

YOUR VOICE COUNTS

DIVERSITY AT REUTERS

APRIL 2021



Diversity and Inclusion at Reuters

Welcome to our first external annual diversity report.

We believe compiling better diversity data and sharing a detailed snapshot of who we are will help us to build a newsroom and organization that better reflect the world we cover.

Reuters is a global organization. We operate in 200 locations around the world and deliver news in 16 languages. Our journalists come from at least 86 countries and speak more than 40 languages.

We also know that we are not as diverse as we can be. Last summer, as we committed to more aggressive goals around racial and ethnic diversity, including in our leadership, Reuters President Michael Friedenber and Editor-in-Chief Steve Adler wrote that “we recognize that we can do better and that we must improve the racial and ethnic diversity in our own organization.”

“A more diverse newsroom enhances our journalism, providing greater perspectives, reporting avenues and deeper understanding of the world around us.”

That means hiring more journalists currently under-represented in our newsroom and making sure we have more journalists of color in our senior ranks. It means getting more women into senior roles. And it means paying more attention to factors which can have a profound impact beyond our newsroom: how we set coverage priorities, the range of people we quote, or whether we capitalize the B in Black.

As Global Managing Editor Alessandra Galloni says: “A more diverse newsroom enhances our journalism, providing greater perspectives, reporting avenues and deeper understanding of the world around us.”

This report was first published internally in December 2020. As part of our commitment to full transparency we have updated it for external release.

As you will see, our data is not complete. We still have work to do to gain a complete

(Cover page) FLOWER:
A lotus flower in the
Red Lotus Lake outside
Udon Thani, Thailand.
Picture taken on January
11, 2020. REUTERS/Soe
Zeya Tun

picture of who we are. But we think it is better to share what we have now because that view will help us develop a more inclusive, diverse newsroom and business.

The Black Lives Matter movement and protests around the killing of George Floyd and others in the United States last year were sharp reminders globally of both how and why systemic changes need to be made.

The Meghan Markle and Prince Harry interview with Oprah Winfrey earlier this year has also triggered questions over whether newsrooms have enough diverse representation – particularly at senior levels – to properly recognize and cover race issues.

Newsrooms and media organizations around the globe have a critical role to play in driving change. Our work and workplaces are not just a reflection of the world but also shape it. As the world's leading newswire, we want to be at the forefront of that change. This is a snapshot of where we are now.



RESCUE: Patrick Hutchinson, a protester, carries a suspected far-right counter-protester to safety, in London, on June 13, 2020. Taken during a Black Lives Matter protest following the death of George Floyd in Minneapolis police custody, this photo went viral on social media and featured in news bulletins and newspapers around the world. It also inspired an orchestral piece by Chineke! Orchestra entitled Remnants, which was broadcast live from The Royal Festival Hall. REUTERS/Dylan Martinez

Data

At Reuters – and across all of Thomson Reuters – we want a workplace where all our employees can come to work and feel valued for the contributions they make and the people they are. An important part of building that workplace is representation: making sure our newsroom and commercial employees come from a diverse range of backgrounds.

In July 2020, Reuters committed to:

- Improve our ability to **track** and **monitor** racial and ethnic diversity data globally to drive transparency, accountability and year-over-year progress.
- Increase overall ethnic and racial diversity at senior leadership levels by **20%** over two years (by end 2022).
- **Double** Black employees in senior leadership levels over two years (by end 2022).
- Reach at least **40%** women in our senior leadership levels by end 2022.

To help improve our data, we have done two things. We have expanded (and will continue to expand) the number of countries in which employees can self-identify on a range of characteristics, including gender identity, sexual orientation, race and ethnicity, disability and veteran status. By the end of 2020, the number of countries in which employees were able to self-identify their race or ethnicity had risen to 39 from six. Gender identity and sexual orientation are now choices in 38 countries, up from six. And employees in 69 countries can now identify as disabled, up from 23.

In the summer of 2020, we launched the Count Me In campaign, which encourages employees to add their diversity details to Workday. When we pulled the figures for this report in December 2020, the number of people supplying data on their race or ethnicity, gender identity (which includes non-binary options) and sexual orientation had all risen by around **two percentage points**. Gender data was already comprehensive at almost 100%. The table below shows the percentage of information available for analysis in each category for this report.

