

GENDER AND RACIAL GAPS

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Gender in U.S. Newsrooms

- Women's pages focused on the four Fs: family, fashion, food, and furnishings.
- Soft news distinguished from 'serious' topics.
- Women are more likely to cover health and lifestyle topics and less likely to cover economics, politics, or sports.
- Women are less likely than men to be both journalists and subjects of journalism.
- Women greatly outnumber men in journalism education, though. A variety of systemic factors within journalism may make it harder for women to enter (and succeed in) the professional practice.
 - Examples: Gendered gaps in pay and newsroom hierarchy

Race and Ethnicity in U.S. Newsrooms

- White male journalists greatly outnumber journalists of color.
- People of color make up just 22 percent of all U.S. newsroom employees and 31 percent of online newsroom employees.
- Roughly 19 percent of newsroom managers are people of color.
- This gap is particularly striking when you consider that 40 percent of the U.S. population is not white.
- Younger journalists are less likely to be white males than older journalists.
- More Americans say that news media are doing poorly in reflecting U.S. diversity than say they are doing well.

Impact of These Gaps

- American journalism misses many important stories when it doesn't represent the population it serves.
- This lack of representation can also lead to flawed or biased reporting practices, such as coverage that stereotypes specific groups.
- More inclusive newsrooms can allow journalists to more readily and proactively identify and address problems with coverage---or the lack thereof.
- This can also increase public trust in that journalism.



Key Takeaways:

- Although women greatly outnumber men in American journalism higher education, men outnumber women in the profession itself. A variety of systemic factors within journalism---from broader social expectations to professional cultural values---make it harder for women to enter (and succeed in) the industry.
- Online news employees are more representative than average newsroom employees when it comes to both gender and race, though such spaces are still not equitable.
- Gaps in newsroom diversity are influenced by a variety of factors, including some American journalistic norms. These include the tendency for early-career journalists to take unpaid internships and the use of closed networks in hiring practices.
- American journalism misses many important stories when it doesn't represent the population it serves. In addition to creating gaps in coverage, this lack of representation can also lead to flawed or biased reporting practices, such as coverage that stereotypes specific communities and groups.