

MEDIANE

Media in Europe for Diversity Inclusiveness



28-30 April 2014

MEDIANE THEMATIC ENCOUNTER

Biographies

Split City Museum – 28.4.14

Hotel Park – 29. – 30.4.14

SPLIT - Croatia

www.coe.int/mEDIATE / #mEDIATE_hr

Facebook/Groups – Journalistsfordiversity



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PARTICIPANTS

MASENJKA BACIC

Journalist

Cenzura Plus - stav.cenzura.hr



CENZURA PLUS is a non-profit, civil society organization from Split, Croatia, that promotes human rights, media freedoms and works on the development of civil society, through methods of independent media (TV) production, out-institutional education and public advocacy, with the aim of building modern, democratic and fair society in Croatia. Cenzura Plus was established in 2003., by a group of human-rights activists and it arise from history and experience of producing the first independent TV show that explored limitation of media freedoms in post-war Croatia, since mid 1990es. Since then Cenzura Plus remains unique and recognized in Croatia and in the Region of Western Balkans for its non-profit TV production, of one 1-hour long TV show weekly, that deals with broader range of human rights issues, democratization and civil society status in Croatia. In previous 5 years it has developed numerous activities and today is one of the leading civil society organizations in its lines of work in the south part of the country. It is located in Split, second town by its size in Croatia, on the Adriatic coast. CENZURA PLUS est une organisation à but non lucratif de la société civile de Split, en Croatie. Sa mission est de promouvoir les droits de l'Homme, la liberté des médias et le développement de la société civile au travers d'une production d'émissions télévisuelles et radiophoniques indépendantes, d'une éducation non-formelle et d'une sensibilisation du public à ces sujets, dans le but de construire une société moderne, juste et démocratique en Croatie. CENZURA PLUS a été créée par un groupe de militants des droits de l'Homme influencés par les événements historiques du milieu des années 90 et forts de leur expérience de production de la première émission télévisuelle indépendante qui a traité des limites de la liberté des médias dans la Croatie d'après-guerre. Aujourd'hui encore elle reste unique et reconnue en Croatie et dans la région des Balkans occidentaux pour sa production télévisuelle à but non lucratif et notamment pour son émission hebdomadaire d'1 heure qui traite largement des questions relatives aux droits de l'Homme, à la démocratisation et au statut de la société civile en Croatie. Outre son rôle actif dans les médias, elle a également développé de nombreuses autres activités. CENZURA PLUS est considérée comme une organisation de premier plan dans son domaine d'action, dans le sud du pays. Elle est basée à Split, deuxième ville par sa taille en Croatie, sur la côte adriatique.

I am graduated in sociology and to be graduated in comparative literature and Spanish language. I am working as journalist since 2007. I started by working for local daily newspaper Solobodna Dalmacija and continued as free-lance journalist working and publishing for different medias such as web portal H-Alter, e-novine, tacno.net, public radio HR 3. I also cooperated with different NGO's such as Cenzura Plus and Documenta. Currently, I am member of editorial team and a journalis of new local web portal STav (project of Cenzura plus) whose aim is to promote independent content based mainly on marginal themes in mainstream media such as human rights, discrimination, dealing with past, etc. Mon nom est Mašenjka Bačić. Je suis diplômé en sociologie et d'être diplômé en littérature comparée et la langue espagnole. Je travaille comme journaliste depuis 2007. J'ai commencé travailler comme journaliste pour le journal quotidien local Solobodna Dalmacija et continué comme journaliste free-lance pour l'édition de différents médias tels que portail web H-Alter, e-novine, tacno.net, RH radio publique 3. J'ai également coopéré avec différentes ONG telles que Cenzura Plus et Documenta. Actuellement, je suis membre de l'équipe éditoriale et une portal nouveau Stav (projet de Cenzura plus) dont le but est de promouvoir le contenu indépendant basé principalement sur des thèmes qui sont marginaux dans les principaux médias tels que les droits de l'homme, la discrimination, le traitement avec le passé, etc.



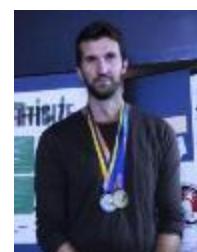
MARIN BAKIC*President***Udruga za razvoj građanske i političke kulture Karlovac Polka** - www.aktivirajkarlovac.net

Udruga Polka was founded at the end of 2012. and it is an NGO active in the field of local community activism and freedom of speech. The main goals of organisation are protection and promotion of the of civic activism, fight against corruption, promotion of progress in journalism and publishing, reducing social taboos. Activate Karlovac is a community media web portal created by members of NGO. It promotes critical thinking. The main principles of the editorial policy are: democracy, human rights promotion, open society, active citizenship, continous development of the media, respect for the needs of local community, educational content, multimedia.

Marin Bakić studied political sciences at the Faculty for political science in Zagreb. He has worked as a journalist for newspaper Večernji list in Karlovac since 2007. He has written for national and regional editions and published articles online. He has covered themes and events mostly at local and county level, but also at international level (neighbouring regions) covering topics such as local economy and politics, civil and cultural scene, corruption, energy efficiency. He initiated establishment of the NGO Udruga Polka which promotes local community activism. He is an editor of the community media web portal Activate Karlovac.

**ZELJKO BLACE***Journalist***Freelance** - zeljko.blace.name

Zeljko Blace (b.1976), studied media arts and pedagogy, worked as junior researcher at Jan van Eyck Akademie, started PhD in artistic research focused on tensions between sport normativity and queer expression. Worked as radio host, reporter for national TV, contributor/editor of cultural newspaper, writer for several national and international web media in topics of culture, civil society and sport. Co-founded Multimedia Institute in Zagreb and worked as program/int.projects coordinator (2000-2005). Was also engaged as activist in different tactical media and LGBTQ networks, community media projects and was member of international editorial boar of Next5Minutes #3 Tactical Media Festival/Conference in Amsterdam (2003). Co-organized international conference Contesting/Contexting SPORT in Split 2012 with Council of Europe, EGLSF.info and Boell.hr. Since recently became a Member of Council for Non-profit Media of Croatian Ministry of Culture.

**REYNALD BLION***Media & Diversity & Mediane Programme Manager**Programme Manager***Council of Europe** - www.coe.int/mediane

The Council of Europe (CoE), based in Strasbourg (France), covers virtually the entire European continent, with its 47 member countries. Founded on 5 May 1949, the Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. The Council of Europe aims at creating a common democratic and legal area throughout the whole of the continent,

ensuring respect for its fundamental values: human rights, democracy and the rule of law, which are the foundations of a tolerant and civilised society and indispensable for European stability, economic growth and social cohesion. The main objectives of the CoE are to protect human rights, pluralist democracy and the rule of law; to promote awareness and encourage the development of Europe's cultural identity and diversity; to find common solutions to the challenges facing European society; to consolidate democratic stability in Europe by backing political, legislative and constitutional reform.

