

**2016 Diversity Report
Donald W. Reynolds School of Journalism
and Center for Advanced Media Studies
University of Nevada, Reno**

During the past four years, the Reynolds School of Journalism (RSJ) has made significant progress in the areas of equity, diversity and inclusion through:

- Launching a program in Spanish-language media
- Diversifying what had been a predominantly white male faculty
- Increasing enrollment of students of color by more than 30 percent, to more than one-third of the RSJ student body
- Assuming a leadership role on campus in equity, diversity and inclusion programming through establishment of academic-success boot camps, forums for discussing diversity issues, and a diversity fellow in residence
- Engaging in outreach to the public and the profession through the nation's only j-school-based training program for public media professionals, in partnership with NPR

Institutionally Embedded Support

The Reynolds School has launched a new project in Spanish-Language Media, supported by one of eleven ONA "Hack the Journalism Curriculum" grants and through a new tenure-track faculty position provided by the UNR provost's office. The RSJ established a Spanish-language political news service (entitled "Noticiero Movil," or "mobile newsroom," reflecting our emphasis in community engagement and events journalism) to cover the 2016 elections (see: <http://noticieromovil.com>). The service will become an ongoing part of our Nevada Media Alliance partnership with regional professional media, providing content in both Spanish and English of interest to Nevada's underserved Latino community.

The project is an initial step toward building the nation's first undergraduate major program in Spanish-Language Media. Individual classes have been offered, a

search for a tenure-track faculty member to teach in the major was underway at this writing, a full curriculum is in development, and the Reynolds School plans to begin offering the major track during the 2018/2019 academic year.

The Reynolds School is the only journalism school to partner with NPR to offer an on-campus Next Generation Radio Boot Camp. The Next Gen program, now in its fifth year, is NPR's signature diversity training initiative, intended to diversify the public media workforce. RSJ students receive five days of one-on-one coaching from public radio professionals, free of charge. (The dean raised funds to cover program costs, and NPR and public radio stations provided in-kind support.) Graduates of the boot camps have gone on to paid internships at NPR and subsequent jobs in the public radio system.

The Reynolds School also offers an annual J-FIT boot camp for incoming freshmen as part of the campus-wide NevadaFIT initiative. It provides new students an overview of the challenges of the freshman experience and the resources available to help them succeed. The dean raised money for scholarships. About half of the participants are first-generation college students or from underrepresented groups. The RSJ also offers a long-standing First Year Experience seminar (JOUR110) which targets at-risk students and focuses on retention.

Recruitment, Hiring and Retention

The Reynolds School has made major strides in recruitment, hiring and retention during the past four years, both with faculty/staff and students from underrepresented groups. For example, during this period, the RSJ went from

having three female staff members to six, and from two female faculty members to eight (out of a total faculty and staff of 25).

In addition to faculty and staff, our enrollment of students of color has risen steadily in the past four academic years. Our headcount of students of color increased by more than 30 percent during this period. The Reynolds School has employed several successful recruiting strategies. These include the dean's participation in UNR admissions events held in areas with diverse student populations, such as Northern California and Las Vegas, as well as RSJ partnership in the Washoe County School District (WCSD)'s Signature Academy program. WCSD has designated areas of academic emphasis at high schools with a large population of prospective first-generation college students.

Supportive Climate

The Reynolds School continually seeks to create a supportive, nurturing climate through numerous curricular and programmatic initiatives. We play a leadership role in campus and community discussion about issues of diversity in communication and beyond through our Race Dialogues series, which offers an event each semester. Recent programs have included: "The N Word: A Conversation," "Understanding Ferguson," and "Race and Sexuality." A standing RSJ Diversity Committee, which includes the dean, reviews curricula and programs.

In 2015 the Reynolds School established a Diversity Fellow in Residence program, which brings to campus distinguished professionals and scholars. Our inaugural Diversity Fellow was Hugo Morales, founder and CEO of Radio Bilingue, which began as a small radio station serving the migrant farmworker community in

Central California and has grown into a national public radio Latino program service. We raised money from national and local foundations to establish this ongoing RSJ initiative. In 2016 our Diversity Fellow was Tristan Ahtone, an award-winning Native American journalist. Both Diversity Fellows gave public talks, spoke to classes and community groups, and met with students at The Center during their time on campus.

Further, as noted above, our Nevada Media Alliance, a student-produced news service that covers state government, added Spanish-language content -- online, on KUNR and on Capital Public Radio. The RSJ also produced a Spanish-language podcast, in cooperation with the Latino Research Center.