



The class of 2021 only has a year left on campus (if that!). Time is of the essence. The J-school's website says "our history does not bind us – it frees us to innovate, to get better, to enable like-minded journalists to tell the stories that can change the world." Now is a moment to innovate, to get better. How will we change the world? How can the J-school be leaders in 21st century journalism? How can it be an institution that pushes change within the field? These 17 items are relatively simple, quantifiable, and can be implemented for the upcoming school year:

1. Create an action plan to bring in more Black lecturers, faculty and guest speakers when classes begin.
2. Critically examine the Journalistic Ethics course and ensure our curriculum reflects the world we live in, rather than the one we had. Journalistic objectivity is a myth; one that disproportionately [sidelines reporters of color](#).
3. The ethics course should be redesigned with the help of someone with their finger on the pulse of 21st century journalism and industry equity.
4. Robust and mandatory racial bias training for everyone at Northgate, specifically aimed at faculty, lecturers and staff at the IRP.
5. Create a process where serious consideration is given to students from lesser privileged backgrounds when awarding jobs, internships, scholarships and grants (some students have to work just to stay afloat during their time at the J-school and are not competing on a level-playing field). Some students still had to work throughout the NYT/IRP collaboration to stay within California and pay rent. Moreover, some students were afforded more time due to less work obligations as opposed to others. Also, to say that we can't or shouldn't work is a reinforcement of privilege as some and most individuals coming from minority backgrounds cannot afford to not work.
6. Harness our alumni network for data relating to pay equity. If we can get alums to anonymously provide some information- age, years of experience, gender identity, race,

approx. size of publication and pay, we can quantify disparities in pay and promotions within specific fields.

7. More of our conversations around equity in journalism should be public-facing. Recognize that advocating for your students is neither partisan nor controversial. When the school remains silent on issues that negatively impact its students, it speaks volumes. The J-school should be as fierce a proponent as possible for improving the lives of its students. This includes publicly acknowledging unjust events occurring within our industry on all the social media platforms because prospective students, current students, and alumni are watching.
8. More support for and recognition of campus affinity groups. When the pandemic began, we saw a spike in anti-Asian sentiments in the United States. More recently, it's been anti-Black sentiments. To our knowledge, neither the AAJA nor the NABJ were contacted to offer support in these trying times. That needs to change. Affinity groups are not just clubs. They're hubs of power and solidarity, a space where those who are the most impacted can develop solutions to bring to the wider community.
9. The Curriculum Committee should be opened up to all students and made up of a body that represents the diversity at the J-School.
10. Consolidate conversations within the J-school and the IRP so everyone is on the same page and so we don't have two parallel conversations. When we consult sources who have experienced trauma, we're careful not to make them re-live that trauma more than necessary. We should carry that principle into our discussions as a community.
11. The J-School should consult affinity groups before releasing public statements related to race and equity. This should begin with a statement about the conversations we have been having since the June 2 letter.
12. A better system for students to air grievances with possible microaggressions and statements one would find discriminatory. That system should be as transparent as possible while protecting the privacy of the person coming forward. The grievances should be followed up with action. The system should be in place by the time classes begin.

13. Transparency within student hiring processes at the IRP and the J-school. The metrics students are evaluated on should be made public everytime the J-school hires students. Calls for applications should be open for at least seven (7) days. Transparency is not served by rushed processes. Those hiring should recognize the entire student body will know who is selected and act accordingly.
14. Incoming Black students should be made aware of campus resources available at the Fannie Lou Hamer Black Resource Center and with Black Grad student groups on campus. This should extend in part to other minority groups and their respective associations.
15. Lecturers should recognize they are the gatekeepers who decide what stories students tell. They should be hyper-aware of their blindspots when evaluating the newsworthiness of a pitch. Stories on racial injustice and race-related issues should be approached with as much fervor as the COVID-19 NYT collaboration.
16. Have a group of student representatives on the Dean selection committee. Leadership starts at the top; students should be involved in every step of the search for Dean Wasserman's replacement.
17. All student work in the furtherance of making the J-school a more equitable place should be considered for payment when students are doing work a faculty member would be paid for.