Reynald BLION – Programme Manager - Since September 2008, Reynald Blion is Media & Diversity Manager for the Directorate General Democracy. Until December 2010, he has been responsible for the implementation of the Media & Diversity part of the Speak out against discrimination Campaign of the Council of Europe. Within the same Directorate General, he joined the Directorate Democratic Governance, Culture and Diversity and its Division Cultural Policy, Diversity and Intercultural Dialogue to manage the European Union / Council of Europe joint programme MARS – Media Against Racism in Sport; programme he conceived and developed on the basis of previous actions of the Council of Europe in these fields. He contributed, to several publishing as, for example, Tell us about diversity! A practical Approach to Intercultural Media Content, Strasbourg, Council of Europe, 2011, To fight against discrimination and for cultural diversity: a major challenge for the media in: Cavdar A., Yildirim A.B. (Eds), Hate Crimes and Hate Speech, Istanbul, The International Hrant Dink Foundation Publication, 2010, Europe's ethnic and diversity media in: C. Dientz, P. Stamen (Eds), Media on the move. Migrants and minorities in the media, Aachen, CAMECO, 2009, Ethnic media and diversity in Europe in: Georgiou M., Transnational lives and the media, Londres, Routledge, Aug. 07, Parler de l'autre / Parler d'ailleurs. De la visibilité à l'expression des diversités en Europe in: Rigoni I., Les bannis des media, Paris, Aux lieux d'être, May 07...



NELSON BOVA

Journalist

RAI - www.tgr.rai.it



RAI tv is the public Italian television. 14 national channels, 20 regional headquarters and several foreign offices of correspondence. 11.000 employees. Born as a radio (EIAR) in 1923, started its first tv broadcasting in 1953.



Professional journalist since 1995, I attended DAMS University in Bologna. Producer and director of medium and short fiction film and documentaries, from 1996 to 2008 chairman of "Sequence film", non profit cultural association for social movies, from 2009 chairman of "Il Tesoro Nascosto", voluntary association whose aim is to spread culture of diversity. I work as a journalist in the Italian public television RAI, in the regional newsroom of Emilia Romagna

SANDRA SOFIA BRANCO

Journalist

LUSA - News Agency of Portugal - www.lusa.pt



LUSA is the only News Agency in Portugal, mostly owned by the state, covering all Portuguese speaking countries, from Brazil to East Timor, including all African countries and Macau (in China), and also countries hosting a relevant Portuguese community, such as France or Switzerland. Working at LUSA involves domain of different platforms, and, as you may well know, the news agency is, much of the time, the primary source of information, playing a fundamental role on the way the messages are delivered.

I have been working as a professional journalist for 13 years, always committed to an independent and meaningful journalism. I am working in LUSA, where I have performed leading editor positions, managing teams and news agendas. I am currently a reporter at the international affairs desk. One example of my commitment to a concerned journalism is my investigation on female genital mutilation, awarded nationally and internationally (Natali Prize for Europe 2004). Since 2011, I represent Portugal at the European Institute for Gender Equality. I am regularly invited to lecture about Human Rights to students, public officials and civil society groups.



ZELJANA BUNTIC PEJAKOVIC

Cenzura Plus



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CRISTIANA CASTELLOTTI

Editor-in-chief

Radio RAI 3 - mondo3.rai.it



RAI — Radiotelevisione Italiana is Italy's national public broadcasting company. Radio3 is Italian radio channel operated by the state-owned public-broadcasting organization RAI. Radio3Mondo is Radio3's radio show that broadcasts news reports from around the world, international press review, stories, interviews and on-the-spot reporting including highlights. website:mondo3.rai.it Tutta la città ne parla is a daily radio show completely dedicated to the politics in Italy.

I'm a journalist since 1989. I have been working as a radio editor on Radio1, Radio2 and Radio3, a three Italian radio channels operated by the state-owned public-broadcasting organization RAI. I'm currently an editor-in-

chief of two shows on Radio3: Radio3Mondo and Tutta la città ne parla. Radio3Mondo is Radio3's radio show that broadcasts news reports from around the world, international press review, stories, interviews and on-the-spot reporting including highlights. website:mondo3.rai.it Tutta la città ne parla is a daily radio show completely dedicated to the politics in Italy.



MELANIE CHALLE

Photojournalist

NUJ - www.melaniechalle.com



The NUJ is the world's largest journalists' union, with over 40 000 members in England, Scotland, Wales and Ireland - and active branches in Paris, Brussels and the Netherlands. It is affiliated to the TUC, and the GFTU in the UK. The NUJ is proud to be a part of the international labour movement and is affiliated to the International Federation of Journalists and the European Federation of Journalists. NUJ members subscribe to a Code of Conduct by which they agree to produce no material likely to lead to hatred or discrimination on the grounds of age, gender, race, colour, creed, legal status, disability, marital status, or sexual orientation.

Freelance photographer for the last 5 years, I left behind my studies as a marketing major in Paris, France to move to Australia, where I learned my trade. Parallel to my personal and artistic projects, I work as a professional documentary photographer in the areas of travel, sports, art and social issues. In the recent past, I have worked as a photographer for Handisports and covered the Paralympics in Beijing and London. My print work is also augmented by several projects which are currently being developed as web documentaries.



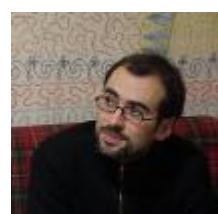
FRANCESCO MARIA CONTE

Co-founder

Atopos - www.franatopos.com



FrOntierenews.it Atopos was founded in 2007 as an association enhancing cultural integration, through art and story telling. In 2013, the idea was adapted to fit a new core goal, telling stories through films. Right now we are producing a story about typhoons and their impact in the local communities in the Philippines and pre-producing a musical film about cultural integration and intergenerational dialogue.



I am a professional journalist since 2009. My focus is explaining social contexts, through the tool of film making. I am a political science graduate cum laude and have published two books, one on Brazil and one on Libya.

BLANKA ČOP

Project assistant

Cenzura Plus



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explored limitation of media freedoms in post-war Croatia, since mid 1990es. Since then Cenzura Plus remains unique and recognized in Croatia and in the Region of Western Balkans for its non-profit TV production, of one 1-hour long TV show weekly, that deals with broader range of human rights issues, democratization and civil society status in Croatia. In previous 5 years it has developed numerous activities and today is one of the leading civil society organizations in its lines of work in the south part of the country. It is located in Split, second town by its size in Croatia, on the Adriatic coast.

