

# the STANDARD

Winter 2016-17

An Electronic Publication of the AEJMC Commission on the Status of Minorities (CSM)

## Chairman's Corner: Major progress made on magazine survey, Chicago programming, AEJMC watchdogging

By the Rev. Kyle Huckins, Ph.D., CSM Chairman

The school year's only half over, but the Commission on the Status of Minorities is regularly crossing off items on its "to-do" list regularly as its agenda is fulfilled.

In February, AEJMC leadership gave final approval to CSM's budget for a comprehensive survey of diversity in hiring and internships in the magazine industry, the last major medium without any such oversight. I'm working with the Magazine Division and American Society of Magazine Editors on the project, which may become an annual undertaking. The commission's plan now is to make the survey and other media employment data the centerpiece of the CSM session at the conference in Chicago this summer.

The commission had an excellent panel last year in Minneapolis on attracting and retaining a diverse faculty and graduate student body. Many thanks to Planning Committee members Osita Iroegbu, Maccamas Ikpah and Tony DeMars and panelists Deb Aikat, Julio Bermejo, Dorothy Bland, LaShonda Eaddy and Lillie Fears for making my job as moderator a pleasure.

I've kept in communication with the AEJMC central office on scheduling commission sessions for the annual conference later this year, and I'm pleased to announce CSM's programming slot and business meeting both will be on Thursday. These for several years have been held late on Saturday, probably the worst slot for attendance next to Sunday morning. Our organization-wide staff and leadership have fulfilled their promises to me in working with me on this.



My spot on the AEJMC board helped me oppose a plan to change record-keeping on racial and gender information on judges in the annual paper competition. The proposal was to stop having research chairs report this and instead beef up demographic data on membership forms. I said historically underrepresented groups would vigorously protest, as the contest is vitally important to careers and getting judges of a range of backgrounds is crucial both to scoring papers correctly and ensuring fairness. Some ethnic and racial categories on the revised membership form also needed adjusting. The measure thankfully is going back to committee for more work.

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CSM is partnering with the Council on Divisions and Commission on the Status of Women in a Windy City panel on female promotion, tenure and advancement in the academy. CSW sought out our commission in putting together this session, important to us because two-thirds of faculty and graduate students of color are female, so if women cannot advance rightly, the racial imbalance in these groups will never be corrected.

A new year means a new administration in our nation's capital, and CSM is keeping watch. I've been making statements toward ensuring accountability to the media in the Trump era, hopefully (but unlikely) an easier sell than the Obama administration, which had tangles with the Associated Press and other news outlets. I also have been able to speak into AEJMC presidential statements making national impact.

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The commission's media initiative is going strong. Our new Twitter account (@diversityfight) is at 185 followers, and our Facebook page ([facebook.com/aejmc.csm/](https://facebook.com/aejmc.csm/)) just hit 106 "likes"! The former began in March 2016 and latter was redesigned & revitalized then, having only 50 likes at the time. The new website – [csmdiversity.org](http://csmdiversity.org) – has more than 1,300 views in the same period.

CSM's new graduate student coordinator, Osita Iroegbu from the 2016 Planning Committee, will be helping me in the social media area as she tweets and posts messages targeting grads. This Virginia Commonwealth University doctoral student is very sharp and a fine writer, so I know she will boost our efforts to reach those pursuing master's degrees and Ph.Ds. Iroegbu also just passed her comprehensive exams to officially become ABD, a milestone worthy

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## Chairman's Corner: Major progress on CSM agenda (continued)

of congratulations! (I think I hit that mark in '97, so you can see it's good we're getting some younger blood in commission leadership.)

Kudos also to Dr. Marquita Smith, CSM vice chairwoman, who's on Fulbright in Ghana this school year. She and 2015 Barrow Award winner Alice Tait, Ph.D., both graduated from AEJMC's Institute for Diverse Leadership in Journalism and Communication last year.

Three men from historically underrepresented groups are among those slated for this year's institute class, excellent news since having minority males in faculty/administrative leadership gives our undergrad and grad men of color natural role models and mentors.