Gender	Gender Identity	Sexual Orientation	Race/Ethnicity	Disability
99.9%	17.3%	16.5%	50.0%	2.1%

Note: Data as of December 31, 2020

Clearly, our data is not complete. In some categories, we capture only a small number of all employees. In part, that's because not every employee has the option of providing their data. Some countries don't allow certain types of data to be collected for privacy reasons. Other countries level criminal sanctions for the information we're asking staff to provide, and so we have chosen not to ask them to do so. Rest assured, we're working to give all the options to as many staff as possible. Even then, some would rather not volunteer their information.

Below, we examine the current data through five lenses: All of Reuters (commercial and newsroom); our newsroom; our newsroom leadership; and our newsrooms in the UK and the US, two of our three biggest editorial centers.

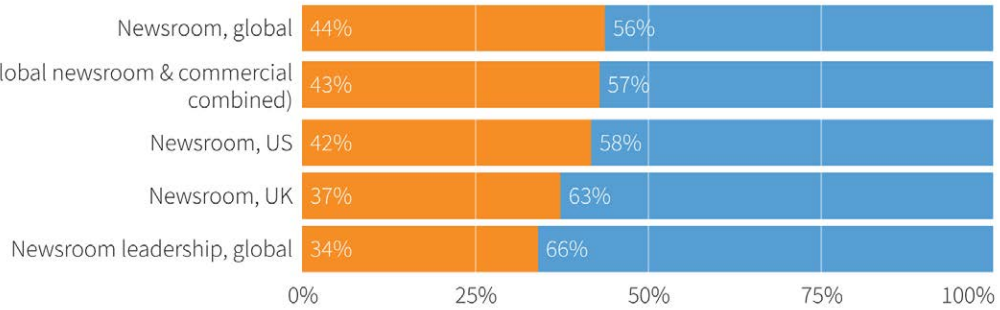
As we receive more data through the Count Me In campaign, we will be able to build a much more comprehensive picture globally of the diversity landscape of our newsroom. This will also help us identify areas where we need to devise strategies to improve representation.

A few important notes:

- The below charts are based on our data as of Dec 31, 2020.
- We show how much available data we have for each characteristic. That is, the percentage of total staff who have volunteered their data in each category.
- For Reuters commercial employees, the definition of senior leadership follows the one used across the wider company. For the newsroom, we have expanded senior leadership so that it includes most people in the three layers below the Editor-in-Chief.
- UK employees currently have the option of selecting a “not specified” category. We believe that some employees have actively selected that category because other categories do not cover their ethnicity. Given that, we are treating this data separately from a complete absence of data.
- In the data captured for gender identity, by December 31, none of our employees identified as transgender male or transgender non-binary. Those categories are therefore not reflected in the charts below.
- Likewise, none of our employees identified as asexual, demisexual, pansexual or queer and so the charts do not reflect those options.
- Terms like “Asian” and “Black” are expressed differently in different countries; we have aggregated them where appropriate.