Blanka Cop, Master of Sociology, has been employed in Censorship Plus as a project assistant in the department of prevention of discrimination and protection of human rights. So far, she worked as a project manager on gender equality and for greater political participation of women in elections, as well as coordinator of research on women in the labor market and in the rural areas, coordinator of research about the awareness of young people in Split, and coordinator of research on media coverage of the LGBT population in Croatia. One of the authors analysis of a national program to combat discrimination and recommendations for improvement. She is member of Croatian Sociological Association.

CLAUDIA DAL-BIANCO

Projectcoordinator - rauensolidarität / Women's Solidarity - www.frauensolidaritaet.org



Frauensolidarität (Women's Solidarity) provides information, education and public relation about women in Africa, Asia and Latin America as well as global power-relations from a feminist point of view. Frauensolidarität contributes with its work to enhance the enforcement of women's rights and promotes a world free from sexism, racism and homophobia. As an organization based in development-policy, Frauensolidarität is in active dialogue with women's movements from the south, thus uniting and strengthening action by networking. This NGO is based in Vienna and exists since 1982. Frauensolidarität publishes a quarterly magazine, has a library and documentation centre, a radio show and projects on decent work and media.

I was born in Dec. 1983 in Vienna. I studied African Studies, and Development Studies at the University of Vienna. During my education I stayed in the USA (1 year); Lisbon, Portugal (6 months); Dar es Salaam, Tanzania (6 months). After my education I started to work at the Department of African Studies, University of Vienna, as a research assistant. Since 2 years I'm a project coordinator of the NGO Frauensolidarität. I also work as a freelance-trainer for political education in schools.



ARNAUD DAVIRE

Director

Sport Handicaps



Sport Handicaps édite le premier site d'information sportive francophone dédié au handicap : Sportethandicaps.com. Lancé en 2008, ce site est aujourd'hui une référence dans le domaine du handisport et du sport adapté. Partenaire de la Fédération Française Handisport ce média rend compte de l'actualité nationale et internationale.

Journaliste spécialisé dans le handisport. Tire son expérience d'une carrière d'entraîneur de haut niveau en athlétisme handisport achevée en 2005 après avoir accompagné de nombreux athlètes en équipe de France dans le cadre de championnats d'Europe, du Monde et des Jeux Paralympiques d'Athènes. Écrit depuis pour différents supports spécialisés dans le sport et le handicap. A créé en 2008 le premier site internet francophone d'information sportive dédié au handicap : Sportethandicaps.com. A couvert de nombreux événements sportifs dont les Jeux Paralympiques de Pékin et de Londres.



RICARDO ALEXANDRE ENCARNACÃO SOUSA*Journalist***RTP - www.rtp.pt**

The Radio and Television of Portugal (RTP) MH IH is a Portuguese state-owned enterprise that includes radio and public television. Before the year 2004 the Portuguese Radio (RDP) and the Portuguese television (RTP) , public radio and television companies were respectively , were independent and separate and distinct legal entities . In 2004 , they were restructured and merged into one public company. RTP is one of the most viewed television channel in Portugal, with millions of viewers and listeners around the world. RTP is also on the Web www.rtp.pt and mobile platforms.

Ricardo Alexandre runs a world affairs program at public radio Antena1 from RTP, Radio and Television of Portugal. Deputy News Director (2005-2012). Assignments in Ukraine (2014) Bosnia, Croatia, Serbia and Kosovo, East Timor, Israel/Palestine, Afghanistan and Pakistani tribal areas, Libya and Iran. Covered elections in US, UK and Brazil, and fifth and tenth anniversaries of 9/11. He has been regularly invited to comment on issues pertaining to the Balkans. Degree in Sociology and masters in European Policies. Currently a Doctoral student in International Relations. Fellow of the GMF, joined Mediane program in Groningen (2013), with exchange program in Finland.

BÉATRICE FAINZANG*Freelancer***- www.bfainzang.wordpress.com**

LCI takes part to TF1. It's the first french Channel to develop the model of a continue information. Today we are three. We are a specialised on politique intern and economie principally. LCI fait partie du groupe TF1. C'est la première chaîne française à avoir lancé le modèle d'une chaîne d'information en continu. La chaîne est spécialisée dans le traitement de la politique intérieure et de l'économie.

I am a french journalist working as freelance for several media which LCI and Usbek et Rica principally. I am specialised on international subjects and innovation. I am also geographer and I am casually working on urban subjects. I made documentaries about conflictual spaces in Italy (Bologna) and Mali (Bamako). I am very interesting about minorities and immigration issue. This kind of event is fondamental to change the way to think and made information in Europe.

**LARRY FERGESON***Director**CMFE Board Member***CCMC - Cyprus Community Media Centre / CMFE - www.cypruscommunitymedia.org**

Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

Larry has a degree in broadcast communications from Texas State University and did his graduate studies in conflict resolution at Portland State University. He has years of experience in radio news reporting, magazine

writing and working with international civil society organisations. His academic background includes an undergraduate degree in Broadcast Journalism from Texas State University and he did his graduate studies in Conflict Resolution at Portland State University. He has worked in many areas of media since 1990 for independent as well as corporate media. In Cyprus he strives for empowering a media literate society through community media. He has worked in different media organisations for the last 20 years. For the last 7 years he has been working to establish community media in Cyprus as a way to transcend the ethnic divide and conflict between the two main communities in Cyprus. He also utilises community media as a way to raise awareness about and give voice to the immigrant communities in Cyprus so that diversity and non-discrimination are included in all media products as a way of being. Since 2010 he has been the general manager of the Cyprus Community Media Centre in Nicosia, Cyprus where he utilises his media and conflict resolution skills in his work to bridge the divisions between the conflicted communities of Cyprus.



ANNA FRENYO

MEDIANE Consultant on Exchanges / Freelancer Radio Journalist
Freelancer Radio Journalist - www.anna-frenyo.de

Anna Frenyo was born in Budapest in 1982. Due to her parents' work situation she spent her childhood in England, returning to communist Hungary with an openness not known in the country, an eagerness to discover the world. Upon studying English and German Literature in Budapest, she spent five months as an intern in the German Parliament with the International Parliamentary Scholarship in 2008. She stayed in Berlin, studied Cultural Journalism at the Universität der Künste and graduated in 2012. The past two years she has been working as a freelancer journalist, dealing with topics of diversity, migration and family history.



SUZANA GRASO

Cenzura Plus

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LIANE GRUB

Producer & Reporter
RBB -Rundfunk Berlin-Brandenburg

 The Rundfunk Berlin-Brandenburg (rbb) is the regional public broadcaster for the federal states of Berlin and Brandenburg and part of the public service broadcasting association ARD. It was established in 2003 when the Sender Freies Berlin and the Ostdeutscher Rundfunk Brandenburg

were merged. "Fritz" is a radio program aimed at a young audience.

