

# IRE Board of Directors meeting

June 1, 2022

IRE Board President Mark Walker called the meeting to order at 2:07 p.m.

The following board members were present: Jodie Fleischer, Jennifer Forsyth, Cindy Galli, Josh Hinkle, Marisa Kwiatkowski, Jennifer LaFleur, Barbara Rodriguez, Brian Rosenthal, Neena Satija, Kat Stafford, Jodi Upton and Mark Walker.

Staff present: Diana Fuentes, Heather Feldmann Henry, Stephanie Klimstra and Anna Lopez

Several members also attended.

**Motion** from Walker to go into executive session to discuss a personnel matter.

**Second** from Galli to go into executive session.

**Vote:** Passed unanimously among those present.

Board entered executive session to discuss a personnel matter.

**Motion** from Kwiatkowski to leave executive session. **Second** from LaFleur.

**Vote:** Passed unanimously among those present.

Board returned to regular session at 3:09 p.m.

**Pulitzer letter:** Walker said that the board approved IRE signing on [to the letter from journalism groups](#) asking the Pulitzer board to require entrants to have participated in the News Leaders Association diversity survey. IRE received questions about what IRE plans to do about its contest.

**Motion** from Walker to refer to the Awards Committee the determination of whether and how IRE should require entrants to our own awards to submit newsroom diversity data.

**Second** from Rosenthal.

**Vote:** Passed unanimously among those present.

## Committee reports and action items:

**Governance Committee:** Update on policy recommendations and proposed bylaws amendment. Rosenthal and Kwiatkowski reviewed proposed changes to bylaws and procedures. (See full recommendations.)

### Discussion

Kwiatkowski explained that the proposals are part of a broader effort by the committee to codify procedures. These recommendations are from a subcommittee on Executive Committee procedures. The subcommittee's recommendations were brought to the Governance Committee, which discussed and refined them over several months. The Governance Committee unanimously approved the proposed procedures and sent them to the full Board in May. (See subcommittee report for more details.)

Rosenthal walked through the proposal, including several areas of new oversight for the Executive Committee including staffing changes and finances. It also codifies which items need to go to the full board for review.

The committee's recommendations also propose Executive Committee meeting procedures, including board notification of upcoming meetings so that any board member can attend. It also proposes that Executive Committee minutes be distributed to the full board. (Currently, EC minutes are taken, but kept by the secretary and passed on to the next secretary. For meetings that are not confidential, the president has typically emailed the board with a summary.)

Please refer to the full recommendations for details.

Fuentes and others shared concerns about the staffing oversight in the proposal:

***Changes to staffing structure:*** Any time the Executive Director intends to make changes to IRE's staffing structure or organization, they must first notify the Executive Committee and give the Committee at least 24 hours to reject the change. If the Committee does not act within 24 hours, the Executive Director may move forward with the change. (This is not necessary for hiring new people for open existing positions.)

A manager would not normally discuss personnel matters with those who are not their direct supervisors, Fuentes said. She said the responsibility for day-to-day operations is the executive director's.

Stafford agreed with Fuentes: "As the board, we are responsible for the fiduciary aspect, but should not get into the business of trying to oversee the staff, which is the function of the executive director."

Satija said the staffing notification is too vague.

The board discussed the portion of the proposal about approval of contracts, spending and revenue that require approval or notification.

In summary, these are the levels that would need approval or notice:

- New revenue of at least \$35,000:
- New contracts or commitments of at least \$35,000:
- Any Board-related expenditure of at least \$5,000:
- Other new expenditures of at least \$10,000:

Rodriguez asked for background on how the amounts were decided.

Rosenthal said that the committee talked with other nonprofits and met with Fuentes and Henry. He said they originally proposed lower thresholds. He also said they reviewed the past budget and found limited cases where the issue would come up. If we find it causes problems for staff later, we can change it.

Fuentes said she felt like the proposal set arbitrary levels for donations. “Why would I not tell you when we get money?”

She also said she understood we already have a policy that we do not accept donations from non-media sources, but could not find it. She thought that might be something the board might want to codify.

Rosenthal and other board members emphasized that the proposal is not reflective of anything Fuentes is doing and commended her for her work as executive director.

Rosenthal said that these issues came up in the past, before Fuentes was hired, noting the contract for the new website and IRE’s PPP loan.

