

TABLE A

**Minority employment in daily newspapers:
projections based on responses to annual employment census
(numbers rounded)**

	Total Work Force	Minorities in Work Force	% Minorities in Work Force
1978	43,000	1,700	3.95
1979	45,000	1,900	4.22
1980	47,000	2,300	4.89
1981	45,500	2,400	5.27
1982	49,000	2,700	5.51
1983	50,000	2,800	5.60
1984	50,400	2,900	5.75
1985	53,800	3,100	5.76
1986	54,000	3,400	6.30
1987	54,700	3,600	6.56
1988	55,300	3,900	7.02
1989	56,200	4,200	7.54
1990	56,900	4,500	7.86
1991	55,700	4,900	8.72
1992	54,500	5,100	9.39
1993	53,600	5,500	10.25
1994	53,700	5,600	10.49
1995	53,800	5,900	10.91
1996	55,000	6,100	11.02
1997	54,000	6,100	11.35
1998	54,700	6,300	11.46
1999	55,100	6,400	11.55
2000	56,200	6,700	11.85
2001	56,400	6,600	11.64
2002	54,400	6,600	12.07
2003	54,700	6,900	12.53
2004	54,200	7,000	12.95
2005	54,100	7,300	13.42
2006	53,600	7,400	13.73
2007	55,000	7,400	13.43
2008	52,600	7,100	13.52

TABLE B

Numbers and percentage of minorities by race and job category - 2008

	Blacks		Hispanics		Asians		Native Americans	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Supervisors	603	22	516	22	332	20	89	31
Copy/Layout Editors	468	17	425	18	359	21	48	17
Reporters	1,421	51	1,055	45	735	43	122	43
Photographers	<u>291</u>	11	<u>349</u>	15	<u>266</u>	16	<u>25</u>	9
Totals	2,790		2,346		1,692		284	

TABLE C

Numbers and percentage of whites and minorities by job category - 2008

	Total Work Force	Minorities		Whites	
		No.	Pct.	No.	Pct.
Supervisors	13,571	1,541	11.4	12,030	88.6
Copy/Layout Editors	10,664	1,300	12.2	9,364	87.8
Reporters	22,7797	3,334	14.6	19,463	85.4
Photographers	<u>5,566</u>	<u>938</u>	16.9	<u>4,628</u>	83.1
Totals	52,598	7,113		45,485	

TABLE D

Percentage distribution of whites and minorities in job categories: 1978, 2002-2006

	Whites							
	1978	2002	2003	2004	2005	2006	2007	2008
Reporters	54	45	45	45	45	44	43	43
Photographers	10	10	10	10	10	10	10	10
Copy/Layout Editors	23	20	20	20	20	20	21	21
Supervisors	13	25	25	25	25	26	26	26
	Minorities							
	1978	2002	2003	2004	2005	2006	2007	2008
Reporters	67	48	49	49	49	49	49	47
Photographers	13	14	14	14	14	14	13	13
Copy/Layout Editors	16	18	18	17	17	17	18	18
Supervisors	419	20	19	20	20	20	20	22

TABLE E **Percentage of newspapers in seven circulation categories employing minority journalists: 1978, 2002-2008**

	1978	2002	2003	2004	2005	2006	2007	2008
Over 500,000	100	100	100	100	100	100	100	100
250,001 to 500,000	100	100	100	100	100	100	100	100
100,001 to 250,000	100	100	100	100	100	100	100	100
50,001 to 100,000	77	97	97	100	99	98	99	100
25,001 to 50,000	46	75	80	82	87	82	85	85
10,001 to 25,000	23	51	59	59	61	61	63	55
10,000 and under	12	26	28	28	33	28	28	25

TABLE F **Minority journalists as a percentage of the professional work force of newspapers in eight circulation categories: 1980, 2002-2008**

	1980	2002	2003	2004	2005	2006	2007	2008
Over 500,000	7.2	18.5	18.6	18.7	18.4	19.2	19.3	19.7
250,001 to 500,000	6.4	18.8	19.5	20.6	20.7	21.7	20.9	20.5
100,001 to 250,000	6.3	14.5	15.0	15.3	15.8	16.4	17.9	17.4
50,001 to 100,000	5.6	10.5	10.7	11.2	12.3	12.5	12.0	12.2
25,001 to 50,000	4.2	7.9	8.5	8.7	9.6	9.0	8.7	9.1
10,001 to 25,000	3.1	7.1	7.4	7.3	8.0	8.4	7.8	7.3
5,001 to 10,000	2.4	4.8	5.5	5.4	6.1	5.5	5.2	5.0
5,000 and Under	2.8	4.8	5.7	6.1	7.1	6.2	5.6	6.1