I started working as a radio journalist ten years ago. In recent years I have been working as a producer, author and reporter for Fritz (rbb) and won several radio awards for my work. Fritz is operated by the regional public broadcaster for the federal states of Berlin and Brandenburg (rbb - Rundfunk Berlin-Brandenburg, ARD). I started my radio career as a trainee and continued as a freelancer. During that time I achieved my university degree in business administration. I also had the chance to work at a news agency in London. Now that I am back in Berlin I started working for Fritz again.



RALF HUTTER

Journalist

Freelance

I was born in 1981 and studied sociology at the Freie Universität Berlin from 2003 to 2009, with two semesters at the Universitat de Barcelona. I hold a diploma in sociology and have been working as a journalist since 2009 for print and online media as well as for public radio. From 2011 to august 2013 i had a two -year-contract with the berlin based daily Neues Deutschland, which included journalistic education.



IGNACIO IRIGOIEN

Producer/Journalist

Near FM - Near Media Co-op



Near FM, part of the Near Media Cooperative, has been broadcasting to communities in the northeast of Dublin over the past twenty years. Station output includes a good mix of speech and music programmes, and there is a high level of community & voluntary involvement in the management, production and programming aspects of the station. Near FM has a strong track-record of highlighting the work of voluntary organizations and development education groups.

Ignacio Irigoien 2011 MARS project Minorities in Autoctonus Sports. Basque Country/Ireland 2009 Freelance researcher- Literacy issues in new communities for NALA since 2007 Freelance researcher, interviewer for radio documentaries with NEARfm. (Included themes such as Judaism in Ireland, Dublin multilingual history, immigrants contribution to Irish society) 2005 Project manager/ researcher in charge of evaluating the willingness among ethnic groups in Dublin to participate in the setting up of a intercultural radio station (one to one and group meetings) 1997-2007 Researcher, presenter with NEARfm Since 1998 Freelance researcher / interviewer/ photographer for several publications in Ireland and abroad Since 1997 Freelance translator English-Spanish



AHMED JEMAI

President

Association Act'Infos Audiovisuels -



Act'infos audiovisuel is a non-profit association and accredited news agency, based in Lyon, that shoots and produces audiovisual supports on the following topics: informal education, social development, immigration, combating discrimination & exclusion, cross-cultural dialogue, Gender equality. act'médias presse organizes conferences and debates on various issues, notably diversity and inclusion. last year, we produced 25 tv reports, 3-52-minute tv magazines, one photo expo on the tunisian

revolution, 2 trainings of young journalists citizens, one of journalist women, built up a euro-mediterranean network of citizen and alternative medias (remmca), participated to 15 meetings of the european union, euro-mediterranean and international programs. act'infos audiovisuels est une association à but non lucratif et une agence de presse basée à Lyon, qui réalise et produit des supports audiovisuels sur des sujets comme l'éducation informelle, le développement social, l'immigration, combattre la discrimination et l'exclusion, le dialogue interculturel, l'égalité des genres. act'médias presse organise des conférences et des débats sur plusieurs sujets, dont la diversité et l'inclusion. en 2013 nous avons réalisé 25 reportages tv, 3 magazines tv de 52 minutes, une expo-photo sur la tunisie révolutionnaire, 2 formations pour des journalistes jeunes et citoyens, une pour les femmes journalistes, construit un réseau euro-méditerranéen de médias citoyens et actifs (remmca), participé à 15 rencontres de l'union européenne et de programmes euro-méditerranéens et internationaux.

Après avoir travaillé dans le journalisme (doctorat en études de journalisme), j'ai travaillé depuis dans ce domaine. voici quelques exemples: 1986-1997: journaliste/reporter pour la chaîne nationale france3 1997-2002: reporter/journaliste free-lance filmographie: 7 documentaire tv de 52 minutes et 23 reportages tv (2-6min) sur les thèmes du dialogue interculturel, l'immigration, la citoyenneté et l'exclusion sociale. 1996-2004: lecteur pour les universités lyon2 et lyon3 en information&communicationspecialisé dans les médias alternatifs et la communication. depuis 2012: journaliste/reporter et chef de réalisation pour le magazine tohana, sur la coopération internationale et la solidarité, diffusé sur quatre chaines tv locales depuis 2013: président du réseau remmca, réseau euro-méditerranéen des medias citoyens et actifs. after studying Journalism (phd in journalism studies), i have worked in this field ever since, here are some examples: 1986-1997: journalist/reporter for a national tv channel (france 3) 1997-2002: free-lance journalist/reporter filmography: 7 tv documentaries (52 min) & 23 tv reports (2-6 min). themes: cross-cultural dialogue, immigration, citizenship and social exclusion. 1996- 2004: lecturer in information & communication specialized in alternative media & communication, at Lyon II and Lyon III universities. 2012 onwards: journalist/reporter & chief editor of tohana, a tv magazine on international cooperation and solidarity, broadcasted on four local tv channels. 2013 onwards: coordinator of a euro-mediterranean network of citizen media.



MAJA KARACIC

Journalist

KLFM - klfm.org



KLFM was created after one of the last independent radio stations, KL, was shut down. Our primary goal is to be in service to community, to be the voice of people who are listening the radio. Everybody has the chance to take a part and create program on their own. It is only community radio in second-largest city in Croatia.



Working as a journalist since 2007.; collaborator and volunteer in Info zona (web portal; magazine). Volunteer in KLFM (radio show Bučni stripovi) since 2013. Experienced in team work; participated in number of workshops, held presentations and lectures.

PROF. DIANE KEMP

MEDIANE Consultant on Encounters

Senior academic in broadcast journalism

Birmingham City University - School of Media - www.bcu.ac.uk



Birmingham City University is a large, multi-cultural university with 23,000 students which offers an innovative and practical approach to teaching. The School of Media's courses are characterised by a

high degree of vocational relevance. It has strong and long-standing contacts with media organisations on a local and national level, a staff with experience from a wide variety of academic and industry backgrounds, and a reputation for providing high quality learning. The School specialises in three subject areas: media production, journalism, and media theory and has an exceptional track record for employability.

Diane Kemp is a Professor of broadcast journalism education and course director of postgraduate BJ programmes. She is also the consultant responsible for overseeing encounters on the MEDIANE project. Recently she was appointed the Deputy Chair of the Broadcast Journalism Training Council which sets training standards in the UK. Before moving to academia Diane worked for many years in broadcast news and current affairs. She started as a producer/presenter in local radio stations including; BBC Radio Shropshire, Cardiff Broadcasting, Radio Victory, Mercia Sound. She was a reporter/ presenter in BBC regional and national TV UK; Midlands Today, Midlands Reports, and a freelance reporter for Woman's Hour, BBC Radio Four. She has been an external examiner at various UK Universities including; Goldsmiths', Sheffield, City University, South Wales and Sunderland, and run journalism ethics sessions for the Fundamental Rights Agency of the EU and Transparency International.