Our top-flight newsletter editor, Dr. Nathaniel Frederick II, is now head of the African-American Studies program at Winthrop University. He's also been active in research on gospel music, so he and I have been comparing notes both musical and otherwise. Excellent news, Dr. Frederick!

His newsletter assistant, Jami Bunton, has done a fine job on our communications. Thanks so very much go out to her.

CSM Secretary Cathy Jackson, Ph.D., is enjoying her time as department chair concluding at Norfolk State, she reports. The associate professor keeps plenty busy with her many projects on media history.

As for me, I've had another book come out ("Race, Faith and Politics Today"),

complete with companion college course materials. (Plug: It's good for classes in opinion writing, reporting, and race & religion and media.) I've been blessed to win several professional honors from the National Association of Black Journalists and Amy Foundation over the last several months, too.

Don't forget to renew your membership in CSM and give a donation to the commission of any amount; \$25, \$50 or another gift will help keep our hard-charging agenda moving to completion. We need to fund the Barrow Award and scholarship, our media initiative and other expenses, so your generosity is much appreciated.

Here's to a 2017 of discovery, reward and unity in diversity!

## CSM joins call on Trump for transparency in administration

**A**EJMC's Commission on the Status of Minorities is supporting major news organizations, many of which represent multicultural constituencies, in their call for President Donald Trump's administration to give newspeople access to his movements and regular opportunities to dialogue with him.

"Your administration is a blank slate and we are eager to work with you to perpetuate one of this nation's great strengths: our freedom of the press," the letter begins.

Trump should allow a press pool to follow his movements and hold regular news conferences, says CSM and a letter from 15 prominent news organizations.

Signing the note were leaders of groups including the National Association of Black Journalists, National Association of Hispanic Journalists and Native American Journalists Association. They asked for a continuation of the press pool that accompanies the president as he goes through his daily schedule as well as for an adequate number of news conferences to discuss events and policies as they come up for consideration.

"While the commission joins with many in historically underrepresented groups in concern over the next president and his policies, CSM also believes we must move forward and cover the next administration fairly and diligently, holding it to high standards of transparency and First Amendment promises of freedom of the press," says Commission Chairman Kyle Huckins.



A post-election meeting between Trump and top TV news personalities and executives didn't go well, report some sources familiar with what happened there, with the new chief executive excoriating broadcasters for bias and inaccuracy. The president's last encounter was one of the stormiest ever, Trump dubbing "fake news" some stories from top channels.

While that's not the best start, it's important to note a recent study from Media Research Center found 91 percent of TV news coverage was hostile to Trump during the heart of the 2016 campaign. The Obama administration also had a checkered record with First Amendment media protection, targeting the Associated Press and other vital news sources with investigations of questionable ethicality and engaging in a running battle with conservative digital media.

"This isn't about access for the press itself, it's about access for Americans in diverse communities across the country," the letter asserts. The Commission on the Status of Minorities agrees, saying all involved should avoid being hampered by past mistakes of both reporters and sources and work together for the sake of the nation and world.

CSM is the diversity advocacy arm of the Association for Education in Journalism and Mass Communication, the largest organization of media professors in the world at 3,500 members. The commission works for multiculturalism in professional media, academia and AEJMC.

## CSM teams with CSW and CoFA for panel on women & academic advancement

CSM is excited to join with the Council of Affiliates and Commission on Status of Women in sponsoring “It’s Always Something: Success vs. Likeability for Women,” a panel at the 2017 AEJMC convention in Chicago.



In this panel, a distinguished group of women in academia will discuss the challenges faced by junior faculty members, tenured professors, department chairs and deans as they maneuver through the world of higher education. They will provide advice on how to succeed in academia while maintaining authenticity and voice, whether one has leadership aspirations or simply wants to learn how to speak out about important issues in a school without getting penalized.

