

MEDIANE

Media in Europe for Diversity Inclusiveness



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Biographies

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LJUBICA BABIC KOSIR

General secretary

Union of Slovenian Journalists - sindikat.novinar.com



Union of Slovenian Journalists was founded in March 1990, and Collective Agreement was signed a year later. Its purpose and goals are mostly the same, but priorities have been changing according to the situation in media landscape. Presently, the Union's main concern is position of freelance journalists. As precarious work has become extended daily practice, the Union made the action plan. An agreement with clipping agencies concerning payment of refunds for journalist's authors' rights is expected to be signed within a month. The Union looks into possibilities to help establish cooperative, which could be the niche market opportunity for its members.

I was born in Ljubljana, where I graduated in journalism and sociology at the Faculty of Social Sciences. My first job as junior editor was at daily Dnevnik, where I continued to work as regional correspondent. I enjoyed my work the most while working as freelance journalist for several Slovenian newspapers. During that period I travelled extensively, visited different countries and met interesting people. Since 1993 I have been working as General Secretary of the Union of Slovenian Journalists. In my free time I read and now travel mostly into "inner worlds". Recently, I joined the Strengths of Slovenia – SOS association.



MARTA BARCENILLA ESCAÑO

Organizing Secretary

FSC-CCOO - www.fsc.ccoo.es



CCOO, est une centrale syndicale démocratique et de classe qui confédère les Fédérations nationales et les Confédérations des Communautés autonomes ainsi que les Unions régionales. Elle défend les intérêts professionnels, économiques, politiques et sociaux des salariés, hommes et femmes, dans tous les domaines se rapportant au travail. CCOO est l'organisation syndicale la mieux implantée en Espagne, avec plus de 1.100.000 adhérents, et la mieux représentée avec plus de 122.000 délégués et déléguées élus démocratiquement par l'ensemble des travailleurs et des travailleuses au cours d'élections syndicales dans les entreprises de plus de six salariés. CCOO's Trade Union Confederation is a prestigious, democratic trade union central office which confederates the nationality-based and regional unions state federations and confederations. It defends the professional, economic, political and social interests of both male and female workers in all spheres of labour. CCOO has consolidated its position as the biggest trade union organisation with more than 1,100,000 paid-up members, and the most representative with more than 122,000 delegates democratically elected by all employees in companies with more than six workers.

Rédacteur en chef de l'Agence de Nouvelles ICAL à Valladolid depuis 2003 (Espagne), j'ai travaillé dans divers journaux de PROMECAL Groupe et depuis que je suis partie de la direction du secteur des médias des FSC-CCOO. Actuellement occupé l'industrie secrétariat de l'Organisation des médias et moi-même un fidèle défenseur des politiques d'égalité envisager. Editor of the News Agency ICAL in Valladolid since 2003 (Spain), I have worked in several newspapers of PROMECAL Group and since I am part of the leadership of the Media Sector of FSC-CCOO. Currently occupied the Organization Secretariat Media industry and consider myself a faithful defender of equality policies.



ANDREAS K. BITTNER

Honorary Treasurer / Freelancer

EFJ European Federation of Journalists



The European Federation of Journalists (EFJ) is a regional organisation of the International Federation of Journalists (IFJ). The EFJ is the largest organisation of journalists in Europe, representing over 320.000 journalists in 38 countries. The EFJ was created in 1994 within the framework of the IFJ Constitution to represent the interests of journalists' unions and their journalists. It has established an independent legal status as an international non-profit association (AISBL) since February 2013 according to the Belgian law. The EFJ fights for social and professional rights of journalists working in all sectors of the media across Europe through strong trade unions and associations.

Andreas K. Bittner, Economist, freelance journalist, speaker and consultant, former board member and Treasurer of the German Federation of Journalists, online expert group, Honorary treasurer and board member of the European Federation of Journalists. Focussing on health, economics, online and social media, diversity, accessibility, easy language. Media seminars and studies.



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...



CHRISTOS CHRISTOFIDES

Member of Executive Committee

Union of Cyprus Journalists



The Union of Cyprus Journalists (UCJ) was established in 1960. The aims and targets of UCJ are to strengthen and safeguard the freedom of the press, to defend the right to free expression and opinion, to protect the independence, freedoms and rights of journalists, to improve their professional position and to regulate the conditions of their employment through a collective agreement, to raise the standard of journalism and to train journalists. UCJ is an active member of the International and European Federation of Journalists and has bilateral relations with the national Unions of Journalists of several countries.