GENDER

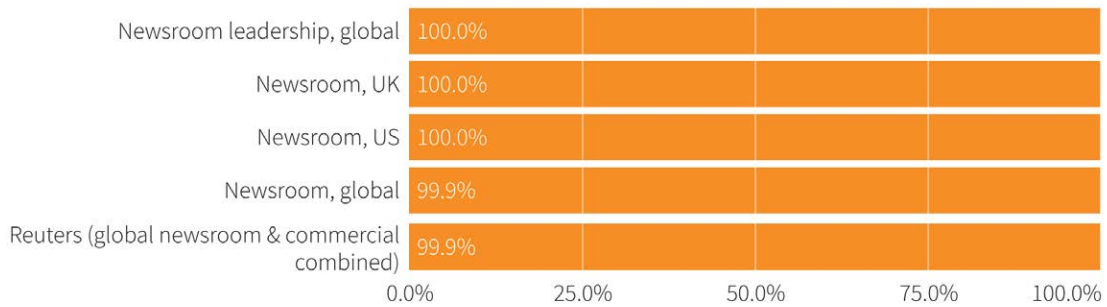
● Female ● Male



Note: Data as of December 31, 2020

AVAILABILITY OF GENDER DATA

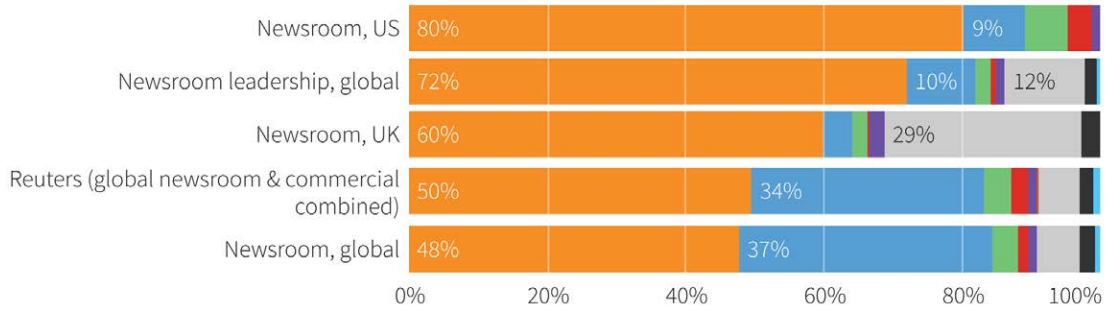
● Available ● Unavailable



Note: Data as of December 31, 2020

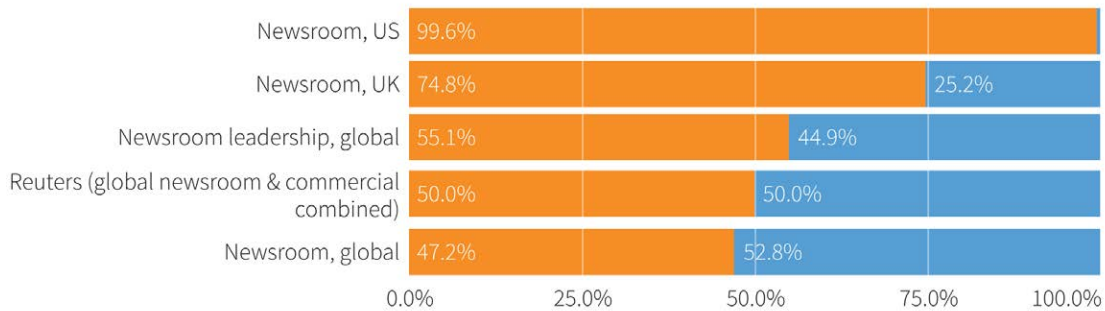
RACE AND ETHNICITY

● White
 ● Asian
 ● Black
 ● Hispanic or Latino
 ● Mixed or Two or more races
 ● Native or Indigenous
 ● Not specified
 ● Other
 ● Visible Minority (Canada)



