

# MINUTES OF THE TNG-CWA Human Rights and Equity Committee

December 13, 2008

PRESENT: Michael D'Souza, Chair; Randy Gilliam; Vernon Clark; Matthew Olson; Natalie Hill; Carl Younger; Yoko Kuramoto-Eidsmoe; Ka Yan Ng and Vincent Proteau  
Sheila Lindsay, Chair SEC HRE Committee;

MINUTES PREPARED BY MICHAEL D'SOUZA.

Checked by Yoko Kuramoto-Eidsmoe

Face-to-face meeting in Baltimore in January

The committee discussed its agenda for the face-to-face meeting to be held in Baltimore on Jan. 9, 2009. Sheila Lindsay is to check the room assigned to the committee and get back to the members.

## ***Ethnic media and organizing***

Carl noted that the ethnic media was expanding as the ethnic population of the United States grew. All while mainstream newspapers shrunk. He also observed as the second generation of these groups became more comfortable in English, the publications were moving to bilingual papers. He suggested contacting Ellen Hume at the University of Massachusetts, Boston. She has been studying the ethnic media in the U.S. (Contact at end of minutes.)

The committee also agreed that more research was needed to determine which, if any, of these papers were organized by unions and what organizing opportunities were available. And to reach out to members of the union with more experience in organizing. It was noted that there was some on-line training in organizing available.

The committee also talked about layoff hitting several papers and publications being up for sale. Some of these cuts are directly affecting members of the committee with their own jobs in jeopardy. The committee agreed that members should reach out within the union itself for possibilities for new job opportunities.

## ***Alternative ownership***

Vernon said that newspapers are going to have to explore alternate forms of ownership and such a business model could include members of the union on the company boards. There was discussion about what such representation on the board would mean for members of equity-seeking groups. Vernon noted that newspapers were more than business enterprises, that they had a civic value and were part of a community's identity. He noted that this would be a strong selling point in addressing issues concerning members of equity-seeking groups. The committee noted that such diversity is a business advantage when reaching out to ethnic communities.

Yoko said the committee should come up with a strategy to raise issues of concern during the summit on the future of the industry, inserting these issues into the discussions.

The committee talked about making sure its budget got approval so it could proceed with its own plans.

## Adjournment

The meeting adjourned at about 13:50. It will meet again at its face-to-face session in Baltimore on Friday, Jan. 9, 2009. The time is yet to be determined.

### CONTACT FOR:

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