Upton noted that loans already need to be approved by the board.

Forsyth said that there currently is no mechanism for the board to get information about large contracts. The board is in the position of being an elected fiduciary and not knowing what is being spent. She said that the board needs to have more discussion about how the proposal came about and how the committee came up with the numbers.

Rosenthal said that the committee looked at other organizations. They then talked with Henry and Fuentes. Outside of the website, he didn’t find any expenditures over \$35,000. That same figure was used on donations because that’s the number used for contracts. Unless it is a new donor, it requires just notification.

Upton said the proposal “seems to be punitive to our executive director, when the message really is that we want more communication.” Upton said she still has a lot of questions about the proposal. It’s not clear, for example, if a donation is a new award or a new source. She noted that the proposal recommends that some recommendations are items that the Executive Committee would turn over to the board. Why not just require board approval for those? She recommended getting more constituency discussion before voting on the measure.

**Motion** from Upton to refer proposed Executive Committee procedures back to the Governance Committee based on board feedback. **Second** from Forsyth.

**Vote:** 10 to 1 (Stafford) (Galli not present for vote)

Kwiatkowski asked board members to contact her or Rosenthal with any additional feedback.

Rosenthal noted that the proposed bylaws change is separate from the procedures and asked whether the board is OK with voting on the bylaws.

Satija left at 4:16

### **Proposed bylaws changes:**

The Executive Committee shall have and may exercise during the intervals between meetings of the Board of Directors all the powers vested in the Board of Directors, except those reserved by the Act, Articles, these Bylaws, or other law to the Members or Board of Directors of the Corporation, **or any other powers the Board of Directors chooses to retain.** (Code of Bylaws, Section 7.05)

~~Annual and special m~~ Meetings of the Executive Committee shall be called and held in a manner ~~similar to that~~ prescribed **by the Board of Directors, including with notice to all for the Directors in Sections 6.03 to 6.07 of these Bylaws.** (Code of Bylaws, Section 7.03)

**Motion** from Upton to approve proposed changes to bylaws from the Governance Committee regarding the Executive Committee. **Second** from Walker.

**Vote:** Passed unanimously among those present.

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**Training Committee:** Hinkle said he will be attending the training portion of the upcoming staff retreat. He announced a new task force to develop a college curriculum toolkit with staff. (See full report for details.)

**Diversity Task Force:** Rodriguez gave an update. She said the committee is still working on language for IRE's mission statement and public-facing pages. She put forth a **motion** to expand eligibility of IRE's diversity fellowships used to attend NICAR, IRE and DBEI symposium to include LGBTQ+ members and members with disabilities.

**Second** from Fleischer

**Vote:** Passed unanimously among those present.

Hinkle requested that language be added to the diversity fellowships to allow recipients to opt out of having their name publicized. Fuentes said staff could do that.

**Strategic Planning:** LaFleur gave a strategic planning update and reminded committee chairs to submit materials requested. The committee will present its report at the next IRE Board meeting and make recommendations for next steps.

**Member Services Committee:** Fleischer said we have exceeded 100 mentor/mentee matches. We will not need to find a ton more mentors. People who use the mentoring platform will be able to connect with people who are at the in-person conference. Staff has stepped up events for first-time attendees.

**Contest committee:** Walker asked for the board to review the contest committee recommendations for the next meeting. (See report for details.)

## Executive Director Report

### IRE Conference:

Fuentes gave updates about the June IRE conference. As of the meeting, 1,105 in-person and 146 virtual people have registered. She also said that masks will not be required. (Following an email discussion after the meeting, Fuentes said that staff will post signs recommending that attendees wear masks.)

**Campus campaign:** We haven't had anybody meet the limit to get a free faculty registration (10 student registrants). She thought perhaps it's more difficult in summer.

**Cost of virtual/hybrid** is \$69,800 for 146 people. It's a big expense. We promised it, so we will do it this time, but we might want to consider whether we want to do it in the future.

**IRE Hotel:** Klimstra said both the hotel and the overflow hotels are full, but they are working with a company to help people find other lodging nearby. She also said that there will be a shuttle from overflow hotels to Gaylord (conference hotel).

