universidad de Lima, Peru.


Jeannine Relly and Celeste González de Bustamante’s chapter on “Global violence against journalists: The power of impunity and emerging initiatives to evoke social change” was cited in a review of the 544-page Routledge Companion to Media and Human Rights, edited by Howard Tumber and Silvio Waisbord. Relly and González de Bustamante were also awarded the Provost Author Support Fund, which will go toward the publication of their book Red Light, Green Light: To Report and Survive Mexico. The book is under contract with the University of Texas Press and is scheduled for publication in 2021.
**Jeannine Relly** presented “Democratic institutions and social change: Building cross-national learning exchanges on digital platforms and through direct collaborations” on a teaching panel titled “Breaking (national) boundaries: How culturally diverse are the theories and methods of international communication that we teach or should teach in the era of globalization?” She also served as a discussant on a panel of the top research papers for the International Communication Division of the AEJMC and completed the one-year Institute for Diverse Leadership program.

**Jeannine Relly** was an invited online panelist for an international conference at India’s Jamia Millia Islamia, a public university in New Delhi. The panel was titled “Actors and Institutions Shaping Public Policy and Governance.” Relly presented research on “India’s Right to Information Act and Institutions of Accountability.” Her chapter titled “Online harassment of journalists as a consequence of populism, mis/disinformation, and impunity” will be published in the *Routledge Companion to Media Misinformation and Populism*, edited by Howard Tumber and Silvio Waisbord. The edited volume is slated for publication in 2021.

**Jeannine Relly**, Md. Fazle Rabbi, Meghna Sabharwal, Rajdeep Pakanati and Ethan Schwalbe's manuscript “More than a decade in the making: A study of implementation of India’s Right to Information Act” was accepted for publication in the academic journal *World Development*.

**Jeannine Relly** and Maggy Zanger’s co-authored research in Iraq was included in a “Virtual Theme Collection: Journalism and Mass Communication in the MENA Region.” The collection is part of the AEJMC flagship journal *Journalism and Mass Communication Quarterly*’s regional series. They also worked with Paola Banchero (University of Alaska, Anchorage) to get their chapter “Toward a Framework for Studying Democratic Media Development and ‘Media Capture’: The Iraqi Kurdistan Case” accepted for publication in *Media, Development and Democracy*. The book is expected to be published in 2021 by U.K.-based Emerald Group Publishing.

**Carol Schwalbe** organized and moderated a panel on “Mitigating Unconscious Bias in the Classroom,” which was co-sponsored by the Ethics and Magazine Media Divisions of the Association for Education in Journalism and Mass Communication. She was selected as a GIFT (Great Ideas for Teachers) Scholar and presented a poster on “Nature Writing: Connecting to a Special Place.” Only 25 GIFT Scholars were selected from a record 86 entries. She also participated in activities sponsored by AEJMC’s Standing Committee on Teaching.

**Linda Lumsden** conducted research for three weeks at the Wisconsin Historical Society in Madison. She received a $2,000 grant from the Friends of the UW-Madison Libraries Grants to Scholars program to explore imagery in the GI Press and Peace Press in its extensive Social Movements Collection. She also contributed the first chapter of a new book, *Front Pages, Front Lines: Media and the Fight for Women’s Suffrage*. Celebrating the centennial of the 19th Amendment granting women the right to vote, this collection was published by the University of Illinois Press in March. Lumsden’s book review of *Provoking the Press: [MORE] Magazine and the Crisis of Confidence in American Journalism* was published online by *Journalism History*.

**Ruxandra Guidi** published an audio story, “Mila’s Meditations: Finding New Rituals in Confusing Times,” in BorderLore on April 23. In the podcast she and her 7-year-old daughter “find calm in a new kind of ritual, one rooted in everyday gratitude and signs of spring
in the desert.” Guidi was also selected as a participant in the Solutions Journalism Educators Academy in Portland, Oregon. Guidi, a contributing editor at High Country News, published an essay about “The West has a role in reimagining the U.S.” on the magazine’s website.

Michael McKisson won a Rocky Mountain Emmy Award in the sports feature category as the aerial videographer for the Arizona Public Media story “When Sarah Runs.” He shared the award with producer Sandra Westdahl (’12) and others from AZPM.

Susan E. Swanberg saw her article “The Way of the Rain” published in the International Review of Environmental History. This article recounts the impact of a pseudoscientific “theory” asserting that ploughing arid lands would increase rainfall. The saying “Rain follows the plow” was employed to encourage homesteading of arid lands in settlement-era North America and the colony of South Australia. This research relied in part on information garnered from 19th-century newspaper articles touting the “Rain follows the plow” slogan.


Section 6: Student club activities

Susan Knight organized and oversaw the clubs leadership/retreat meeting on Sept. 28, 2019. About 20 students attended, along with faculty/staff club advisers Jessica Retis (NAHJ), Susan E. Swanberg (First Gen), Mike Chesnick (Sports) and Ruxandra Guidi, who took over Knight's duties coordinating club activities in the spring.

David Cuillier is serving as the adviser of the new Investigative Reporters Club. Its first event, a discussion about investigating sports, featured Arizona Daily Star reporter Caitlin Schmidt (’14).

Jessica Retis and the school’s National Association of Hispanic Journalists chapter participated in an April 9 web campaign to thank journalists across the country and to recognize #PRESSentials workers.

