WHY WE JOINED

- Reporting from a social justice perspective is core to what we do.
- We had already made improving coverage of Pittsburgh's Black community a priority in our newsroom. By joining this project, we hoped to make more progress.

WHAT WE LEARNED

- Communities of color do not trust local news media broadly. *City Paper's* commitment to covering issues in Pittsburgh's Black community sets it apart — but it still needs to distinguish itself. Broad name recognition is still lacking among communities of color.
- While *City Paper* has made an effort to include more diverse sources in stories and actively responds to concerns online, our stories rely too heavily on official voices and press releases. Voices of people not in positions of authority are missing.
- *City Paper* employs mostly women and staff includes LGBTQ representation, but we have a racial hiring gap that we need to address.
- We are working on addressing internal organizational issues with the goal of creating a strong and vibrant workplace culture.

CityPaper PITTSBURGH   APi

VISION STATEMENT

We already knew that *City Paper* is not for everyone. This project and our introspection within it showed us just how much effort we spent trying to serve everyone anyway. Through that work, we defined the core values of *City Paper*:

- We are anti-racist and anti-sexist.
- We celebrate difference, engage in curiosity.
- We embrace expression in many artforms – in what we cover and how we cover it.
- We are community-driven and write for our community, not about them.

And we want to be a stronger voice for people affected by decisions rather than people making decisions.

ACTION 1: **SOURCE TRACKING**

- Over the next year, we plan to carefully track data about the sources we rely on to inform our coverage.
- We'll review these metrics monthly and use them to help us align our work to our intention to represent more diverse voices who aren't in traditional positions of authority.

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ACTION 2:
COMMUNITY LISTENING

We will engage in more direct conversations with those who are outside of the mainstream power structures. We'll do this by:

- Restructuring internal workloads to give front-line staff more time in the field.
- Tracking and capturing more consistent feedback about our coverage – and developing a process to reflect on it consistently.

ACTION 3:
CREATE A STRONGER, MORE VIBRANT WORKPLACE CULTURE

- API identified internal, cultural issues that would be barriers to the kind of progress *City Paper* is committed to making.
- *City Paper's* managers began to collaborate on solutions to address the issues identified.
- Midway through the project, two fundamental facts about the *City Paper* changed: First, the editor-in-chief resigned. Second: ownership changed.
- But its commitment to the project – and to the vision it set – remains.