**Diversity survey:** Fuentes said that they will debut the Ida B. Wells diversity survey at IRE.

**Election update:** Fuentes said three board candidates have asked for the membership list. Do you want us to send out a notice to the other candidates that it's available? Fleischer said she and Fuentes could discuss it later.

**Membership directory on IRE website:** Fuentes said staff will send email to members and ask whether they want to be in the directory. As agreed, the default would be yes, so if people do not respond, they will be in the directory. Only name, affiliation, type of membership and email address will be included in the directory.

The IRE membership directory, available only to members, includes only a member's name, work affiliation, type of membership and email address.



Yes, I want to be in the directory



No, I don't want to be in the directory

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Fleischer asked whether location information could be added to the directory in case folks need to reach out to members in specific locations. Fuentes said she could add location. She confirmed that the directory will be accessible only to members who are logged on.

**Board retreat:** The board retreat (Aug. 13-15 in Columbia) will include diversity training and a possible board development session.

**Sponsorship:** Lopez provided an overview of sponsorship numbers. IRE has reached 97% of conference fundraising goals for fiscal year 2022. She said she was hopeful we can meet the goal of \$386,250 in the next three weeks. (See full presentation for details).

**Ring of Honor:** Lopez also confirmed that IRE has received one Ring of Honor nomination. (The board approved the nomination for Tom Torok via email following the meeting.)

Fuentes said that the **Journalists of Color fellowship** (IRE's year-long fellowship program) recipients all have mentors and are starting their projects.

**Training materials:** Fuentes said that Francisco Vara-Orta, IRE Director of Diversity & Inclusion, has been reviewing training materials from a DBEI perspective. We have updated presentations to include examples from a more diverse group of journalists.

Fleischer commended Fuentes on her work on the elections.

Walker left at 4:30, Stafford presided for rest of meeting

Stafford asked that board members push their newsrooms to participate in the Ida B. Wells diversity survey. She said she would be sending more information later.

**Motion** to adjourn from Stafford. **Second** from LaFleur.

**Vote:** Passed unanimously among those present.

Meeting adjourned at 4:47 p.m.

# Proposed changes to Code of Bylaws

## Executive Committee

**Section 7.03. Meetings.** ~~Annual and special m~~Meetings of the Executive Committee shall be called and held in a manner ~~similar to that~~ prescribed **by the Board of Directors, including with notice to the Board** ~~for the Directors in Sections 6.03 to 6.07 of these Bylaws.~~

**Section 7.05. Powers.** The Executive Committee shall have and may exercise during the intervals between meetings of the Board of Directors all the powers vested in the Board of Directors, except those reserved by the Act, Articles, these Bylaws, or other law to the Members or Board of Directors of the Corporation, **or any other powers the Board of Directors chooses to retain.**

# Executive Committee procedures

Beginning with the officers elected at the June 2006 meeting of the Board of Directors of the Corporation, the Executive Committee of the Board of Directors shall consist of five Directors, including the President, Vice President, Treasurer and Secretary. The remaining member of the Executive Committee shall be a director elected by a majority vote of the Board. The President shall be chairman of the Executive Committee. The members of the Executive Committee shall hold office until the next annual meeting of the Board of Directors of the Corporation. The immediate past president – to the extent possible – shall serve in an advisory role to the Board. (Code of Bylaws, Section 7.01)

## Vacancies

Vacancies on the Executive Committee shall occur upon the death or other incapacity of any one of the five (5) Members; and shall be filled at the direction of the Board of Directors. (Code of Bylaws, Section 7.02)

## Powers

The Executive Committee shall have and may exercise during the intervals between meetings of the Board of Directors all the powers vested in the Board of Directors, except those reserved by the Act, Articles, these Bylaws, or other law to the Members or Board of Directors of the Corporation, **or any other powers the Board of Directors chooses to retain.** (Code of Bylaws, Section 7.05)

As in most other nonprofits that have executive committees, the IRE Executive Committee's most important function is acting for the full Board of Directors in emergencies and on other time-sensitive issues when it is not practical to convene the full board. The committee also can perform other advisory functions at the discretion of the president; serve as a sort of backstop for the President and Executive Director so actions that affect IRE's future are considered by more than two people; and, in some cases, review legal, personnel or financial matters in executive session, or review any other matters before they go to the full Board.

However, the Executive Committee is not a "super board." It reports to the full Board, which can decide to grant it additional powers or exclude it from taking certain actions.