AVAILABILITY OF RACE AND ETHNICITY DATA

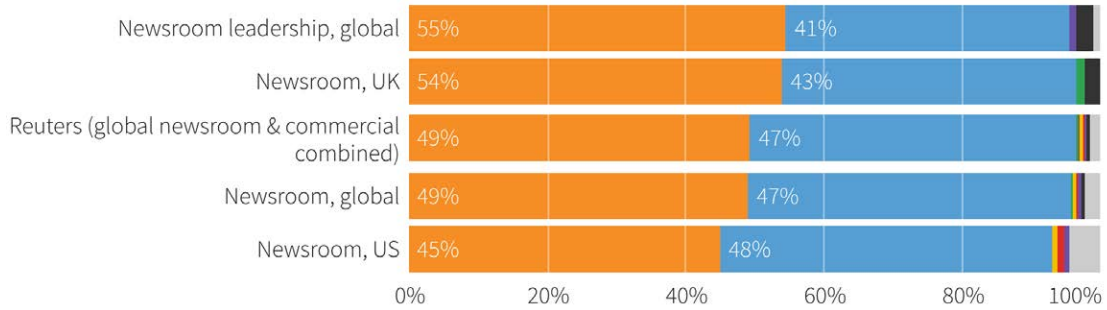
● Available
 ● Unavailable



Note: Data as of December 31, 2020

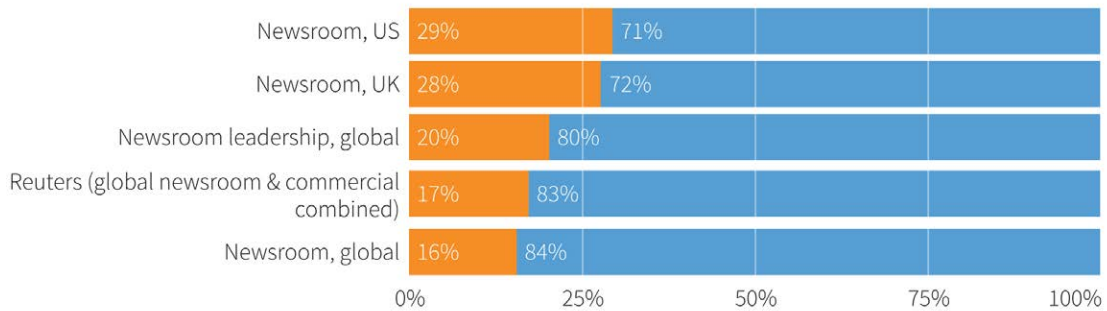
GENDER IDENTITY

● Cisgender Male
 ● Cisgender Female
 ● Agender
 ● Gender Non-binary
 ● Gender fluid
 ● Gender queer
 ● Transgender Female
 ● My gender identity is not available from the current options
 ● Prefer not to say



