

Thanks for supporting Columbian newsroom workers as they advocate for a fair contract that will promote a diverse group of applicants and a staff that reflects the community it covers.

Columbian publisher Ben Campbell is the decision-maker, and he can be reached at [ben.campbell@columbian.com](mailto:ben.campbell@columbian.com). When emailing him, **please** also cc [guild37082@gmail.com](mailto:guild37082@gmail.com).

With thanks once more, and solidarity,  
*Workers in The Columbian Guild*  
-and-  
*The Pacific Northwest Newspaper Guild*

### **TALKING POINTS:**

- The Columbian has refused to bargain over a proposal from the union representing the newsroom (The Pacific Northwest Newspaper Guild, CWA Local 37082) to create more diversity among job applicants.
- The union is *not* seeking to have final say over hiring decisions. We recognize management's right to make that decision. We just want to contribute to the process in a meaningful way.
- Their refusal at the bargaining table last week came from the attorney used by the Campbell family as the paper's representative — L. Michael Zinser, who has used social media to endorse homophobia ([twitter.com/Zinsergram/status/1142488499477630978](https://twitter.com/Zinsergram/status/1142488499477630978)).
- We need our community's paper to have diverse backgrounds and diverse perspectives. It not only creates hiring equity, but makes The Columbian better.
- Simply saying diversity is important is not enough. We need Ben Campbell to put actions with words.

### **SAMPLE LETTER DRAFTS:**

Ben:

I am writing to urge you, strongly, to sign off on the contract language newsroom workers have proposed regarding diversifying applications to The Columbian.

These workers are NOT looking to infringe upon your right to hire. They are simply seeking what any HR director would tell you is a great way to diversify any workplace — having broad representation among those in the running for a job opening.

Take a good look at what is on the table, and consider how important it will be for the newspaper to have these policies.

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Ben:

Be it intentional or unconscious, we must acknowledge that racism impacts working lives.

Representation matters, and that's true everywhere, including — but not limited to — at The Columbian.

It would give our community great pride and satisfaction to see our newspaper actively seek to fix these problems, and there's an opportunity in front of you *right now*. The contract proposal you have received from newsroom workers will help make for a more inclusive and diverse newspaper — and allow you to be a leader in making those same changes throughout Vancouver and Clark County.

Please do the right thing!

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Ben —

As journalism changes, the “traditional” paths for media jobs create a certain level of exclusion. These avenues are, quite simply, not open to everyone.

We need The Columbian to be intentional about breaking those old habits, and to seek applicants who will bring diverse experiences and perspectives to the job.

We need, in other words, for The Columbian to agree to the contract language your workers have proposed on these topics.

I'll be watching how negotiations on this matter progress, and hope to see ownership do what is both crucial and just for our community.

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Ben,

I'm disappointed to see The Columbian's failure to negotiate with its unionized newsroom over inclusive hiring practices.

Diversifying your staff is the first step in demonstrating your commitment to supporting Clark County's communities of color. Your publication is alone in telling this community's story day in and day out; the newsroom must reflect the growing diversity of Clark County.

I urge you to bargain in good faith with the Pacific Northwest Newspaper Guild over this critical issue, and will be watching to ensure you do the right thing.

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Ben,

In a recent editorial, The Columbian called on employers, itself included, to ensure equal opportunities for people of color.

Yet when presented with a guide from its unionized newsroom on how to do exactly that, The Columbian's top leadership rejected the policy.

This is an astonishing show of hypocrisy. The newspaper must correct its course immediately and bargain with the Pacific Northwest Newspaper Guild over its hiring proposal.

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Ben,

As a longtime reader of The Columbian, I was dismayed to see management's rejection of a hiring proposal that would help diversify the newsroom.

The newspaper has claimed in recent weeks that it is committed to reflecting on practices in order to better serve Clark County's communities of color. Adoption of this proposal would go a long way toward demonstrating that the newspaper is willing to make substantive changes.

I urge you to act swiftly to accept the union's proposal. This matter is too important to wait.