NATALIE KONYALIAN

Technical Coordinator

CCMC - Cyprus Community Media Centre - www.cypruscommunitymedia.org



Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

I have a BA in Communications and Theatre from the University of Indianapolis, and an MA in Film Production and Screen Culture from University College Dublin. I have previously worked in New York for a leading digital media training centre and later worked as a Technical Officer of the Media Department at the University of Nicosia in Cyprus where I also lectured in production courses. Since 2009, I have been working as a Filmmaker and Technical Coordinator at CCMC, and am currently responsible for all technical aspects of MYCYradio - <http://mycyradio.eu/> - Cyprus's first multilingual community radio.



SUZANA KUNAC

Agency for Electronic Media, Croatia - www.e-mediji.hr



The Croatian Agency for the Electronic Media is an autonomous and independent legal person with public authority, listed in the court register. The bodies of the Agency are the Director of the Agency and the Electronic Media Council. The Electronic Media Council manages the Agency and carries out the duties of a regulatory body in the area of electronic media. In its work the Council has the authority of an administrative council in the sense of the Institutions Act. The Electronic Media Act (OG 153/09; 84/11) regulates the rights, obligations and responsibilities of legal and natural persons that provide audio and audiovisual media services and services of electronic publications by electronic communication networks, and the interest of the Republic of Croatia in the field of electronic media. Council for Electronic Media, issued a series of Ordinances, which are in accordance with the Law on Electronic Media.

Suzana KUNAC, graduated at the Faculty of Philosophy Zagreb (sociology, 1998) and obtained a Master's degree of science gained at the University College of London (2002). She completed a transitional doctoral study "Comparative Politics" at the Faculty of Political Sciences in Zagreb, where she was accepted doctoral thesis "Comparative analysis of the parliamentary election campaigns of parties 2000-2011, in perspective of the consolidation of democracy in Croatia". During more than fifteen years she has been active in civil society dealing with action research, media, public campaigns and advocacy work on a number of public policy: the development of civil society, the protection and promotion of human rights, anti-discrimination policy and the policy of gender equality. She published a number of scientific and technical papers. During her journalism career she has worked for various media: Radio Split, Omladinska iskra, Arkzin, Slobodna Dalmacija. She was a member of the Council for Development of Civil Society and a member of the Governing Board of the Centre for Human Rights.



MARINA LALOVIC

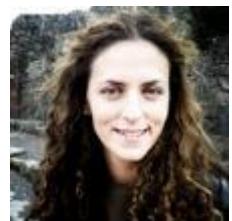
Journalist

Radio RAI 3 - mondo3.rai.it



RAI — Radiotelevisione italiana is Italy's national public broadcasting company. Radio3 is Italian radio channel operated by the state-owned public-broadcasting organization RAI. Radio3Mondo is Radio3's radio show that broadcasts news reports from around the world, international press review, stories, interviews and on-the-spot reporting including highlights. website:mondo3.rai.it

I am a Serbian journalist from Belgrade who has been living in Italy since 2000. I graduated from the University "La Sapienza" (Rome) in Journalism and Publishing. I worked as a journalist for BABEL TV (SKY Italy channel 141 - www.babel.tv) and I'm currently a host-radio moderator for Radio Television of Italy (RAI) – Radio3Mondo a radio show that broadcasts news reports from around the world, international press review, stories, interviews and on-the-spot reporting including highlights. I was also working as a correspondent from Rome for a Serbian daily "Politika" and also for the serbian radio-television B92. In 2009 I also cooperated with Associated Press Television News bureau in Rome.



PILAR LOPEZ DIEZ

Trainer

IRTVE - www.pilarlopezdiez.eu



RTVE is the national public radio and tv station in Spain. Since 2001 RTVE has been publishing reports on how news should be covered from a gender perspective, specially gender violence against women. Nowadays they are implementing their First Equality Plan.

I am a trainer and researcher on Gender and Communication in public radio and tv stations in Spain since 2000. I used to teach this issue in some Masters at Spanish universities. I work as a consultant for broadcasts media and I have published several documents which can be downloaded from <http://www.pilarlopezdiez.eu/publica.htm> ("Sport and Women in the Media. Guidelines". Consejo Superior de Deportes. Madrid: 2011). I assisted the newspaper Publico in writing the only self-regulation code on How to cover Gender Violence News in Spain.



MARÍA DOLORES MATAMALA OPORTO*Journalist***Freelance**

I'm a freelance journalist. I'm working since 10 years ago in differents media

NEDA MILISIC BUKLIJAS*Program manager***Cenzura Plus - www.cenzura.hr**

Association for promotion of human rights and media freedoms CENZURA PLUS is a non-profit civil society organization from Split (Croatia) that through methods of independent media (TV, radio and web portal) production, out-institutional education and public events as well as advocacy promotes human rights, media freedoms and works on development of civil society, with an aim of building modern and democratic society in Croatia. CENZURA PLUS est une organisation à but non lucratif de la société civile de Split, en Croatie. Sa mission est de promouvoir les droits de l'Homme, la liberté des médias et le développement de la société civile au travers d'une production d'émissions télévisuelles et radiophoniques indépendantes, d'une éducation non-formelle et d'une sensibilisation du public à ces sujets, dans le but de construire une société moderne, juste et démocratique en Croatie.

Neda Milišić Buklijaš was born in Split 1982, were finished Faculty of Economy 2004. First employment was on the local TV station in marketing department and as chief in editor of the program. From 2006 till 2009 worked in cultural sector as director of the international manifestations in Split, and developed draft of the cultural strategy for City of Split. From 2010 employed in Cenzura Plus were (still) working on the EU funded projects but with interest for European informing, media sector and civil society in general within the Croatia, Western Balkan region and the EU.

JOSEPH GERVAIS NITCHEU TOLALE*Journalist***France Télévisions**

France Télévisions is the french public group. It has five channels: France 2, France 3, France 4, France 5 and France Ô. It has also an international agency specialized on Africa news (francetélévisions). It has about ten thousands employees. Among them, there are 2,500 journalists. France Télévisions est une entreprise publique, dirigée par un président nommé pour cinq ans. Le groupe dont le siège se trouve dans le quinzième arrondissement de Paris a cinq chaînes, une agence spécialisée sur l'Afrique, un site web (francetvinfo). Le groupe est aussi présent dans les départements et collectivités d'outremer. L'une des forces de l'entreprise réside notamment dans la diversité de son personnel. France Télévisions a d'ailleurs reçu le label diversité.