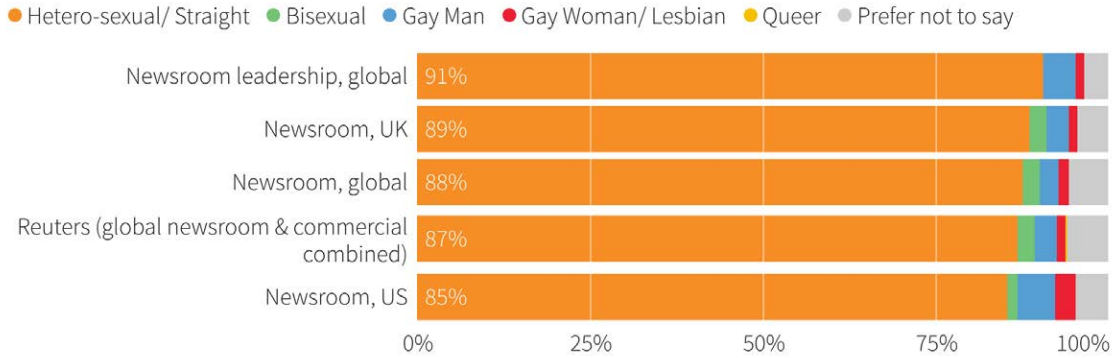
AVAILABILITY OF GENDER IDENTITY DATA

● Available
 ● Unavailable



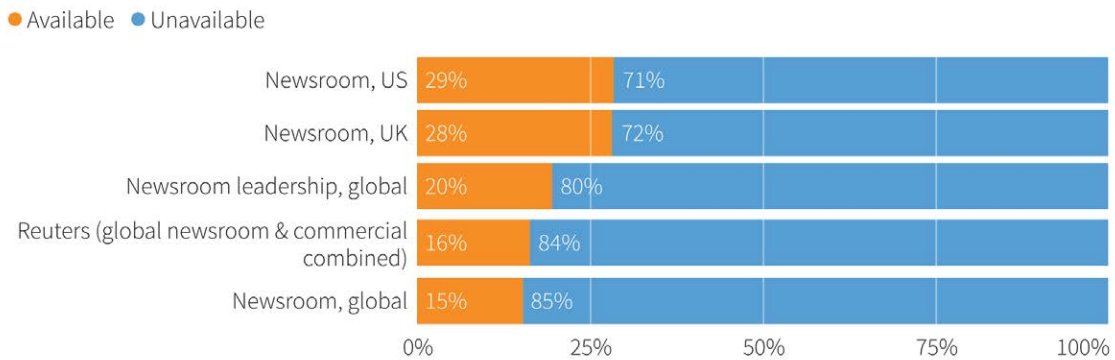
Note: Data as of December 31, 2020

SEXUAL ORIENTATION



Note: Data as of December 31, 2020

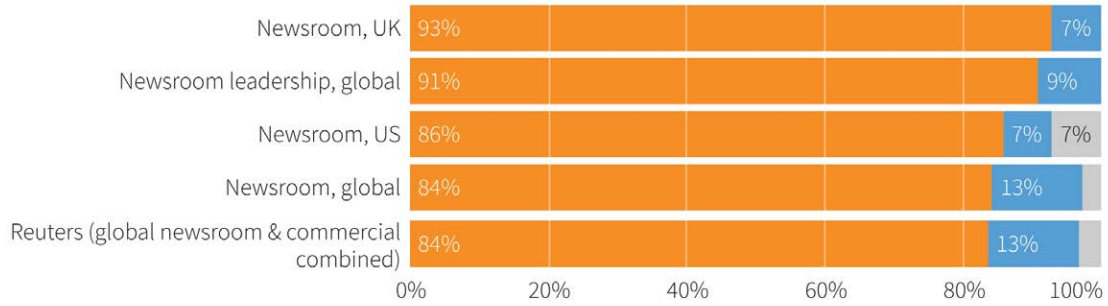
AVAILABILITY OF SEXUAL ORIENTATION DATA



Note: Data as of December 31, 2020

DISABILITY

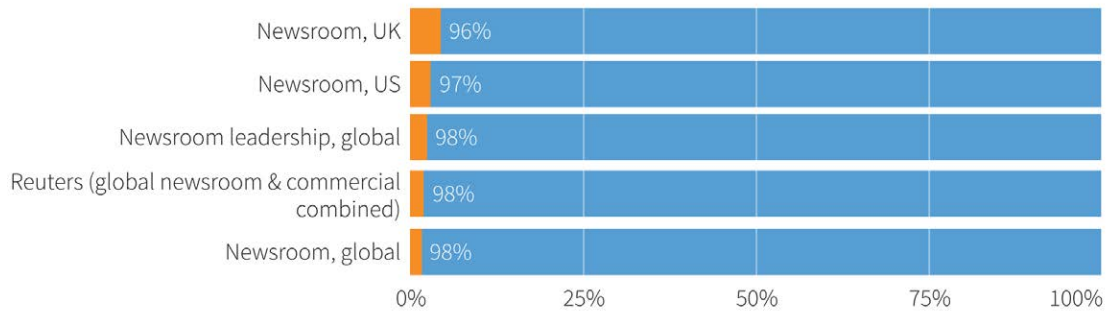
● No ● Yes ● I Don't Wish To Answer



Note: Data as of December 31, 2020

AVAILABILITY OF DISABILITY DATA

● Available ● Unavailable



Note: Data as of December 31, 2020

What we did in 2020

Thomson Reuters is dedicated to improving diversity and inclusion across the company. Below we detail what Reuters is doing beyond those broader company-wide efforts, with the goal of driving more change within our newsroom and beyond.

Like everything in 2020, our diversity efforts have come against the backdrop of the global pandemic, which has dominated the news agenda and quickly reshaped how we work, learn, play and travel. It's possible 2021 will be easier; vaccines offer real hope. Whatever happens, we will continue our efforts to build a stronger and more diverse and inclusive organization.

HEARING: Donna Stephens helps her wife Aimee Stephens, the lead plaintiff in a transgender rights case that reached the U.S. Supreme Court. Photo taken October 8, 2019. REUTERS/ Jonathan Ernst



“Diversity and inclusion remain a strategic priority even during tough times. This is not an initiative but an ongoing journey,” says Editor for Newsroom Diversity Joyce Adeluwoye-Adams.

Here’s what we have been working on to help us on that journey:

REUTERS EMPLOYEE NETWORKS

Diversity is not just about changing the makeup of our newsroom. It’s also about creating a culture where people feel a sense of belonging. To help us achieve that, we created three editorial employee networks – or, more precisely, our journalists did! These networks add to the existing Thomson Reuters Business Resource Groups.