Currently, the Executive Committee has the following powers:

### Powers prescribed in the Bylaws

- The Executive Committee has the power to schedule special meetings of the full Board of Directors (Code of Bylaws, Section 6.04)
- The Executive Committee has the power to make exceptions to the rule that a director cannot run for re-election if he or she has not attended two-thirds of board meetings. (Code of Bylaws, Section 6.09)



- The Executive Director is subject to the instructions of the Executive Committee at all times between meetings of the Directors. (Code of Bylaws, Section 4.01)

#### Other powers granted to the Executive Committee by the Board of Directors

- The Executive Committee has the responsibility to evaluate the IRE Executive Director's performance each year (in executive session, without the attendance of other Directors). The committee must approve a draft of the annual performance appraisals (for both Missouri University and IRE) and then submit them to the Board for an up-or-down vote (in executive session).
- The Executive Committee has the responsibility to consider complaints under the IRE Code of Conduct (in executive session, without the attendance of other Directors). The committee must consider each complaint and make a determination, and then submit its confidential determination to the Board for information only (in executive session).
- The Executive Committee has the responsibility to consider requests for IRE to sign onto letters advocating for various causes, and similar matters. The Committee must meet (typically via email) to consider each request and decide whether to send it to the full Board of Directors for a vote (again, typically via email).
- Additionally, as part of the Board's fiduciary duty, it assigns the Executive Committee the following oversight powers and responsibilities:
  - **Changes to staffing structure:** Any time the Executive Director intends to make changes to IRE's staffing structure or organization, they must first notify the Executive Committee and give the Committee at least 24 hours to reject the change. If the Committee does not act within 24 hours, the Executive Director may move forward with the change. (This is not necessary for hiring new people for open existing positions.)
  - **New revenue of at least \$35,000:**
    - Any time IRE receives a donation, sponsorship or other revenue of at least \$35,000 from an individual or organization that has donated in the past, or is in compliance with the Board's policy for accepting funding (i.e. from a media organization or a foundation or other entity that typically supports or supplies the media), the Executive Director must inform the Executive Committee promptly upon accepting the funds.
    - If IRE is considering taking a donation of at least \$35,000 from any other individual or entity, including any government entity or any organization that is not related to the media, the Executive Director must contact the Executive Committee before accepting the money. The Committee must promptly take the proposal to the full Board for an up-or-down vote (in executive session).
  - **New contracts or commitments of at least \$35,000:**
    - Other than in the exceptions listed below, any time the Executive Director, President or any other IRE official intends to enter into a new contract or commitment to spend more than \$35,000, they must contact the Executive Committee before entering into the contract or commitment. The Committee must then take the proposal to the full Board for an up-or-down vote (in executive session).
      - The exceptions are: Individual hires (including full-time staff, part-time staff and students); conference hotel contracts and other routine commitments, including for the annual banquet,

AV/video and printing costs; and renewals of existing contracts for routine items such as insurance, accounting, investment management and credit-card service fees. This list can be expanded by Board vote at any time if the need arises.

- **Any Board-related expenditure of at least \$5,000:**
  - Any time that the Executive Director, President or any other IRE official intends to spend at least \$5,000 on a Board-related expenditure that was not already approved by the Board in a budget or in a policy vote, they must first notify the Executive Committee and give the Committee at least 24 hours to reject the expenditure. If the Committee does not act within 24 hours, the official may move forward with the expenditure. (Examples of these types of expenditures include training for Board members, facilities for Board meetings and facilitators for Board business.)
- **Other new expenditures of at least \$10,000:**
  - Any time that the Executive Director, President or any other IRE official intends to spend at least \$10,000 that was not already approved by the Board in a budget or in a policy vote, they must first notify the Executive Committee and give the Committee at least 24 hours to reject the expenditure. If the Committee does not act within 24 hours, the official may move forward with the expenditure.

Note: The Executive Director is allowed to obtain pre-approval from the Executive Committee for items listed above by contacting the Committee early in the process, even before the item (including a donation, a contract, or a staffing structure change) has been finalized. This may help to speed up the process.