The commission historically has not cosponsored slots due to limitations in the organization-wide constitution, but CSM will aid in publicity and supplying panelists rather than using a programming chip; for example, Commission Chairman Kyle Huckins nominated Vice Chairwoman Marquita Smith to serve, and she will be on the panel.

“This is a crucially important subject to the historically underrepresented,” Huckins said. “About two-thirds of minority graduate students and faculty are female, so if they don’t succeed, the proportion of black, Latino and other academicians of color will fall from its already-low perch.”

CSM will retain its stand-alone session and business meeting per usual, too.

## Commission reaches out to grad students to join diversity fight

Members of the Commission on the Status of Minorities in Minneapolis approved two moves by Chairman Kyle Huckins to inspire more graduate students to join the commission’s fight for diversity in academia, media and AEJMC.

At CSM’s annual business meeting at the AEJMC conference, graduate student yearly dues were cut from \$10 to \$5. The Minorities and Communication Division similarly decided to reduce grads’ rate from \$15 to \$10.

“Master’s and doctoral students usually don’t have a great deal of money, and as I consulted other CSM officers, they felt every bit counts financially for grads,” explained Huckins. “I think the fact both the commission and

MAC cut their dues without knowledge of the other’s plan is confirmation this is a good way to reach out to these students.”

CSM members also approved the chairman’s nomination of Osita

Iroegbu, a doctoral student at Virginia Commonwealth University, as the commission’s first-ever graduate student coordinator.

“This officer will spread information on commission activities, priorities and programs to graduate students inside and outside AEJMC with an eye to encouraging

historically underrepresented groups to pursue faculty and administrative openings and membership in the commission,” reads the new, 1-year position’s job description.

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Osita Iroegbu, CSM Graduate Student Coordinator

## CSM member news

The Frank W. and Sue Mayborn School of Journalism and the Frank W. Mayborn Graduate Institute of Journalism at the University of North Texas were honored with the 2016 AEJMC’s Equity and Diversity Award at the conference in Minneapolis. Faculty members Meredith Clark, who chaired the Diversity Committee in 2015-16 plus Tracy Everbach, Sheri Broyles and Thorne Anderson shared some of their secrets for compiling an award-winning entry during a panel moderated by Dean Dorothy Bland. About 40 percent of the full-time faculty participated in the 2016 conference, and their presentations reflect the multicultural work being

done at Mayborn.

Kyle Huckins, CSM chairman, has won three honors in the National Association of Black Journalists’ 2016 Salute to Excellence competition.



He took first place for best copy editing for his “Keeping Faith” column on spirituality and second places for best newspaper feature series and best magazine single-topic series for the “Church Spotlight” he writes for The Whole Truth, the official

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## Barrow Award applications now sought; due April 1, 2017

Nominations (including self-nominations) are now sought for the Lionel C. Barrow Jr. Award for Distinguished Achievement in Diversity Research and Education. The deadline is April 1, 2017.

This award, which AEJMC's Commission on the Status of Minorities jointly sponsors with the Minorities & Communication Division, recognizes outstanding individual accomplishment and leadership in diversity efforts for underrepresented groups by race and ethnicity, in journalism and mass communication. The nominee should be a JMC educator with a long record of diversity-related work, but does not have to be an AEJMC member at the time of application; self-nominations are welcome. A monetary award accompanies this prize, and the winner will receive a complimentary, one-year membership to the overall organization. The award will be presented during the AEJMC Business Meeting at the annual conference in Chicago by the heads of CSM & MAC.

Nominees will be judged by their outstanding contributions in ONE of the three following areas: (1) a sustained record over time of publication on racial and ethnic minorities in journalism and mass communication; and/or (2) a sustained record over time of contribution to teaching and service of racial and ethnic

minorities in journalism and mass communication; and/or (3) the publication of an impactful book on racial and ethnic minorities in journalism and mass communication.