I am a TV reporter specialized on Foreign Policy and on Policy of Defence. I studied in INA (National Institute of television, based in Paris). I studied also in Institute for High Studies of National Defence (Military Academy in Paris). I studied Political Science in School for High Studies of Social Sciences, in Paris. I participated in International Visitors Leadership Program, a program of the U.S. Department of State; on that occasion, I studied in United States of America, the US foreign Policy and the question of Human Rights.

Je suis journaliste spécialisé sur les questions de défense et sur la politique étrangère. Je suis salarié de France Télévisions depuis une dizaine d'années. Avant d'intégrer le groupe public, j'ai travaillé plusieurs années en Afrique pour Radio France Internationale (RFI). Je suis diplômé de l'Institut national de l'Audiovisuel (INA, basé à Paris). Je suis aussi diplômé de



I'Institut des hautes études de défense nationale (IHEDN, Ecole militaire à Paris). Je suis titulaire d'un DEA d'Etudes politiques obtenu à l'Ecole des hautes études en sciences sociales (EHESS, Paris)

ENRICO PACE*Editor in chief***Lucca in Diretta** - www.luccaindiretta.it

www.luccaindiretta.it is a local online newspaper founded in September 2012 from the ashes of another local newspapers. The goal of the organization is to mix traditional local and institutional news with regional, European and world news coverage. In the home page we introduced not only local sections but also specific pages about Europe, World, Sports, Technology and Social news. In this last section we take a look to social policies, especially diversity and non discrimination, taking inclusiveness into account (Immigrants, LGBT, disabled people, women) using an appropriate language.

Born in Taranto (Italy) 5/10/1974. Graduated in Laws at Florence University in 1999, after the high school bachelor in classical studies at Liceo Michelangiolo in 1993. Professional journalist since 2004 at Il Nuovo Corriere di Lucca, I work since 1993 for local magazines and newspapers. Senior editor at Il Nuovo Corriere di Lucca first, then at Il Nuovo Corriere di Firenze, since 2012 I am editor in chief for two on-line newspapers, Lucca in Diretta (news) and Dilettanti Toscana (Sports), and since 2013 for a local television, Dì Lucca. Italian and spanish (acquired) mother tongue I speak also a good English and some French.

**Jurica PAVIĆIĆ***Journalist & novelist***Split – Croatia**

Born in Split in 1965 where he completed primary and secondary education. He graduated in history and world literature from the University of Zagreb. Since 1990 he has lived permanently in Split, working as a film critic and a columnist for different papers and magazines ("Vijenac", "Zarez", "Nedjeljna Dalmacija", "Jutarnji list", ...). In 1992 he received the national award "Vladimir Vuković" for film criticism. Since 1994 he has been writing a regular weekly column entitled "Vijesti iz Liliputa" ("News from Liliput") in which he dissects the society, politics, and culture of the war and post-war Croatia. For the texts from this series he was awarded by the national journalists' association "Marija Jurić-Zagorka" in 1996; he received a special award for his contribution to journalism "Veselko Tenžera" in 2002, and "Miljenko Smoje" award by "Slobodna Dalmacija" in 2007.

**VICTORIA PEEMOT***Member***Icebreaker Productions** - sharanur.blogspot.com

Ice Breaker Productions is a Finnish cooperative for cross-media productions, training and cultural events with the aim of building bridges between Finland and other countries. The cooperative was founded in May 2010. In the company there are now eleven international media professionals who represent eight nationalities and eleven languages. Our job consists of observing, listening, creating, and delivering stories. Our passion is to entertain and educate people with a fresh global vision and know-how about different cultures. Production of documentaries, company videos, TV-series, educational videos, global studies material, cultural events Concept

Development Communication Projects Corporate Identity Photography and Video Shooting Training in Media Education, Communication Skills and Diversity in Media.

I am from the Republic of Tyva, a Russian province since 1944. My childhood life was a mix of two worlds. Soviet's had an influence on Russian as the main language in public spaces, internationalism and interests, I am fond of Russian literature (XIXth — beginning of XXth centuries). I was lucky to be raised up by grandparents, nomads-cattlebreeders, in a traditional environment with a deep interest in my roots. I got degreed from the Tuvan state university as a teacher of Russian language. Since 2000 to 2009 I've worked as a journalist in print media and TV, covering social and cultural issues. I have volunteered for several years as a PR coordinator for the world music festival in Tuva. I moved to Finland in 2009 due to family reasons. I received Russian journalist awards in 2002 — 2008, honorable mention in Turning Silver, Women in Photography International, USA, 2006, was chosen by Ford Foundation for International Fellowship programme in 2005.



YOLANDA PEÑA MORUNO

Volunteer

Radio Enlace - www.radioenlace.org



Radio Enlace is a community radio located in Hortaleza, a district in northeast of Madrid. It was founded in 1989 as a tool for young associations to share their activities with the neighbourhood.

Today, it has 250 volunteers performing radio every week, more than 80 radio shows and radio training courses for everybody, specially for people with disabilities, mental illness, youth in risk of exclusion, etc. Furthermore, in Radio Enlace is very important the communication with a gender perspective, and that's why we've had several projects about feminism and women empowerment in radio.

Degree in journalism from the University Complutense of Madrid in 2009. Coordinator of the Women's Area in Radio Enlace since November 2008 until November 2012. In Radio Enlace I've developed projects aimed at promoting citizen participation in community radio and I've been trainer in radio courses. Coordinator of the Women's Area of the ReMC since November 2009. I developed statistics about participation of women in community media in Spain. Collaboration with Dublin South FM, a community radio of Dublin, for three months in 2013. There I have conducted research on radio courses for adults and its importance in promoting participation of citizenship and community development. I've participated in Grundtvig, Youth in action and Leonardo projects related with community radios in Europe, and also I've assisted to the last two AMARC Europe general assemblies.



SORAIA RAMOS

Journalist/Editor/Media Trainer

Freelance

Since I was a little girl I knew I wanted to be a journalist. I have been working all my life to become a better and stronger professional. My professional experience without borders, national and international professional courses, and all knowledge earned, had proven me that we can conduct our society turning the world in a better place. I graduated in Journalism from the University of Coimbra (Portugal) + University of Bamberg (Germany) and completed my studies with dozens of courses worldwide. I have ten years of experience in newspaper, radio and television broadcast, both academic and professional Institutions. I have worked with the public Portuguese Radio and TV Network (RTP and Antena1), the first private TV Network (SIC) and the newsmagazine Visão, as well as different European media outlets. Nowadays, I am working as a freelance journalist and as a freelance

Media/Journalism/Communication international trainer. The European politics and international issues are my favorite topics.

