After reflecting on our previous diversity statement and the progress we've made toward our initial goals, we determined it was time to craft a new statement from the ground up. Recognizing that diversity, equity, and inclusion are continuous efforts, we remain committed to regularly revisiting our statement to reflect ongoing growth and improvement. This new statement marks the beginning of a fresh chapter in our DEI journey, setting the stage for new goals and renewed dedication.

As journalists, it is our job to report on a wide array of issues and events as well as acknowledge multiple perspectives. We recognize our influence and ensure we will use our platforms responsibly to represent a myriad of voices across the community. Furthermore, we pledge to self-evaluate regularly and accept feedback from our readers to provide the necessary commitment to these values.

To dedicate ourselves to the goals outlined in our Commitment to Diversity Statement, The Standard has implemented several key initiatives aimed at fostering diversity, equity and inclusion across our work. For the past four years, The Standard has been making goals and strives to ensure we are representing a diverse range of voices and subjects in our coverage. Alongside the addition of a Diversity, Equity and Inclusion Editor in the 2024-25 Editorial Board, The Standard has implemented a wide range of initiatives and reflected on the impact of past approaches to diversity.

The staff is not directly representative of the High School student body and neither is our use of sources. Through recording and holding ourselves accountable for the diversity of the content we publish, we aim to continuously reassess our efficacy in accurately representing the voices and perspectives of the student body.

For the past four years, The Standard has kept a record of sources used in each piece — in print, online and social media — to ensure we are representing a diverse range of voices and subjects in our coverage. We publish this data quarterly, with our first report released in March 2024. By tracking this data and making it public, we hold ourselves accountable to our goals while identifying areas where we can improve in amplifying underrepresented perspectives.

After dedicating significant effort to our content diversity, we recognized the importance of looking inward as well, creating a goal to prioritize inclusion. We hope to do this by creating more support for students who need it and creating more bonding activities so members across classes can connect — currently, we have created a mentor-mentee program. The mentor-mentee program is an initiative where every student in introductory journalism courses has a designated editor assigned as their mentor. In the second semester, the mentor and mentee co-write an article together. Recently, we've had to step away from a tradition of staff lunches due to budget issues. We plan to create more costless staff bonding activities to continue promoting that sense of inclusivity despite our budget issues. With these initiatives and a few smaller ones too, we hope to ensure all staff members feel

a sense of belonging in the publication. To keep ourselves accountable for this, we created and sent out a form to all staff members in December 2024. Through this internal audit, we aim to access and analyze both the demographics of our staff and our inclusivity. Moving forward, we plan to send out this form every semester to measure the long-term impact of our diversity and inclusivity initiatives.

Feedback and Collaboration

We remain committed to maintaining an open dialogue with our readers and broader community. We encourage [feedback]link, [story ideas]link, and constructive criticism, by holding places for open submissions and using a feedback form to ensure that we are holding ourselves accountable to the values outlined in this statement. The form aims to gather data on interviewee demographics while offering a platform for feedback, including how well-represented they felt. By listening and adapting to the needs and concerns of our community, we can continue to grow as a publication that represents everyone.

Conclusion

The steps we have taken over the past years since the 2022 Commitment to Diversity reflect our commitment to fostering diversity, equity and inclusion in every aspect of our work. From diversifying sources and perspectives to introducing new tools for accountability, these efforts have strengthened the integrity of our publication. However, we recognize that achieving these goals is a continuous journey. There is always more work to be done to ensure that The Standard is a platform where all voices feel seen, heard and respected.

V1

As journalists, it is our job to report on a wide array of issues and events as well as acknowledge multiple perspectives. We recognize our influence and ensure we will use our platforms responsibly to represent a myriad of voices across the community. Furthermore, we pledge to self-evaluate regularly and accept feedback from our readers to provide the necessary commitment to these values.

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Reflecting on our past

Since our [last statement]link, we have dedicated ourselves to our goals. While achieving our goals is a continual process, since 2022 we have made considerable strides through various initiatives aimed at progress. As we reflect on our previous statement, we acknowledge both the improvements we have made and the areas where significant growth is still needed. Our goals from last statement are summarized as follows:

Range of topics: We aim to represent diverse stories beyond Eurocentric perspectives by covering underrepresented topics and centering marginalized voices. We encourage community input to highlight these issues and are committed to monitoring our coverage's diversity, focusing on local and global topics, community views, and less mainstream issues.

Multiple Angles: We are dedicated to fostering diversity by representing a wide range of perspectives that reflect our community. We ensure representation in reporting through utilizing tools such as a source-tracking list, school-wide surveys and international discussions to evaluate our efforts. Our goal is to genuinely and fairly report through the perspectives we platform.

