

Things Everyone Can Do:

Support SATW candidates in elections who acknowledge and support DEAI initiatives.

Respond to SATW surveys so we can better understand our membership. Who are we now?

Invite diverse speakers for panels and PD sessions (and not just diversity panels).

Be open to discussions with people who have different opinions; resist the urge to get defensive when presented with another's experience.

If you witness and/or experience inappropriate member behavior, respond directly or report it to the Ethics Committee.

Educate yourself without demanding or asking of those in underrepresented communities to explain it to you. The SATW Resources List (available on the DAEl web page) is a good place to start.

Analyze your individual actions and think about how you can do things different. We all have the power to effect change.

Educate yourself about discriminatory aspects or actions of a destination before accepting press trips, assignments or new clients.

Identify your passions and focus energy on where you have interest and influence.

Things Actives Can Do:

Seek diverse sources for quotes for your pieces.

Practice allyship. If you're on a press trip that's all white, ask why. If you have a relationship with an editor who may need some ideas to diversify their stable of writers, offer to make suggestions.

Educate yourself about implicit bias fellow journalists may be experiencing on press trips.

Add Black-owned or other underrepresented businesses to your destination reporting.

Dig in to learn the full story.

Amplify voices of other writers. Maybe you know another writer of another race, ethnicity, ability, gender identity or sexual orientation who would be a better fit and make the introduction to your editor.

Things Editors Can Do:

Look at your contributor pool, particularly who's covering African or Caribbean countries.

Include diverse representation in image selection (and assignments); expand pool of photographers to include work of under-represented photographers.

Commit to equitable inclusion of businesses owned by Black and other under-represented communities in narrative and/or sidebars.

Things Associates Can Do:

Work toward educating your local community (particularly young people) as to why diverse tourism is so important.

Be more selective as to where you're sending journalists on press trips. Don't reward the bad actors.

Speak up in your organization about the lack of diversity and inclusion in the industry.

If you'd like to learn more about what you can do (or if you'd like to participate in the DEAI Committee work), please reach out to Committee Chairs Vickie Ashford-Thompson (vashfordthompson@inbirmingham.com) or Megan Pedilla (travelswithmeg@gmail.com).