

Approval of minutes/DBEI working group

Minutes approved

7/27/21

Motion from Jennifer LaFleur to accept minutes from IRE Emergency Board meeting 7/20/21. **Second** from Cindy Galli

Vote: 11 Yes, 1 no (Brian Rosenthal), 1 abstention (Jodi Upton)

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October DBEI fees – vote via email

7/29/21

From Cindy Galli

With thanks to the board members and staff who made up the DBEI Symposium registration fee working group, we'd like to share our recommendation with the full board.

- The working group is in full agreement that the proposed registration fee structure (listed below) presented by staff is reasonable for this hybrid event;
- The group feels that the offerings for members justify the respective fees should they be in-person or virtual;
- The group notes that this fee structure should be considered/approved by the board **for this event only** and that a more permanent hybrid event fee structure would require further discussion by the board for future events.

Diana and staff prepared a very helpful guide showing the offerings for in-person versus virtual as well as some FAQs on the event which we used in our discussion and decision. I've attached that here.

(Separately, the working group also discussed the need for contingency plans for this event should COVID guidance mandate them; we would like that to be a discussion with the full board at our upcoming retreat.)

Thanks to IRE staff for providing great information to the working group for this discussion and to Diana, Stephanie and Heather for joining us to flesh it all out. Their collective efforts to put this symposium together are much appreciated.

The working group would like to put this fee structure to the full board for a vote so that staff can begin to advertise the symposium as soon as possible.

I **move** to adopt the below registration fee structure for the October DBEI Symposium, with the caveat that this applies only to this event and that a permanent hybrid fee structure warrants future discussion by the IRE board.

Vote: Passed unanimously

Proposed Registration Fee Structure:

In Person

Professional: 250

Student: 75

Virtual

Professional: 150

Student: 50

Many thanks from your DBEI registration fee working group:

Kat Stafford

Jodi Upton
Barbara Rodriguez
Brian Rosenthal
Josh Hinkle
Cindy Galli
Diana Fuentes
Stephanie Klimstra
Heather Henry

In-person vs. virtual attendance

	Virtual	In-person
Access to live-streamed sessions	x	x
Access to recorded sessions	x	x
Virtual networking sessions	x	x
Access to tipsheets/other resources	x	x
Keynote address	x	x
Access to Slack workspace	x	x
Access to live sessions, including facilitated small-group conversations		x
Keynote luncheon		x
Master classes		x
Hands-on sessions		x
Welcome reception		x
Live networking sessions		x

FAQs

Who will be speaking?

This will be a mix of reporters who are doing a good job of covering underserved and misrepresented communities, covering inequities in their community, reporting on hate and hate crimes, using data and docs to back up their findings of racism, exclusion and hate, etc.

Our speakers will also be editors and managers who are doing a good job of ensuring their reporters are doing the above as well as diversifying sources, telling stories that are not only about systemic inequities but also for people who are impacted by hate, ignorance and systemic inequities.

We'll also have speakers (both reporters and editors) who can highlight their newsrooms' successes and failures to increase diversity, belonging, equity and inclusion from within. Specifically, what has worked and what hasn't and with tips on how to spot and call-out half-hearted attempts to placate journalists who are pushing for change within the industry.

What is the purpose of this symposium?

As a leader in training journalists across the globe, we must provide our members with the support they need. Our members are telling us they want to do a better job of covering the communities they serve while also making their newsrooms a more welcoming and inclusive space.

We decided to highlight this need front and center with our first in-person event since COVID hit (almost 20 months later). We have heard from countless members that they need help when it comes to making things better within their newsrooms and for the communities they cover. Helping to shine a light on wrongdoing is at the core of IRE's mission. This includes calling out and reporting on inequities, racism and hate whether in the newsroom or in the communities journalists cover.

What is the timeline and process for planning the programming?

IRE Director of Programming and Resources Lauren Grandestaff will take the lead on programming by coordinating the schedule, sessions and speakers. A staff group will meet after the pitch form closes to review the ideas, fill in any programming gaps and establish a timeline for speaker outreach, including deadlines, staff assignments and guidelines.

Reminder: You can submit your ideas [by filling out this form](#). The deadline is Sunday, Aug. 1. If you miss this deadline, you can email your ideas (session pitches or speakers to contact) to conference@ire.org.

When will the expected sessions list be released? When will the full schedule be released?

IRE staff plans to post the expected sessions list approximately 10 weeks out from the event, which is the week of Aug. 9. The full schedule should be online by the week of Sept. 6, six weeks out from the event.

What times each day will the conference take place?

For both in-person and virtual attendees, the event will begin on Thursday, October 21, at 9 a.m. ET and end on Saturday, October 23, at 11:30 a.m. ET.

Daily schedule:

- Thursday: 9 a.m. - 5:30 p.m. (welcome reception from 5:45 - 6:30 p.m.)
- Friday: 9 a.m. - 5:45 p.m. (keynote luncheon from 11:45 a.m. - 1:45 p.m.)
- Saturday: 9 - 11:30 a.m.

What kinds of sessions will there be?

We'll have two panel rooms, two master class breakout rooms and three smaller rooms for conversations, hands-on and other small-group discussions. We will not be renting computers to set up a lab, as we do at our other conferences; any hands-on classes will be run on a BYOL (Bring Your Own Laptop) basis.

What will the setup look like for virtual attendees?

Virtual attendees will have access to the two panel rooms of live streamed content on Thursday, Friday and Saturday. Virtual attendees will use Guidebook Web to access the conference and interact with other attendees, look at tipsheets, etc.

We are tentatively planning to use Slido, a Q&A and polling platform integrated into Guidebook, to engage both the virtual and in-person audience. We are currently testing this tool.