

Nebraska Journalism Trust

Policy 2: Anti-Discrimination, Diversity, Equity & Inclusion

The Nebraska Journalism Trust does not and shall not discriminate on the basis of race, color, religion or creed, gender, gender expression, age, national origin or ancestry, disability status, medical condition, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff and other employment-related decisions, including the hiring of freelance content contributors, selection of volunteers and vendors, and the selection of partners in the distribution of content.

To advance anti-discrimination policies, The Nebraska Journalism Trust adopts these values:

- **Inclusive team:** Board members, staff, and freelance contributors will represent Nebraska in all its diversity and complexity.
- **Inclusive systems:** The Nebraska Journalism Trust will engage community members and volunteers in finding important stories and telling them in compelling ways. Engagement includes follow-up reporting, forums, and other events that explore solutions.
- **Transparency:** The Nebraska Journalism Trust will identify all donors who give more than \$5,000 in a calendar year, make corporate and financial documents available online, and publish profiles of its staff members and contributors. It will also publish its editorial policies regarding journalistic ethics, the use of confidential sources, and the rationales behind style conventions and other editorial decisions.
- **Proactive journalism agenda:** Related to transparency, the Nebraska Journalism Trust will publish its journalistic priorities, sharing its understanding of the high-priority issues with community members and welcoming feedback. While the organization is independent and nonpartisan, it transparently supports press freedoms and protections, including the First Amendment, freedom of information, and transparency in public institutions, as well as the rights of people to participate in the democratic process. These values are tools to support anti-discrimination; they rely on universal human rights and freedom of speech as counterweights to powerful interests.

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