

SAAHJ Meeting  
Jan. 11, 2020  
Hosted at the San Antonio Express-News

Minutes taken by Jeannette E. Garcia, SAAHJ Communications at Large in lieu of absence of Secretary Krista Torralva.

- 1) Call to order and welcome by Nora Lopez, president at 10:16 a.m.  
Board Members present: Nora Lopez, Silvia Foster-Frau, Laura Garcia, Tony Quesada, Mary Melton, Jeannette Garcia  
SAAHJ Members present: Michael Drudge, Ester Foster, Teno Villarreal, Liandre De La Uso, Teresa Nino, Joey Palacios, Elaine Ayala, Alisa Garza  
Potential Members present: Steven Santana, Jolene Almendarez, Marc Duvoisin
  
- 2) Remarks from San Antonio Express-News Editor Marc Duvoisin at 10:18 a.m. Talked about newsroom diversity in response to SAAHJ's open letter on ASNE and Google's survey. Said numbers were from 2017 where E-N had 127 reporters then, now down about 100. Official numbers: 39% overall minority; 32% overall Hispanic from about 102 reporters at the Express-News. In the last year, E-N had 15 hires (mostly at MYSA, but still everywhere), 7 are minority; 8 white. "We want to do better and improve our diversity in every aspect we can." A diversity committee will be created to meet with management monthly or quarterly. Your identity should never conflict you as a journalist. NAHJ endorsed SAAHJ, and Marc reached out to their president Hugo Balta to try to get tips on how to be more diversity. In aggregate, 78% of all newsrooms are white, so E-N is doing better than national average, but work can still be done. Of 6 heads of divisions, 4 are Latinas. [journalistsjobs.com](http://journalistsjobs.com)

Member Michael Drudge asked about college attainment of journalism and numbers. Currently has openings and Hearst Fellows to bring people in — 10 openings; 2 years of rotations around Hearst papers.

Sylvia: As a result since we did this open letter — we are looking to foster ties in multiple publications and universities, as well as teaming up with other professional organizations that also focus on diversity.

Nora: Gives props to Hearst Fellowship program because it does focus on getting a diverse set of applicants. Of the 3 fellows here at E-N, 2 are diverse hires.

Elaine: Says a lot if you don't answer that survey, that says a lot. Would be great if Hearst would make a bigger push to get other newspapers to also answer the survey to really see if diversity. Credits E-N for at least answering the survey and also making a response.

Laura: Marc and Mike's response have been very professional, and we can make some changes.

Potential followup letter to Hearst suggested by membership: We appreciate your response and the publisher meeting with us, as well as the start of the diversity committee, however here are some items that would benefit the cause.

- 3) Approval of minutes from November meeting by Laura Garcia  
About 100 people attended the Holiday mixer. SPJ wants 100 words for how it went.  
Correction on minutes: none  
Tony Quesada motions for approval, Teresa Nino seconds. Motion passes at 11:04 am.
  
- 4) Scholarship updates from Tony Quesada

As of Thursday, there are 39 applications for the scholarship that are in progress. About half and half on current high school students and college students. We already have more than we had last year. Hoping to get 50-60. Scholarship deadline has been extended from Jan. 31 to Feb. 17. Suggested to post on website, social media and sent out. SPJ has offered to send out to their network as well.

Shea Serrano thanks to Krista Torralva developing a relationship has donated \$20,000. That will be a pool of money for a \$5,000 scholarship for the next 4 years. One of our scholarship winners will be receiving a scholarship specifically from Shea.

The Area Foundation is also helping us by suggesting eligibility to apply to our scholarship. It has been widened by Tony and Laura.

Too late to tweak the application, though, so next year, we will need to amend, and specifically create a niche for the Shea Serrano monies.

Tony will be putting together the scholarship committee together within the next couple of weeks. Tony will have to explain the difference between both monies.

Best way to get the information right now is to go to the Area Foundation's website, but Jeannette will work on posting information on our site.

5) Treasurer's report by Laura Garcia

\$38,539.72 in Foundation account

\$3,397.99 in general fund account

\$136,815.53 in gala account

Laura has been working with former treasurer Tessa Benavides where we have paid \$550 to do 2018 bookkeeping. For now, our books are in order, but Laura might take over next year.

Member Ester Foster says it may be good to continue to get a bookkeeper.

Nora: There still needs to be monthly upkeep. Finance committee is weighing in on getting a new accountant or keeping our tax firm and bookkeeper. Right now the tax firm charges us \$4,000 to do taxes.

There has been discussion of possibly starting grants or fellow professionals in the community that would be led by the grants committee. As well as professional development to spend money.

Have been doing 2019 finances and figured out gala net gain. We only have 2 or 3 sponsors who have not paid — Catholic Charities, \$1,500, Alamo Colleges \$1,500, Castro Brothers \$250

\$89,153.25 income; Expenses just under \$61,982.53; net gain: \$27,163.72

We could discuss spending more money for gala.

6) Discussion of fiesta medals by Laura Garcia/Jeanette Garcia

Thinking of ordering 250. Ideas on giving away old fiesta medals. We need to get a design done within the next week.

Elaine: with talk of diversity, might want to get that as a message.

#MoreLatinosInNews

Esther has volunteered to help design medal again this year.

7) Discussion of gala award nominees by Nora Lopez

Nominees given to the membership and formally submitted into record. [ADD IN NAMES] The

8) Announcements from members

Public Media Journalists Association is reaching out to cities for bids to host. Conference is in June 2021 — Thursday to Saturday. Joey wants to know if SAAHJ would be interested in partnering to sponsor a diversity panel. San Antonio has a good chance of getting with TPR's new HQ. Gets about 400 people, but they are the decision makers for all over that country. Elaine Ayala motions that SAAHJ support this conference. Teresa Nino seconds motions. SAAHJ will partner on this initiative.

Joey wants to thank SAAHJ for their support while his dad was in the hospital.

Mike Drudge: SPJ has had preliminary talks about doing diversity event with Julian Castro. Details are still TBD. Nora suggests co-sponsoring this event as an organization.

5 of the 6 collegiate papers have formed a collective, and have been meeting in response to pushback they have been receiving from their leadership. We should send out to all of our members.

9) Motion to adjourn by Teresa Nino; seconded by Tony Quesada. Meeting ends at 11:47 a.m.