Our new networks focus on our editorial employees. The Black Journalists and Allies Network, Women Journalists and Allies Network, and LGBTQIA+ & Allies Network are open to all employees, in every region. The chairs of our employee networks are also members of our new Editorial Diversity Advisory Group, which meets quarterly with our Editor-In-Chief and other newsroom leaders to ensure we’re making progress on diversity and inclusion goals, to pass on feedback from the groups and to advise on strategy and policy. The Networks are a way to ensure that the discussions which started last summer continue and are built into the way we do things from now on.

In the few months since they’ve been set up, our employee networks have already made an impact, running negotiation and networking workshops for our female journalists, making recommendations to our leadership on ways we can improve racial diversity, and being an instrumental voice in our decision to drop the use of the word “homosexual” outside of direct quotes.

BANGALORE DIVERSITY GROUP

Acknowledging that diversity means different things to different people depending on where you are in the world, a group of employees in our Bangalore Strategic Center have started a diversity group to help address South Asia- and India-specific issues. Key areas of focus include gender diversity, regional diversity, casteism and religious discrimination. The group will work with editorial leaders to develop a bureau-led strategy to tackle some of the issues identified.

EDITORIAL MASTERCLASSES

To deepen our senior leaders' relationships with our journalists and to share tips and best practices, we have introduced a series of masterclasses. It's an opportunity for our journalists to hear from some of our expert journalists as they share their knowledge, failures and successes. Starting in Africa, Masterclasses will be rolled out across our other regions throughout 2021.

EDITORIAL MENTORING PROGRAM

We launched our new global editorial mentoring program last September. It's open to all journalists, with an initial focus on supporting our work on diversity and developing emerging leaders. By pairing mentees with mentors in different locations and different parts of the newsroom, we hope the program will help not just those involved, but also strengthen networks across our newsroom.

PROTEST: A Black Lives Matter demonstration in front of the U.S. Embassy in Nairobi, Kenya, on June 9, 2020. REUTERS/Baz Ratner



Our editorial training team are working closely with all our mentees and their line-managers to ensure they have career development plans in place to help them achieve their short and long-term goals. The next cohort will start in April 2021.

EDITORIAL TRAINING PROGRAMS

Our trainee programs have long been powerful draws for early career reporters, incredible sources of great talent, and emblems of our global reach and continued appeal. In 2020, the global pandemic forced us to pause and rethink how we run the London-based Global Trainee Program and the Editorial Internship Program in our New York office. But our close ties to the National Association of Black Journalists in the United States continues, with Reuters financing scholarships with three US journalism schools.

The Yannis Behrakis Photojournalism Grants, named after one of Reuters' best-loved photographers, this year offered four grants to diverse photojournalists and students in Bangladesh, Nigeria, Uganda and Canada to produce a photo project. This year's recipients are all women and will be mentored by Reuters Pictures Editors to help develop their visual and storytelling skills, and receive reporting and hostile environment training.

EDITORIAL TALENT COUNCILS

Last year, we relaunched our U.S.-focused Talent Council after refreshing its objectives to ensure it focused on its core goal: identifying great external talent we can hire and making sure we are doing all we can to retain our best talent. We plan to introduce talent councils in other regions in the coming months. It's one way we can tap the best recruiters out there: Our journalists.

STRENGTHENING OUR FOCUS ON MENTAL HEALTH

The mental health of our journalists really matters to us here at Reuters. We recognize that good mental health helps our employees and that people can struggle with issues that are not visible but can have a major impact on their lives. That's why we have long offered a wide range of mental health support and assistance, including: The CIC trauma program, which provides counselling to anyone dealing with stress or trauma; The Thomson Reuters Employee Assistance Program which also offers counselling; The Peer Network, which we started in 2015 and now consists of around 60 journalists globally who have volunteered to support journalists who need someone to talk to; and access



Paintings by Olga Vyshnevskaya in Poland (above) and Jillian Kitchener in New York (right) created during our online art classes.



to the online resilience training program Mindarma, which offers useful strategies to build psychological resilience, and mindfulness and meditation techniques. We also offer regular online art classes. Some of our journalists' artwork is featured here.

Last year we set up an Editorial Wellbeing Committee that can advise our newsroom leadership team and inform ongoing strategy around mental health and wellbeing. This committee will also advise on virtual events, training and listening sessions that can be run throughout the year across our newsroom globally.