Pascal Albright and Mandy Loader, officers in the school’s Society of Professional Journalists chapter, led a group of students at the 2019 James W. Foley Freedom Run on Oct. 20 on the UA campus.

Alana Minkler and Marison Bilagody, members of the school’s Native American Journalists Association chapter, and adviser Jacelle Ramon-Sauberan represented the school at the Oct. 14 Indigenous Peoples’ Day on the UA Mall. Ned Norris Jr., chairman of the Tohono O'odham Nation, was the keynote speaker.
Students in the school’s chapter of the National Association of Hispanic Journalists honored slain Latinx journalists on Oct. 30 in front of the Marshall Building. They decorated a Día de los Muertos altar and sold pan dulce, champurrado and coffee to raise money.

**Section 7: Students and alumni**

An abstract by Susan E. Swanberg and Journalism graduate student Laura Fuchs was accepted for presentation at the Joint Journalism and Communication History conference in New York City in March 2020. The abstract is titled “Defining the Role of Science Journalism in an Era of Change: Science Service Reports on Darwin, the Scopes Trial, and Developmental Embryology.” Swanberg also helped Fuchs and fellow graduate student Nina Kolodij develop research projects to be presented at national conferences this spring.

Maggy Zanger was quoted in an Arizona Republic story by John D’Anna (’83) about a decline in journalists who died violently in 2019. One factor, Zanger said, might be that fewer news organizations are sending reporters into war zones. “I think we all suffer, we’re all hurt if we’re not getting accurate clear news,” she said, “whether it’s from Syria, the Philippines, Yemen or the Democratic Republic of the Congo. The whole world is connected. If it impacts one, it impacts all of us.”

Jeannine Relly and Maggy Zanger led the initiative to post closed-caption videos from the “Sensitivity in Journalism” series on the school’s website. The series features interviews with Celeste González de Bustamante (“Borderlands reporting”), journalist Jenna Krajeski (“Covering trauma” and a panel talk with students) and Barbara Eiswerth (“Interviewing refugees”). Also contributing to the videos were Cheri Newton, Olivia Jackson, Sascha Fruehauf, Meredith O’Neil, Andrés Domínguez and Mike Chesnick.

Adjunct instructor Sarah Garrecht Gassen was selected to participate in a two-month virtual national program, “50 Women Can Change the World in Journalism.” She is editorial page editor at the Arizona Daily Star and a J-school M.A. and B.A. alumna.

Jamie Verwys (’18) captured first place in the national AEJMC Student Magazine Contest in the investigation and analysis category for “Exploring gender (pay) gap in Arizona’s college leadership.” She wrote the story, available at tinyurl.com/y59bytw2, for Arizona Sonora News as a senior in retired Professor Terry Wimmer’s capstone class.

Alexis Bechman (’08), editor of the Payson Roundup, was named 2019 Journalist of the Year in the non-daily category by the Arizona Newspapers Association. She was among a dozen-plus UA grads who won top honors at the annual awards ceremony. Other first-place winners were Kendal Blust (’16 M.A.), Mike Christy (’11), John D’Anna (’83), David Fitzsimmons (’77), Rodney Haas (’10), James Kelley (’15), Kathleen Kunz (’19), Genesis Lara (’18), Patrick O’Grady (’93), Dan Shearer (’85) and Kim Smith (’89). The Arizona Daily Wildcat, under adviser Brett Fera (’05), won the general excellence award in the college division, while the Arizona Daily Star won six overall awards under Editor Jill Jorden Spitz (’88), including
best editorial page under adjunct Sarah Garrecht Gassen ('95, '10 M.A.). Those with J-school ties also took at least 24 second- or third-place awards.

At least 10 journalists with UA J-school ties are 2019 Rocky Mountain Emmy Award recipients. Ernesto Romero (’07), Carmen Valencia (’18) and Ciara Encinas (’18) of Yuma’s KYMA-TV shared an award for best newscast in smaller markets for “News 11 Early Edition: Crisis on the Border.” Lorraine Rivera (’04) and Kassandra Lau (’11) of AZPM’s Arizona 360 won for best politics/government program for “El Paso Road Show.” Jordan Glenn (’17) of KOLD-TV shared first place in short-form photography for “Arizona Weekend Cinematography.” Others included Professor Michael McKisson (’08), Sandra Westdahl (’12), adjunct Andrew Brown of Arizona Public Media and Silvia Sanchez (’16) of Univision Arizona.

Laura Fuchs, a graduate student, won a Society of Professional Journalists Mark of Excellence regional award in general news reporting for a story on “Tucson’s ubiquitous shopping cart.”

Arizona Daily Star reporter Shaq Davis (’18) and J-school student Ella McCarville of the Arizona Daily Wildcat covered the Black Lives Matter rally on campus. Other alums covered the aftermath of George Floyd’s death in Minneapolis. In Sacramento Sam Stanton of the Sacramento Bee was tear-gassed twice, then knocked down by two men who stole his colleague’s camera. Ciara Encinas of KGUN-TV saw her photo colleague pushed down, and recent grads Jasmine Demers, Caitlin Schmidt, Eddie Celaya and Justin Spears joined other Arizona Daily Star staffers covering the protests downtown with poise.