Nomination packets should contain the following:

- a letter from an AEJMC member on letterhead naming the specific area of the contribution (see above) and then describing in detail the candidate's contributions to diversity in that area, and one additional letter of support from a colleague (on or off campus) who is also an AEJMC member.
- the nominee's personal statement (350 words);
- a three-page CV outlining data pertinent to the nomination;
- additional materials might include (but are not limited to) abstracts of research findings, up to 5 professional papers and published articles, text of a speech delivered or prepared, course outlines, innovative teaching tools, teaching evaluations, etc.

The entire nomination packet should be combined into one file and be no longer than 13 pages (including the additional materials). Applications that exceed this length will be disqualified. Entries should be received by 11:59 p.m. (Eastern), April 1, 2017, via email to [aejmchq@aol.com](mailto:aejmchq@aol.com). The recipient will be announced by early May.

## 2016 Barrow Award winner accepts his honor in absentia

The Commission on the Status of Minorities congratulates Dr. Joel Beeson of West Virginia University, 2016 Barrow Award winner for his teaching & research on historically underrepresented groups and veterans.

The commission and Minorities and Communication Division presented his honor at the annual AEJMC convention in Minneapolis, with WVU media Dean Maryanne Reed accepting on behalf of Beeson, who could not attend due to health complications.

"I wish I were there with you to celebrate and honor the life and work of Dr. Barrow – classmate of Dr. King's at Morehouse; WWII and Korean War veteran; awarded master's and PhD degrees, and a fearless soldier for civil rights in journalism education and media, not to mention a beloved dean of the Howard University

School of Communications," Beeson wrote Barrow officials. "I (am) humbled and touched to be honored by my peers in the name of such a legendary figure."



Dr. Joel Beeson, 2016 Barrow Award winner

CSM, MAC and AEJMC leaders said they sympathized with the professor, who has a long history of work with the historically underrepresented.

"Dr. Beeson's fine work celebrating multiple minorities and teamed with other societal groups, such as veterans, impressed the Barrow Award Committee," said Commission Chairman Kyle Huckins, who headed the honor's panel. "The applied nature of his work and incorporation of students in projects also aided his candidacy."

Beeson is an associate professor at the WVU Reed College of Media. His research in virtual reality is informed by two decades of delving into race and representation, emerging media and documentary studies.

## Commission reaches out to graduate students (continued)

Huckins said in order to reach graduate students effectively, CSM needed to show their opinions were valued and included in commission leadership and business.

"Osita has been very excited about the commission's mandate to promote diversity across areas, and she will be an excellent representative of our efforts to students and others," he said.

In other business at the meeting, members heard commission membership was up by about 10 percent from last year. AEJMC-wide membership is down 3 percent from 2015.

## CSM member news (cont.)

magazine of the Church of God in Christ.

The trio of honors follow an Amy Foundation award for theological content in his column, Religion Newswriters Association recognition for his religion reporting, and Evangelical Press Association and Indiana Society of Professional Journalists nods for best column writing and coverage of issues concerning minorities. He's just released a new book of his columns, "[Race, Faith and Politics Today](#)," examining connections among color, candidates and spirituality. Both journalism and theology college course curriculum for the book are available. Huckins presented the volume in an invited session at COGIC's Holy Convocation in St. Louis in November.

**D**r. Alice Tait, 2015 Barrow award winner, and Dr. Marquita Smith, CSM vice chairwoman, graduated from the new Institute for Diverse Leadership in Journalism and Communication and received certificates of completion at the 2016 AEJMC Minneapolis conference. Three men from historically underrepresented groups are among those slated for the coming year's institute class.

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CSM Vice Chairwoman Marquita Smith (L) and professor Alice Tait (R) with their diversity leadership program certificates in Minneapolis.

## When giving advice to African-American college students ...

By Lillian Williams

**F**ollowing Donald Trump's election as president, the number of racially motivated incidents of hate on college campuses reportedly has climbed. A quick glance at the Southern Poverty Law Center's website shows that 40 percent of incidents cataloged there recently occurred in the K-12 through college and university bracket. The "Campus Racial Incidents" section of the Journal of Blacks in Higher Education also documented several incidents that occurred on college campuses.