Since I was a little girl I knew I wanted to be a journalist. I have been working all my life to become a better and stronger professional. My professional experience without borders, national and international professional courses, and all knowledge earned, had proven me that we can conduct our society turning the world in a better place. I graduated in Journalism from the University of Coimbra (Portugal) + University of Bamberg (Germany) and completed my studies with dozens of courses worldwide. I have ten years of experience in newspaper, radio and television broadcast, both academic and professional Institutions. I have worked with the public Portuguese Radio and TV Network (RTP and Antena1), the first private TV Network (SIC) and the newsmagazine Visão, as well as different european media outlets. Nowadays, I am working as a freelance journalist and as a freelance Media/Journalism/Communication international trainer. The European politics and international issues are my favorite topics.



MARIA SHEILA RIIKONEN

Correspondent

Freelance - about.me/sheilariiikonen

ABS-CBN is the Philippines' leading information and entertainment multimedia conglomerate. The Company is primarily involved in television and radio broadcasting, as well as in the production of television and radio programming for domestic and international audiences and other related businesses. It is also one of the leading radio broadcasters, operating eighteen radio stations throughout the key cities of the Philippines. ABS-CBN provides news and entertainment programming for nine channels on cable TV and operates the country's largest cable TV service provider. It brings its content to worldwide audiences via cable, satellite, online and mobile.

Born in the Philippines, living in Finland, educated everywhere. Traveled in 30+ countries for work/ study. A versatile communicator (oral/written) in English; I also speak Finnish, Filipino, Cebuano, and studied German, Spanish, Chinese, and Japanese. I am accredited currently during the last 15 years with the International Press Center (IPC) of the Ministry for Foreign Affairs in Finland. I write about news related to EU and Finland, namely on Current affairs, Foreign and security policy, Economic relations, Development policy, International cooperation, and Human rights. Interests: creative arts and culture, cooking, travel, photography, sports, sauna, scrabble, and chess.



MARIEKE RODENBURG

Director

Philming - www.philming.nl



Philming the company of Marieke Rodenburg (Groningen 1978), who is a documentary filmmaker, focussing mainly on social rights issues, migration, human rights and cultural topics. Besides independent work, her company philming produces reportages and video productions for e.g amnesty international but also several other organizations and businesses. Currently she is working a documentary in collaboration with Oogland Filmproductions on an Iranian writer in exile and a Dutch Composer.

Marieke Rodenburg is freelance filmmaker (Groningen 1978) living and working in Amsterdam. She is directing, researching, filming and editing on different subjects, mainly on social rights issues, migration, culture and human rights. She has been teaching and researching in the field of diversity in the media and in journalism and film studies.



VESNA ROLLER

Electronic Media Council Member

Agency for Electronic Media - www.e-mediji.hr



The Croatian Agency for the Electronic Media is an autonomous and independent legal person with public authority, listed in the court register. The bodies of the Agency are the Director of the Agency and the Electronic Media Council. The Electronic Media Council manages the Agency and carries out the duties of a regulatory body in the area of electronic media. In its work the Council has the authority of an administrative council in the sense of the Institutions Act. The Electronic Media Act (OG 153/09; 84/11) regulates the rights, obligations and responsibilities of legal and natural persons that provide audio and audiovisual media services and services of electronic publications by electronic communication networks, and the interest of the Republic of Croatia in the field of electronic media. Council for Electronic Media, issued a series of Ordinances, which are in accordance with the Law on Electronic Media.

Vesna ROLLER, born in Zagreb (1956). She graduated in Comparative Literature as well as Yugoslav Languages and Literatures at the Faculty of Philosophy in Zagreb in 1980. Since 2003 she has attended the Postgraduate Master's and subsequently Doctoral degree Study of Comparative Politics at the Faculty of Political Science in Zagreb where the thesis of her doctoral dissertation was accepted in 2008. In the course of her more than twenty years long professional career in the field of journalism, she has worked for numerous print and electronic media, including Radio Zagreb, Slobodna Dalmacija, Arkzin, Feral Tribune, Poslovni dnevnik and Novi list. She was an editor and presenter of news and current affairs programmes of Radio Free Europe for ten years. During her journalistic career she has covered a wide range of themes and fields – culture, domestic and international politics, European integration, NGO sector. In 2011 she received the Stork's Feather, the NGO Parents in Action award, for journalistic promotion of human rights. She was a member of both Executive and Supervisory Boards of the Croatian Journalists' Association, as well as of the Croatian Media Council (HVM) and the Media Committee of the Government Office for Gender Equality. In June 2012 she was appointed a Member of the Council for Electronic Media by the Croatian Parliament.



BARBARA NOELLE SCHOFIELD

Senior lecturer

City University London



City University London is a founder member of EJTA and is actively involved in the European Student Radio Network, MicroEuropa. Our journalism department has been in existence for 30 years and includes a thriving MA in International Journalism, with many alumni from all over the world. Located in the heart of London and close to the UK's major media hubs, City is a leading centre of international discussion, research and debate of the role journalism and journalists play in a globalised society. The Centre for Investigative Journalism is located within the University, and our professors are leading writers, commentators and internationally renowned experts in their fields.

I am a Senior Lecturer in Journalism, teaching modules on the British Media and practical broadcast. Before taking up my post in academia I worked as an editor in BBC News and Features, with a special interest in news for young people ('In the News' -- BBC Radio), the media ('Mediumwave' BBC Radio 4) and consumer affairs ('You and Yours' BBC Radio 4). I have also worked as Project Manager on the Media for Development Prison Radio Project, setting up radio stations in several UK prisons. One of the interests is the empowering of disenfranchised communities through media. I remain committed to the idea of European collaboration as a tremendous force for understanding and tolerance. I am the President of MicroEuropa, the European Student Radio Network, with links students in eight different countries across Europe, with the aim of widening



understanding and appreciation of the impact of European citizenship, through media production and other collaborations.

ROSITSA STOYKOVA

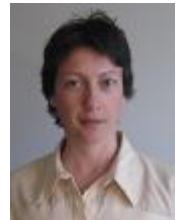
Editor-in-chief

Disabledsportsbg.com - www.disabledsportsbg.com

Disabled sports in Bulgaria

The web site Disabledsportsbg.com was launched in October 2013. It's main goal is to make the problems of the disabled people in Bulgaria visible and to initiate discussion about how the state and the society could contribute for their inclusion back in the society. Disabledsportsbg.com wants to establish a standard of good practices concerning writing about people with disabilities and the attitude toward their abilities. One of the means to do this is to publish the articles about the disabled people first in the mainstream media and later on in our web page. At the moment for disabledsportsbg.com are working only three journalists but I hope we will grow fast and attract much more professionals who want to be involved in the topic.