### Limitations on the Executive Committee

The Executive Committee is not allowed to overturn any vote by the Board of Directors, except in cases of true emergencies. In addition, it must refer the following matters to the full Board:

- The items mentioned elsewhere in Board policy, including in this document
- Personnel actions regarding the Executive Director, including employment contracts, hiring and firing decisions
- Potential violations of conflict of interest policies

## Meetings

~~Annual and special m~~ Meetings of the Executive Committee shall be called and held in a manner ~~similar to that~~ prescribed **by the Board of Directors, including with notice to all for the Directors in Sections 6.03 to 6.07 of these Bylaws.** (Code of Bylaws, Section 7.03)

By its nature, many meetings of the Executive Committee will occur in cases of emergencies or other issues that require an immediate gathering, and in those cases, the President shall have the power to convene the Executive Committee with little notice.

If the President would like to convene the Executive Committee for any other purpose, including for a regular meeting, to consult with the Committee or to receive any type of update from the Executive Director, the President shall notify all the Directors and provide an agenda to them at least 48 hours before the meeting begins.

All meetings of the Executive Committee — including emergency meetings — shall be open to all members of the Board of Directors, except in limited cases, as described in Board policies and in the Code of Bylaws. Meetings need not be scheduled to accommodate other board members. But the President shall provide a link/number to all meetings (including emergency meetings), to all Directors so they can watch silently, without participating.

Executive sessions of the Committee should be treated the same as executive sessions for the full Board of Directors, except in limited cases, as described elsewhere in Board policies and in the Code of Bylaws. Confidentiality rules apply to all, including the Directors who are not on the Executive Committee and are observing.

## Quorum

A majority of the members of the Executive Committee shall be necessary to constitute a quorum thereof; but the Executive Committee, which is not supported by the affirmative votes of three (3) members, shall take no action. (Code of Bylaws, Section 7.04)

This means the Executive Committee cannot take any action unless three committee members choose to do so. However, it can do advisory moves, including referring items to the full Board, with fewer than three votes.

## Minutes

The Secretary shall attend all meetings of the Members, the Board of Directors and the Executive Committee, and shall keep, or cause to be kept, in books provided for the purpose, true and complete minutes of their meetings or other proceedings and ensure that all minutes of all of those types of gatherings, including all executive sessions, are distributed to the full Board of Directors shortly thereafter. The Secretary may delegate their duty to keep such minutes to an Assistant Secretary or the Executive Director of the Corporation if there be such. The Secretary (acting through the Executive Director if there be such) shall attend to the giving and serving of all notices of the Corporation. (Code of Bylaws, Section 8.05)

A meeting of the Executive Committee is no different from a meeting of the full Board. Like in those meetings, the Secretary is ultimately responsible for keeping and distributing minutes.

Minutes of Executive Committee meetings should include at least the agenda, a brief summary of the discussion under each agenda item and a record of any vote taken, including the names of any member of the committee voting "no."

During executive sessions, the Secretary should make note of the discussion and record any action or vote.

Minutes for Executive Committee meetings, including its executive sessions, should be treated exactly the same as minutes for board meetings.

# Summary

When the founders of IRE gathered in 1975 to draft the Articles of Incorporation, they created an executive committee of the board to act for the full board “during intervals between meetings of the Board of Directors.” The Articles did not envision the possibility of remote meetings or that any meetings could be called on short notice, so they gave the Executive Committee the full powers of the board.

Much has changed in the nearly 50 years since then. The advent of new technologies removed much of the need for the executive committee. At the same time, past boards have on occasion given additional, informal responsibilities to the Executive Committee, and some presidents over the years have found use in consulting the Executive Committee on various matters.

We recommend that the IRE Board formalize the purpose, scope and procedures of the Executive Committee and clarify its obligation to treat its meetings and records the same way that IRE treats full board meetings and records.

Below, we propose several changes to the IRE Bylaws, and we propose procedures laying out the exact purposes for which the Executive Committee can meet, actions it can take and how it must convey its work to the full board. We also make some general recommendations for IRE.

## General recommendations

Three general issues came up during the preparation of this report that IRE might consider:

First, IRE might consider redrafting the Bylaws from scratch. Although the board has the power to do this, we think that this should be a multi-year effort with outreach to current members, founders, former members and others with a stake in IRE's future. But right now, it is difficult to understand what the Bylaws say in some places, and, distressingly, some changes that were made to Bylaws over the years are not actually shown in the current version. Legal documents in plain-English have become more common since IRE was incorporated, and starting over might be the best way to fix the Bylaws.