Different forms of diversity: The Standard is committed to representing all forms of diversity, including but not limited to race, ethnicity, religion, gender, sexuality, sex, ability and ideology. We prioritize covering diverse experiences and opinions and showcase the intersectionality of identities by amplifying community voices through engaging with various

voices in our community and approving guest pieces. Our leadership fosters an inclusive environment where every team member feels valued, respected and a sense of belonging.

To dedicate ourselves to the goals outlined in our last statement, we have taken several key initiatives aimed at fostering diversity, equity and inclusion across our work.

Community Engagement (Diversity): We introduced four primary initiatives, *the Rainbow List*, a _ survey, diversity reports and community emails. *The Rainbow List*, implemented in 20XX, is a tool that tracks individuals who have been interviewed frequently in our publication, it aims to help diversify voices featured in our content, preventing over-reliance on the same perspectives and encouraging the inclusion of underrepresented voices within our community. SENTENCE ABOUT THE SURVEY. Additionally, we began to publish our source diversity data through quarterly diversity reports, with our first report released in March 2024. These reports analyze the diversity of our sources and content, by making this data public, we hold ourselves accountable to our goals while identifying areas where we can improve in amplifying underrepresented perspectives. SENTENCE ABOUT COMMUNITY EMAILS. SENTENCE ABOUT INVITING CONTRIBUTORS.

Content Diversity (Equity): Our publication has taken strides in shifting the way we prioritize and represent news. We have shifted our focus to prioritize school news that directly impacts our community while maintaining awareness of broader global contexts. This balance allows us to engage more meaningfully with our immediate audience while still acknowledging the wider world. When representing multiple points of view, we have shifted our perspective and phrasing by moving from the notion of presenting “both sides” of issues to exploring the complexity and nuance of “all sides”.

Internal Growth and Development (Inclusion): We have expanded our staff size and created a mentor-mentee program in response to limiting our staff lunches. Recognizing the importance of representation within our newsroom, we have expanded our staff size from X to Y, through x and y, to better reflect the diversity of our community. While we had to reduce our staff lunches because of X, we combated this by implementing a mentor-mentee program, designed to foster collaboration, skill development, and a stronger sense of belonging.

While we have made significant progress and these initiatives have helped strengthen our ability to represent diverse voices and perspectives, we acknowledge that some areas, such as fostering inclusivity within our staff, require renewed attention. Further elaboration here, what does this ‘failure’ mean, what has been the impact of us not putting a focus on inclusivity.

The DEI Editor and associated initiatives

On the 2024-25 Editorial Board, the publication added a Diversity, Equity and Inclusion Editor, a position aimed to take the lead in prioritizing diversity in coverage and sources, while simultaneously fostering inclusion among the staff, serving as a liaison between the reporters and editors. With responsibilities that include but are not limited to, facilitating a source list,

consulting on identity-based articles, ensuring inclusive editing, educating staff on DEI practices, preparing quarterly audits and advocating for staff support. Three initiatives we have implemented alongside this addition have been the creation and facilitation of an automated source tracking system, a source intake form and a new diversity-focused editing process. This new sources-tracking form places responsibility on reporters to accurately document their sources, ensuring accountability across the publication, while also collecting a wider range of data than what we had before. Alongside the tracking form, we have introduced a source-intake form with the goal of collecting additional data on our interviewees, while also providing a platform to give feedback on aspects such as how well-represented they felt. Moreover, any identity-based articles now go through a new process that includes consulting the DEI editor early in the writing process and an extra diversity-focused round of edits. Integrating the DEI editor early on ensures that reporters not only know how to choose appropriate sources but also conduct interviews in a DEI-friendly manner fostering comfort for both the reporter and interviewee. The additional round of edits centers on terminology and style, based on relevant diversity-focused stylebooks, to ensure the correct use of terminology, minimize harm, and maximize inclusivity and representation.

Inclusivity and Internal Development

We need to set clear inclusivity goals which we haven't really done yet— we should talk about this at the DEI meeting, once we have a clear set goal I can write this section.

Feedback and Collaboration

^^ same thing as inclusivity section, start this with clear concrete goals. We remain committed to maintaining an open dialogue with our readers and broader community. We encourage [feedback]link, [story ideas]link, and constructive criticism, by x, y, z, to ensure that we are holding ourselves accountable to the values outlined in this statement. By listening and adapting to the needs and concerns of our community, we can continue to grow as a publication that represents everyone.

A lot of our editorials post-climate survey have surrounded being upstanders and standing up against hate, do we want to make that a whole section?

Conclusion

The steps we have taken over the past years since the 2022 Commitment to Diversity reflect our commitment to fostering diversity, equity and inclusion in every aspect of our work. From diversifying sources and perspectives to introducing new tools for accountability, these efforts have strengthened the integrity of our publication. However, we recognize that achieving these goals is a continuous journey. DISCUSSED GOALS WE NEED TO WORK ON. There is always more work to be done to ensure that The Standard is a platform where all voices feel seen, heard and respected.