I have been working as journalist for more than 20 years. At the moment I am editor-in-chief of the web site disabledsportsbg.com and editor of the biggest sports newspaper in Bulgaria 7 Days Sport. I have graduated as master in journalism from the Faculty of Journalism of the Sofia University, later as master of Media and Intercultural Relations from the University of Viadrina, Frankfurt-on-Oder, Germany. In 2007 I became a doctor of philosophy in political science. My interest in the issues in discrimination and diversity dates back in the nineties, when I was working as researcher and editor for the Bulgarian Helsinki Committee – the biggest human rights organization in Bulgaria.



INGRID SVANFELDT

Freelancer

FAO, freelance unit within the Union of Journalists in Finland - fao.fi



FAO- freelance unit of Radio and Tv journalists in Finland. The freelance unit FAO has 450 members. It is a unit that belongs to the Union of Journalists in Finland. Founded in 1921 the Finnish Union of Journalists is an independent tradeunion with over 15 500 members working in journalistic professions. The membership of the union is growing continually. Over half of members are women. The proportion of freelancers, students and retired people has expanded in the 2000s.

Masters degree in communication and journalism from the university of Helsinki 2002. Worked for 5 years at the swedishspeaking national tv-news programme at YLE (National broadcasting company in Finland). From 2007 a microcompany that produces current affair TV- and radioprograms mainly for the swedishspeaking media in Finland. Also produces media workshops for public schools and teaches media at different mediaschools. Active boardmember and spokesperson of the freelance unit FAO, within the Union of Journalists in Finland.



JELENA SVIRCIC

Journalist

Cenzura Plus - stav.cenzura.hr



CENZURA PLUS is a non-profit, civil society organization from Split, Croatia, that promotes human rights, media freedoms and works on the development of civil society, through methods of

independent media (TV) production, out-institutional education and public advocacy, with the aim of building modern, democratic and fair society in Croatia. PRIORITIES: 1. Improvement of Media Freedoms, Media Responsibility and status of Non-profit Media; 2. Improvement of Human Rights and Women Rights status, Combating Discrimination and Increasing the Inter-cultural Dialogue; 3. Encouraging active citizenship, increasing of Citizens Participation in decision making and Transparency of all levels of Governments, as well as supporting of the Anti-corruption activities; 4. Improvement of Civil Society status and Civil Dialogue; 5. Development of Social Entrepreneurship and new models of Economic Empowerment of Women.

Born in Sibenik in 1982. MA in Journalism and on-going MA in Gender Studies. Working as a journalist since 2005., starting in early student days and currently working as a free-lance journalist with special focus on human rights, gender and minorities issues.



STEFAN TENNER

CMFE MEDIANE Coordinator

CMFE - Community Media Forum Europe - www.cmfe.eu



Founded in 2004, CMFE links various members of the Third Media Sector at the European level. The "Third Media Sector" is made up of non profit-making media serving a local community and has as such a clearly distinct identity alongside the national public service sector and private commercial media. The CMFE is a common platform for networks, national federations and projects active within this sector. It has an observer status with the Steering Committee on the Media and Information Society (CDMSI) of the Council of Europe and is part of the CoE International Non-Governmental Organisations (INGO) Conference. Currently, CMFE has 107 members (of which 26 are National Federations) from 25 European countries. Among its affiliate members it counts also individuals and organisations from Africa, Asia and North America. Community media, taking the form of broadcasting and/or other electronic media projects, as well as print format, may share to a greater or lesser extent some of the following characteristics: independence from government, commercial and religious institutions and political parties; a not-for-profit nature; voluntary participation of members of civil society in the devising and management of programmes; activities aiming at social gain and community benefit; ownership by and accountability to the communities of place and/or of interest which they serve; commitment to inclusive and intercultural practices.

STEFAN TENNER is a journalist, worked as a correspondent in South Eastern Europe or research associate at the Berlin University of the Arts, coordinator for several European radio projects and media trainer. He is engaged in community station Radio CORAX and the Association of Free Radios in Germany (BFR).



MEDIA & DIVERSITY INCLUSIVENESS – WHAT IS THE PROBLEM?

Today, in Europe, too many people are not very visible; in fact some remain invisible, on screen!

Even worse, when these same groups appear in the media, they are confined to very specific roles and consigned to limited topics. Thus, as different groups are barely visible, they are being denied their voice in the democratic debate!

This is why the joint European Union (EU)/Council of Europe (CoE) MEDIANE – *Media in Europe for Diversity Inclusiveness* - programme has chosen to focus on the media's abilities and capacities to include diversities of today's European societies in the production process as well as in the design of media content, in particular of news that contributes to inform the public opinion.

Building upon various recommendations of the CoE bodies on media pluralism and diversity expression, the achievements of the 2008-2010 antidiscrimination campaign and its joint EU/CoE programme MARS – *Media Against Racism in Sport*, MEDIANE aims at considering diversity and non-discrimination as on-going angles of media coverage. Through this approach, MEDIANE wants to encourage truly inclusive modes of media content design and production.

To do so, MEDIANE offers the media and their professionals (journalism students and trainers, journalists, media managers, etc.) the opportunity of committing themselves to sharing professional practices, either during European or thematic encounters or on one-to-one basis, through European Exchanges MEDIANE activity. Beyond this sharing of experiences, these professionals will be invited to build a Media Index on diversity inclusiveness. This index shall be a tool, for the media and media professionals, to monitor their capacities to include diversity in the design and production of media content. It is also intended to serve as a decision making tool in favour of truly inclusive and intercultural modes of media content design and production.

Through the sources they use, the subjects they select and the treatment they choose, the media influence the agenda (what to think about) and public perception (how to think) of contemporary debates. This is why the Council of Europe considers truly inclusive information - where people can participate as witnesses, players, producers etc. – as crucial for democratic participation and social cohesion.

Some key figures about the problem!

In Europe, only a quarter of news items feature women, even though they account for over half of the European population (GMMP, 2010)

Immigrants represent around 10% of the EU population (*Eurostat*, 2011); they appear for less than 5% of the main actors in the news (*Ter Wal, 2004*)

Lesbian, Gay, Bisexual and Transgender (LGBT) people account for roughly 6% of the population of the United Kingdom but are represented as less than 1% on screen

Still in the UK, 20% of the population is disabled, but they are less than 1% to be represented on British TV (*CDN 2009-10 Progress Report*)

In Belgium (CSA, 2012), persons with disabilities still appear in secondary roles and only as subjects in relation to disability

Still in Belgium, women and ethnic minorities appear mostly in secondary roles or as extras in the information (CSA 2012, AJPB 2011), rarely as an expert or a spokesperson

In France (CSA, 2008), while ethnic minorities account for 19% of actors in all TV news, they are represented more heavily in sports and music stories, than in political, social and economic news: more than a third, compared with less than 10%.

In Europe generally (*Ter Wal, 2004*), these minorities appear less than 5% in political coverage, with women (GMMP 2010) account for less than 5% of actors in the economic or scientific news

... Something to add?