Clearly, besides decisions on which schools to attend, students of color entering college next year might have questions about how to stay focused on their goals. What steps should they take to persist through to graduation? What social experiences might assist in attaining their goals?

Shaun Harper of the University of Pennsylvania, a leading educational researcher, created the "anti-deficit achievement framework" to study persistence issues among students of color in science, technology, engineering, and mathematics (STEM) fields. His framework emphasizes factors that influence achievement rather than deficits. In other words, instead of cataloging barriers to success, Harper's model looks for contributors to same.

Last year, adapting Harper's framework, I interviewed 12 successful graduates of

the journalism program at Columbia College Chicago. Specifically, I explored factors these graduates believe led to their success at Columbia, a private college specializing in arts and media disciplines.

Among the interviewees were eight African-Americans and four Hispanics, 10 females and two males. Each had graduated within the past 10 years. Five were employed in TV news; two in public relations; two as freelancers; one as a Web producer, and one as a magazine editor. Themes that emerged from their interviews contained valuable counsel for incoming students.

Here's some advice from Columbia College Chicago graduates in several key areas:

**Student/Faculty Interaction:** As widely affirmed in literature, these graduates found that interactions with faculty helped them to persist through to graduation. These interactions with faculty – both formal and informal – boosted confidence levels; led to mentorships, and sparked connections to internships. Years later they recalled these meaningful interactions.

One graduate said: "During my senior year, I did a story on the Chicago bid for the 2016 Olympic games. When the professor saw my piece she said it was good enough to be aired on NBC5. I knew then

I was good enough to do what I am doing now."

Another graduate said: "Faculty members ... definitely instilled in us that we could, and we would, go out into the journalism world and conquer it."

**Internships:** Students should meet their internship/career advisers as quickly as possible, the graduates advised. Internships offer the opportunity to clarify and sharpen career interests, make professional connections and expand upon competencies gained in the classroom.

Commenting on the value of internships, one graduate said: "There I was able to mingle with professionals already in the industry. All of that motivated me to pursue a career in journalism. I was excited about the type of life I could have becoming a news reporter."

Another noted the skill-building advantages: "Internships at the news station really forced me to fact-check and make sure that all of my ducks were in a row to avoid inaccuracies."

**Student Organizations:** Students should get involved in campus-based groups as a way to network and to build leadership skills, the graduates advised. Right from the start, students should seek to attend meetings of student-run organizations in their disciplines and/or college-wide organizations.

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## CSM 2016 session focuses on getting and keeping richly multicultural professors and graduate students

**T**he Commission on the Status of Minorities' session in Minneapolis was "Safe Places for New Faces: Attracting & Retaining a Diverse Faculty and Graduate Student Body."

Getting multicultural profs and grads is more difficult than it sounds, with racial clashes making headlines in higher education nationwide and historically underrepresented groups making up just 12.4 percent of faculty ranks and only 15 percent of doctoral students.

Those numbers are virtually unchanged over a 15-year span, meaning unless strong measures are taken to increase diversity in graduate student ranks, there is relatively little prospect for an increase in diversity of professors in the near future. There also is imbalance when sex is figured in along with race; minority Ph.D. aspirants are 2:1 female, a ratio that's consistent at all levels of journalism & mass communication education.

CSM's Planning Committee, made up of Osita Iroegbu, Maccamas Ikpah and Tony DeMars, brought together a first-rate panel of analysts for the session:

-Deb Aikat, North Carolina-Chapel Hill, highly active in research and AEJMC initiatives for many years. He said that international students, such as he had been some time ago, need encouragement in their studies and assistance in understanding U.S. academic requirements.



Deb Aikat, No. Carolina at Chapel Hill

-Julio Bermejo, Maryland, a veteran public relations practitioner and doctoral candidate who teaches PR writing and oral communication. Bermejo said today's minority grads may be swayed more by culture and lifestyle of an insti-

tution than simply wanting the highest dollar figure for faculty salaries.