TABLE G **Percentage distribution of whites and minorities by circulation category: 2002-2008**

	White							Minority						
	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008
Over 500,000	9	10	11	11	11	11	10	14	16	17	16	16	17	16
250,001 to 500,000	16	15	14	14	14	13	11	26	25	25	24	24	22	19
100,001 to 250,000	19	18	19	19	20	22	22	24	23	23	23	25	29	30
50,001 to 100,000	16	16	16	15	15	16	14	14	14	13	14	13	14	13
25,001 to 50,000	15	15	14	15	15	15	15	9	10	9	10	9	9	9
10,001 to 25,000	16	16	16	16	17	17	17	9	9	8	9	9	9	8
5,001 to 10,000	6	7	7	7	7	7	7	2	3	3	3	2	2	2
5,000 and Under	3	3	3	3	3	3	3	1	1	1	1	1	1	1

TABLE H **Percentage of minority journalists working for newspapers with circulations above and below 100,000: 1978, 1981, 2002-2008**

	1978	1981	2002	2003	2004	2005	2006	2007	2008
Over 100,000	57	46	65	64	65	63	64	65	65
Under 100,000	43	54	35	36	35	37	36	35	35

TABLE I **Numbers and percentages of minorities in first full-time professional jobs: 2002-2008**

	2002		2003		2004		2005		2006		2007		2008	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Over 500,000	34	72.3	21	45.2	31	40.0	16	45.5	29	63.4	24	47.5	16	43.8
250,001 to 500,000	39	41.7	58	55.5	55	51.6	52	52.2	54	58.8	57	44.4	24	35.4
100,001 to 250,000	58	39.7	71	45.3	84	52.9	64	36.9	74	40.9	44	30.0	65	41.4
50,001 to 100,000	56	24.7	59	25.4	61	31.0	61	30.9	79	35.0	72	33.0	43	26.1
25,001 to 50,000	101	22.5	95	23.1	102	26.3	123	25.3	112	24.9	88	21.9	79	19.8
10,001 to 25,000	118	15.4	151	19.3	117	17.9	136	17.8	148	17.8	107	16.8	111	16.3
5,001 to 10,000	27	7.6	29	7.7	39	9.7	60	13.6	46	10.6	52	12.4	36	8.7
5,000 and Under	14	6.9	5	2.7	6	2.7	21	9.9	12	4.9	29	7.8	16	6.2
Totals	447	19.5	489	21.5	495	22.5	533	22.1	567	22.0	465	20.2	392	17.6

TABLE J Numbers and percentages of minorities in internships: 2002-2008

	2002		2003		2004		2005		2006		2007		2008	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Over 500,000	62	48.1	54	42.2	70	41.0	74	45.6	62	50.9	53	42.9	51	37.7
250,001 to 500,000	180	46.8	149	44.9	150	45.6	176	48.8	164	47.5	120	44.0	76	36.9
100,001 to 250,000	206	41.0	183	41.5	169	36.5	187	38.2	164	35.1	169	37.1	185	37.1
50,001 to 100,000	133	28.9	119	27.1	121	30.1	126	28.7	163	33.9	115	28.5	115	30.1
25,001 to 50,000	142	29.9	162	34.1	189	37.7	205	36.3	133	28.9	110	19.4	136	27.7
10,001 to 25,000	126	23.8	119	21.8	111	23.7	135	25.0	108	20.9	86	19.9	102	21.1
5,001 to 10,000	18	8.3	31	13.7	25	12.0	43	17.9	34	14.6	12	6.0	33	15.9
5,000 and Under	4	3.8	9	8.0	12	11.5	2	3.2	7	7.0	19	3.5	3	3.5
Totals	870	31.1	827	30.6	852	32.2	948	33.2	848	30.7	677	26.6	706	28.0

TABLE K Regional comparison of minority newsroom employment**CORRECTED 8/18/08**

Region	Minority	White	Total	Minority Percent
East North Central Illinois, Indiana, Michigan, Ohio and Wisconsin	856	7,327	8,183	10.46
East South Central Alabama, Kentucky, Mississippi and Tennessee	296	2,270	2,566	11.55
Middle Atlantic New Jersey, New York and Pennsylvania	1,124	7,973	9,097	12.36
Mountain Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah and Wyoming	509	3,444	3,954	12.88
New England Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island and Vermont	293	3,364	3,657	8.00
Pacific Alaska, California, Hawaii, Oregon and Washington	1,358	6,050	7,409	18.33
South Atlantic District of Columbia, Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia and West Virginia	1,513	8,219	9,732	15.54
West North Central Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota	271	3,403	3,673	7.36
West South Central Arkansas, Louisiana, Oklahoma and Texas	877	3,743	4,619	18.98