Recognising that mental health is an issue faced by the entire news industry, especially during these difficult and uncertain times, we helped form an informal coalition of around 10 other news organizations to share best practices, spot trends and explore ways we might take a more joined-up approach.

We also launched the Reuters Mental Health & Resilience Resource, an online site to provide a single destination for all the mental health resources Reuters provides, as well as expert guidance and information. We want our journalists – whether employees, stringers or freelancers – to have easy access to relevant information and guidance that could help them maintain good mental health, build resilience and know how to get support if or when it's needed.

And finally, our employees benefited from the new Mental Health Day introduced by Thomson Reuters.



WORKING WITH OTHER MEDIA ORGANIZATIONS

Right before the world began locking down, we hosted two events to discuss the lack of diversity within newsrooms and how an industry-wide approach may help. This is an ongoing conversation – and one we hope to push further in 2021.

A REGIONAL APPROACH

In all the work we are doing, we're mindful that diversity means different things in different places. That's why we've worked closely with our regional news editors, the global vertical editors, visual leaders, operations editor, and the editing and curation editor to agree tailored sets of diversity and inclusion goals for their teams.

PROTEST: Female activists and students take part in a torch procession demanding women's safety and justice for rape victims, amid the coronavirus disease (COVID-19) outbreak in Dhaka, Bangladesh, October 14, 2020. REUTERS/Mohammad Ponir Hossain

How we're changing the picture

Rickey Rogers, Global Editor for Reuters Pictures

As journalists, our mission is to report fairly across all societies, something we cannot do when most of our team are the same gender and come from a single socioeconomic group. If we believe that what we do is important, then correcting our diversity imbalance is essential and urgent. That's why three years ago we set out to change how – and who – we assign, by tracking the percentage of assignments performed by women every month.

Since then, we've seen the number of assignments going to women photographers go from less than 9% to nearly 20% today. That puts us at or above the industry average.

The coronavirus has impacted our efforts, but the good news is that we haven't slipped back. We've been on a plateau since April 2020 and are beginning to grow slowly again as opportunities arise to hire or to refresh existing positions.

This is an industry rife with boys' clubs, and there's no way forward without abolishing those. Historically, we've always focused our hiring on photographers who were already working and experienced, what I call "Reuters-ready." The lack of diversity was self-perpetuating.

There are many more diverse photographers out there than we imagined, including many who dream of doing what we do but who have either found closed doors, or have felt too discouraged to even try. Activist groups like Women Photograph and Diversify Photo provide important resources to help us find diverse talent, but the greatest tools are digital platforms which make it easy for photographers to exhibit their work.

We've worked hard to change the mindset of those responsible for hiring and assigning and have made great progress. Now, the challenge is to identify the roles that represent opportunities to further our diversification and find the right people. This is a long-term project. We serve nobody by hiring based only on people's profiles without considering their talent and potential as photojournalists.

Customers hire us to provide balanced, inclusive journalism. They are more and more conscious of who produces the content we sell them. We have this opportunity to bolster our reputation as the most relevant news agency in the business, and we can't afford to waste it.

Success for us means achieving a team of photographers and editors who differ in age, race, gender, and cultural background, that lead us to a collaboration of vastly diverse thinking. This is truly an exciting prospect.

What's Next?

The activities we have started or expanded in 2020 are continuing. We want to build on our momentum and explore more areas for lasting change. Look out for:

- Further work to improve the breadth and depth of our employee demographic data.
- Training to help us continue to build a newsroom culture that values inclusion.
- Specific diversity and talent objectives for all our senior newsroom leaders.
- More consistency around diverse shortlists and using diverse interview panels when we're recruiting.
- A renewed effort to build stronger global alliances and partnerships with schools and universities.
- Ongoing discussions with our Employee Networks around coverage and points of style.
- A deepening of efforts to ensure our coverage reflects the voices, points of view and ideas that matter on any given issue, including a drive to quote more sources from diverse backgrounds in our stories. ■



ON A WAVE: Khadjou Sambe is Senegal's first female professional surfer and has begun training the next generation of female surfers. Here she surfs off Ngor, the westernmost point of the African continent. Senegal, August 2020. REUTERS/Zohra Bensema