-Dorothy Bland, North Texas, dean of its Mayborn School of Journalism and a longtime newswoman and media administrator. She said administrators should keep track of grads and others coming through their schools who may one day be candidates for hard-to-fill openings.

-LaShonda Eaddy, Georgia, a doctoral candidate whose research interest is the impact of crisis history on publics' emotions and perceptions of organizations experiencing crises. She has spent time as a practitioner in the health care industry. Eaddy said that graduate students look for mentors who can help them negotiate the often-difficult modern institution of higher education and assist them not only in classes but with research and transitioning to faculty status.

-Lillie Fears, Arkansas State, a university-wide assistant for diversity initiatives and diversity fellow ensuring equity in job candidate pools and search committees as well as a past head of AEJMC's Minorities and Communication Division. She recommended developing a culture of outreach to area communities that is welcoming to local individuals of color and plants the idea of working at the university.



Lillie Fears - Arkansas State

-Kyle Huckins, CSM chairman, served as moderator. He is a veteran journalism educator, administrator and news professional who's won several national and statewide awards for his secular news columns on faith often focusing on concerns of minorities due to his serving as clergy in the Church of God in Christ, a predominantly black denomination.

## When giving advice to African-American students (continued)

Here's how one graduate put it: "Being a part of a student organization was a great networking tool. It gave me an opportunity to meet new people, be a part of creating exciting events and programs on campus and build my communication and planning skills.

"As a member of a student organization, it also connected me to other power-players on campus, both adults and students. Being a student-leader on campus held me accountable, helped me master time management and allowed me to find my voice. The experiences

prepared me well for becoming a leader in the newsroom, someone who sets a positive tone and leads by example."

In an exploration of factors leading to their persistence to graduation and successful transition to the work world, these successful graduates pointed to three key factors: significant relationships with faculty, internships, and involvement in student organizations. In implications, incoming and current students should immediately get to know faculty in their disciplines, as well as participate in student organiza-

tions. They should connect with college internship coordinators as early as possible to understand college guidelines for experiential education.

Lastly, though interviewees did not mention them by name, academic advisers serve as a key bridge between various college programs and disciplines. Therefore, students should connect frequently with academic advisers for information about campus bridge programs that prepare students for college as well as tutoring and peer mentorship programs.



# Student broadcast 'Newsvision' returns to TV station at D.C.'s Howard University

By Jennifer Thomas

Student-produced “NewsVision” broadcast a 30-minute newscast on Howard University’s PBS station, WHUT-TV. The newscast aired at 9:30 p.m. EST, Wednesday, Dec. 7; 1:30 a.m. EST, Thursday, Dec. 8; and 8:30 a.m. EST, Monday, Dec. 12. The program was pre-recorded

live to tape with WHUT staff and broadcast to over 2.5 million households in the Washington, D.C., area, the ninth-largest television market in the country.

The students assumed all newsroom roles: anchor, reporter, producer, assignment editor, floor director and director. The culminating newscast is a testimony to the benefits of the program, says Jennifer Thomas, assistant professor in the Department of Media, Journalism and Film who teaches the “NewsVision” capstone course.

“The students are getting hands-on experience, from covering the White House to the historic 2016 presidential election,” said Thomas, who rose from a student journalist at WHUT to CNN executive producer. “This newscast provides an opportunity to inform the

community and showcase their work as professional journalists.” The newscast is being underwritten by NBCUniversal, which received the Corporate Partner Award at the 45th anniversary celebration of the Cathy Hughes School of Communications.



After an absence of more than 20 years, “News-Vision” returned to WHUT last May immediately following President Obama’s address at

the 148th Commencement Convocation. “It is already paying off in the students’ transition from classroom to newsroom,” said Yanick Rice Lamb, associate professor and department chair.