Second, IRE might consider developing a board policy manual similar to what SPJ has made, which serves as a living document and doesn't require the formality of changes to the Bylaws.

Finally, transparency and record-keeping at IRE reflect its grassroots history, but the records of some past actions are sorely lacking. This is particularly true on the committee level. IRE might consider policies for all committees to follow and an updated file for each committee over time.

## The production of this report

This report was produced in October 2021 by an IRE Governance Committee subcommittee, including Brian M. Rosenthal, Sarah Cohen and Mark Rochester, in consultation with the IRE Board President, Mark Walker. The members met by video twice and also collaborated by email. In preparing the report, the subcommittee drew on the IRE Articles of Incorporation and Bylaws; all mentions of the executive committee in minutes from board meetings over the last 15 years; recommendations made by the organization's attorney at a recent board retreat; the bylaws and policy manuals from peer organizations, including SPJ, News Leaders Association, NABJ, NAHJ and ONA; interviews with five former IRE presidents (David Boardman, Cheryl Phillips, Jim Neff, Alison Young and David Cay Johnson) and former IRE Executive Director Mark Horvit, as well as representatives from SPJ, News Leaders and NAHJ; and some recommendations on best practices from BoardSource and the American Society of Association Executives.

# Training Committee Update

## IRE Staff Training Retreat

On June 7, I will join the staff training retreat virtually for an hour to review the training committee's 2021-22 recommendations and help set goals for the staff regarding implementation in the coming year. These are the recommendations already reviewed by the board and passed along to staff. This will be an opportunity to set benchmarks and answer remaining questions.

## IRE College Curriculum Toolkit Task Force

Based on recommendations and outreach, this task force - part of the training committee's recommendations and the board/board president's approval - has been selected and held its initial meeting last week. Per the president and executive director's suggestion, the task force will meet through May 2023 (see timeline and membership makeup below). Again, diversity and outreach will be top of mind with this group. And Patti DiVincenzo has graciously agreed to serve as staff liaison for the task force, since she's already serving in that role for the training committee.

## TASK FORCE TIMELINE

- Task Force Launches – May 2022
- Task Force Reviews Existing IRE Programs/Presentations – June 2022
- Task Force Outlines Goals/Creates Working Groups – July 2022
- Task Force Wraps Work/Sends Plan to Board/Staff – May 2023

## TASK FORCE MEMBERS

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## **Recommendations for IRE Board of Directors from IRE Contest Committee**

### IRE Contest Committee

Zaneta Lowe, Chair

Barbara Rodriguez, Co-Chair

Fernando Diaz

Shannon Isbell

Angel Kastanis

### **1) Create separate category for podcasts/long-form audio**

Background/Detail: As this medium grows in popularity and we have more entries to consider, the Committee believes there's a strong need to create a separate category for long-form audio. This will allow teams to enter full episodes or an entire series, rather than select a portion of their investigation to meet the one-hour time limit. If adopted, we would encourage the Board to use a separate set of screeners for the long-form audio category (similar to the Book category). The long-form audio category could still be medium agnostic, allowing any outlet to enter, but subject to size divisions.

### **2) Create task force to explore non-English categories**

Background/Detail: IRE has a long-standing commitment to diversity. In continuing our efforts to strengthen that commitment, the Contest Committee recommends the IRE Board assemble a task force to explore creating non-English categories for the IRE Awards or a method in which entries can be screened and judged in their own language. The rules currently state: *We accept entries in languages other than English, but we require that your entry is accompanied by a complete translation of the story(ies) submitted. Video entries in another language should include English subtitles or a translated script.* The committee realizes this isn't a small task and would require a lot of consideration about the logistics of getting it done, which is why we are recommending starting with a task force that could determine the best way to do it. With that said, as an international organization that is serious about diversity efforts, expanding categories beyond English would allow us to recognize even more outstanding investigative journalism being done in the US and abroad by non-English speaking outlets without the need for translation or subtitles.