TABLE L Numbers and percentage of men and women by race - 2008

	Blacks		Hispanics		Asians		Native Americans		Whites	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Men	1,403	50	956	41	788	47	159	56	29,205	64
Women	<u>1,387</u>	50	<u>1,391</u>	59	<u>904</u>	53	<u>125</u>	44	<u>16,280</u>	36
Totals	2,790		2,346		1,692		284		45,485	

TABLE M Numbers and percentage of men and women by job category - 2008

	Total		Men		Women	
	Work Force		No.	Pct.	No.	Pct.
Supervisors	13,571		8,796	64.8	4,776	35.2
Copy/Layout Editors	10,664		6,208	58.2	4,456	41.8
Reporters	22,797		13,886	60.9	8,911	39.1
Photographers	<u>5,566</u>		<u>4,058</u>	72.9	<u>1,508</u>	27.1
Totals	52,598		32,947		19,651	

TABLE N

Percentage distribution of men and women in job categories: 2002 – 2008

	Men						Women					
	2003	2004	2005	2006	2007	2008	2003	2004	2005	2006	2007	2008
Reporters	43	44	44	44	43	42	49	49	48	48	47	45
Photographers	13	13	13	12	12	12	8	7	8	8	8	8
Copy/Layout Editors	18	18	18	18	19	19	22	22	21	21	23	23
Supervisors	26	25	25	26	26	27	22	22	23	23	23	24

TABLE O

Newsroom retention for minorities and whites: 1985 – 2008

	Total	Minorities			Total	Whites		
		Hires	Departures	Retention		Hires	Departures	Retention
1985	3,080				50,735			
1986	3,402	555	233	92%	50,583	2,821	2,973	94%
1987	3,589	580	393	88%	51,095	2,790	2,278	95%
1988	3,879	620	330	91%	51,380	2,758	2,473	95%
1989	4,236	608	251	94%	51,982	2,835	2,233	96%
1990	4,469	590	357	92%	52,415	2,464	2,031	96%
1991	4,857	724	336	92%	50,858	2,167	3,724	93%
1992	5,120	447	184	96%	49,410	1,521	2,969	94%
1993	5,496	553	177	97%	48,106	1,738	3,042	94%
1994	5,635	572	433	92%	48,076	2,342	2,372	95%
1995	5,874	513	274	95%	47,966	1,934	2,044	96%
1996	6,061	510	323	95%	48,916	1,919	969	98%
1997	6,113	530	478	92%	47,873	2,107	3,150	94%
1998	6,269	586	430	93%	48,451	2,146	1,568	97%
1999	6,363	586	492	92%	48,742	2,543	2,252	95%
2000	6,665	561	259	96%	49,574	2,608	1,776	96%
2001	6,563	596	698	90%	49,830	2,569	2,313	95%
2002	6,567	447	443	93%	47,847	1,845	3,828	92%
2003	6,855	489	201	97%	47,863	1,786	1,770	96%
2004	7,016	495	334	95%	47,178	1,704	2,389	95%
2005	7,267	533	282	96%	46,868	1,879	2,189	95%
2006	7,351	567	483	93%	46,210	2,007	2,665	94%
2007	7,392	465	424	94%	47,653	2,299	856	98%
2008	7,113	392	671	91%	45,485	1,832	4,000	92%

TABLE P

Percent and number of newsroom employees by group: 2002 –2008

	Asian Americans		Blacks		Hispanics		Native Americans	
	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.
2002	2.36	1,283	5.29	2,879	3.86	2,098	0.56	307
2003	2.62	1,435	5.33	2,919	4.04	2,212	0.53	289
2004	2.78	1,507	5.42	2,938	4.17	2,258	0.58	313
2005	3.07	1,664	5.51	2,985	4.29	2,323	0.55	295
2006	3.15	1,689	5.51	2,950	4.50	2,409	.57	304
2007	3.20	1,764	5.27	2,900	4.37	2,404	0.59	324
2008	3.22	1,692	5.30	2,790	4.46	2,346	0.54	284
<i>Net increase</i>	31.9%	409	-3.1%	-89	11.8%	248	-7.5%	-23