Many 2016 graduates are working at outlets ranging from ESPN to NPR. Others have recently received national recognition: Jasmine Turner, Hearst Award

for Radio Broadcast News; Alexis Porter, Hearst Television Producing Fellowship; Jourdan Henry, National Association of Black Journalists

Salute to Excellence Award; and Erin Winters, Top Ten Finalist in the “Live With Kelly and You” co-host competition.



## CSM member news (continued)

Smith, department head and associate professor of communication at John Brown University, has been selected to receive a 2016-2017 Fulbright U.S. Scholar Grant from the U.S. Department of State. She is teaching at the University of Ghana. Her teaching-research project is “Courageous Communication: Creating Journalism That Matters,” designed to cultivate media development through multiple platforms.

Dr. Nathaniel Frederick II, assistant professor of mass communication at Winthrop University, is the new director of the African-American Studies program there. He started this position in August 2016.

Federico Subervi attended the Annual Conference of Ford Foundation Fellows and the Senior Ford Fellows in Washington, D.C., and served on panels to address challenges and guidelines for success in academia. Another series of lectures about Latinos and the 2016 elections was delivered at California State University in Fullerton in early October. Subervi helped launch the Mentorship Program of the Minorities & Communication Division, Association for Education in Journalism & Mass Communication. In November, he was elected to the board of directors of the National Association for Media Literacy Education.

CSM’s Twitter and Facebook are growing well since their March debut, with 185 followers on the former and 106 “likes” on the latter. (It doubled “likes” in 10 months.)

Be sure to follow CSM on its brand-new [Twitter](#) and like the commission on [Facebook](#)!

*Go to [CSMdiversity.org](http://CSMdiversity.org) for the latest news from the commission!*

# Fight for Diversity: Join and Donate to AEJMC's Commission on Status of Minorities

*CSM fights for diversity in media, academia & AEJMC*

AEJMC's Commission on the Status of Minorities has been increasing its lobbying for historically underrepresented groups as a watchdog on industry (i.e., a survey of diversity in the magazine industry), expanding the commission's Web and social-media presence in calling attention to issues of multiculturalism, pushing AEJMC organization-wide to recognize and elevate the profile of minority-group members, and much more. (See the list below.)

We at the commission need your support to continue and keep expanding our efforts. Please renew your annual membership with AEJMC & CSM today, and consider a specific donation to CSM; your gift of \$25, \$50, \$100 or any amount will greatly assist the commission in its work.

To give to CSM, write a check to AEJMC, put "CSM donation" in the subject line and send to:

AEJMC  
234 Outlet Pointe Blvd.  
Columbia, SC 29210-5667

Go to [aejmc.org](https://aejmc2.wufoo.com/forms/201617-aejmc-membership-form/) and click on "Join/Renew Membership" (<https://aejmc2.wufoo.com/forms/201617-aejmc-membership-form/>) to add a year to your time in the organization and pay CSM dues, or to give to the commission via credit card. Be sure to use the giving form's write-in area and put "CSM donation." You may designate any amount.



*Established 1972*

Here are some of CSM's achievements in the past 18 months:

- Funding new media to bring attention to challenges and successes in multiculturalism (see our new Twitter and revamped Facebook)
- Gaining approval and funding for a first-ever survey of racial breakdowns in hiring and internships at magazines
- Launching a diversity-experts database for use by students, faculty, administrators and media
- Starting a video library of advice for budding media pros and academics
- Successfully lobbying AEJMC for funding for diversity initiatives and to select speakers from the historically underrepresented
- Scheduling CSM events earlier in the 2017 conference to heighten the profile for multiculturalism and the commission organization-wide
- Reaching out to professional media to encourage hiring and promotion of racial minorities

- Seeking out HBCU and HSI officials to more greatly include them in our work
- Encouraging graduate students' participation by naming the first-ever graduate student coordinator and cutting grads' dues
- Supporting financially and otherwise fellow multicultural initiatives in AEJMC such as the Trailblazers Oral History Project



- Increasing the commission's convention presence through co-sponsoring panels
- Publishing two newsletters annually for the first time in several years

**Make sure the diversity fight continues – join and donate to CSM today!**