### **3) Develop report on IRE Award winners for past five years**

Background/Detail: As we continue to think about our diversity efforts, members of the Contest Committee would like to see the Board ask IRE to develop a report that analyzes all IRE Award winners over the past five years. The data could help us review patterns that exist amongst the entries and winners. From geographical patterns to the types of outlets that enter...we believe having a better understanding of who enters, and wins will help IRE potentially develop greater outreach for the Awards and ultimately the organization. Once completed, the report should also be shared with the Diversity Task Force.



# Overall Conference Fundraising

## FY22 Goal: \$386,250

### Goal:

DBEI Symposium	\$46,500
NICAR22	\$80,000
IRE22	\$260,000

### Actual:

DBEI Symposium	\$46,500
NICAR22	\$93,499 (116.87%)
IRE22	\$235,00 (90.38%)

**Total Sponsorship Revenue FY22 - \$374,749 (97.02%)**

*Investigative Reporters & Editors*

# 97.02%

FY22 Conference Fundraising Goal Reached

# \$11,501

Needed to Reach our FY22 Conference Fundraising Goal



*Investigative Reporters & Editors*

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# IRB22 Conference Sponsors

*Investigative Reporters & Editors*

# Sponsors:

## Diamond Level (\$25k+)

- ABC News/ABC OTS/ESPN
- Arnold Ventures\*
- Bloomberg
- Knight Foundation

## Platinum Level (\$20k+)

- NBC News/NBCUniversal Local

## Silver Level (\$10k+)

- Amazon Web Services Open Data\*
- Cox Media Group\*
- CNN
- Google News Initiative (NICAR \$25k)
- Gray Television
- Lumina Foundation
- Sinclair Broadcast Group\*\*
- TEGNA Foundation
- The Wall Street Journal

## Bronze Level (\$5k+)

- Fund for Investigative Journalism
- Napoli Management Group
- National Association of Broadcasters
- Scripps Howard Foundation

## Supporter Level (Under \$5k)

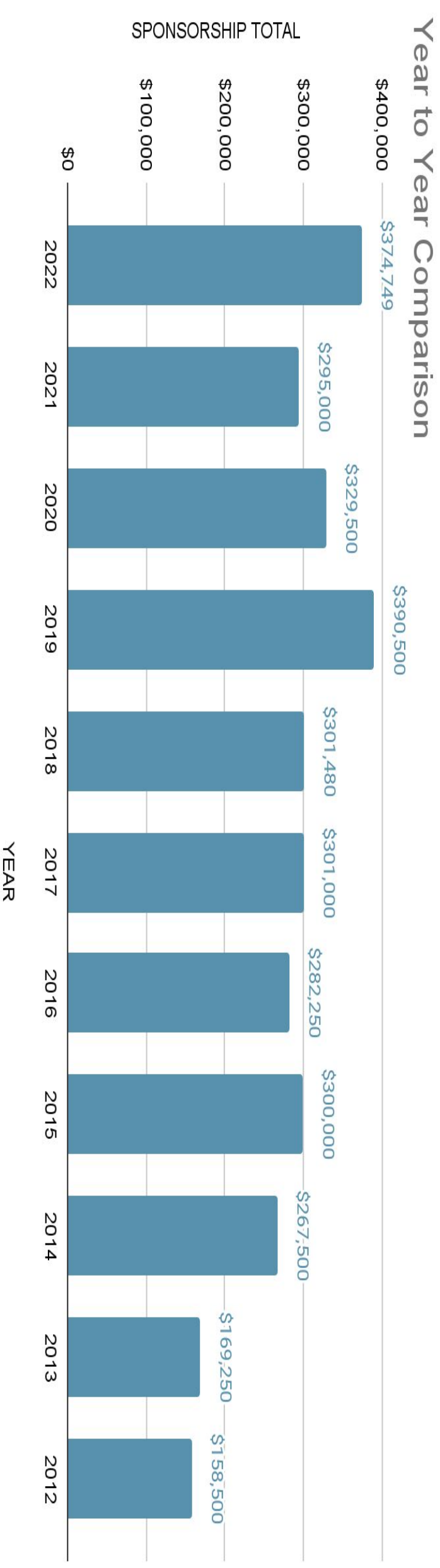
- Global Investigative Journalism Network
- Investigative Reporting Workshop/American University

*Investigative Reporters & Editors*

\*New sponsor or returning after a few years

\*\*Increased sponsorship

# Year to Year Comparison:



*Investigative Reporters & Editors*