I was born on 2nd of June 1954, I am married and I have one daughter and one son. From 1999 to date I work as a sub-editor at Philelefttheros daily newspaper.). From 1988 to 1991 I took part as volunteer sub-editor and writer in setting up and publishing the weekly political newspaper "Embros", dealing mostly with international issues. From 2004 to date I am an elected member of the Executive Committee of the Union of Cyprus Journalists and from 2007 to date a member of the Cyprus Media Complaints Commission. I am a committed trade unionist and a committed activist and antiracist as well.



ANGELIKA CRONAUER

Vorstand

BJV / DJV - Deutscher Journalistenverband

Organisator



More and more journalists consider the DJV as their lobby. Till now, about 38,000 journalists are members of the DJV. Globally, this makes the DJV one of the largest national journalists' trade unions. It is one of the oldest and most important institutions of the International Federation of Journalists (IFJ), which represents almost 600,000 journalists in over 100 countries. The recognition of its achievements encourages the DJV to offer a more efficient on-site presence, provide optimal service and to continue in its commitment to independent journalism. Routine business is determined by the seven members Federal Executive Council which cooperates closely with the DJV Federal Branch Office. An active professional association and an assertive trade union live from their members. Without their commitment, it would not be possible for the DJV to achieve political success or provide practical support. Therefore, interested members are active in all DJV boards and thus organize association activity.

Organisator

VILLY DALL

Executive Committee Member

DJ Dansk Union of Journalists - www.journalistforbundet.dk



The Danish Union of Journalists was founded in 1961. It is an independent member organisation – a trade union for every one who supplies content to the media or works in communication in either the public or the private sector. We are independent of party-political interests and our activities are financed entirely by membership fees. Membership: approx. 16,500 individuals. Our work to protect the interests of members is therefore twofold. On the one hand we are a traditional strong trade union and on the other we are an influential interest or pressure group within media politics fighting for optimum conditions for the Danish media and journalism in general. We are a strong organisation aiming to play a key role in the future.

Born 1955. Educated in shipping and trade in Copenhagen 1972-75. BA in journalism in Aarhus 1988. Since 1992 working as a journalist in Northern Jutland on print, web, and tv within media organisations that nowadays all belong to the group NORDJYSKE Medier. Local shop steward since 2003, active in DJ district organisations since 2004, member of the DJ central executive committee since 2005. Currently also President of the DJ Northern Jutland District and President of the Holiday Foundation for Journalists. Representing DJ in several committees and seminars.



SABRI DERINOZ

Conseiller

CSA FWB - Conseil supérieur de l'audiovisuel de la Fédération Wallonie Bruxelles - www.csa.be

 Le Conseil supérieur de l'audiovisuel (CSA) est chargé de la régulation de l'audiovisuel de la Fédération Wallonie-Bruxelles (Belgique). Ses missions sont principalement de contrôler le respect des obligations des éditeurs, des distributeurs de services et des opérateurs de réseaux (câblodistributeurs, Belgacom, RTBF, ...). Le CSA est composé de deux Collèges: une instance d'avis chargée de rendre des avis sur toute question relative à l'audiovisuel et une instance décisionnelle chargée d'attribuer les autorisations d'émettre aux télévisions et radios privées établies en Fédération Wallonie-Bruxelles, de contrôler le respect des obligations des éditeurs, distributeurs de services et opérateurs de réseaux et de sanctionner les infractions à ces obligations.

Sabri DERINÖZ exerce une fonction de conseiller au Conseil supérieur de l'Audiovisuel de la Fédération Wallonie-Bruxelles (Belgique). Il traite, entre autres attributions (communication commerciale, protection du consommateur,...), des questions de discriminations dans les médias audiovisuels. Spécialiste de la question de l'égalité et la diversité dans les médias, il a notamment participé aux différents Baromètres « égalité/diversité » et aux Guides de bonnes pratiques concernant les médias audiovisuels publiés par le CSA (<http://www.csa.be/diversite>) ainsi qu'au Baromètre et au Guide pratique focalisé sur la jeunesse. Il a aussi publié une recherche concernant la représentation de l'homosexualité dans les médias audiovisuels et travaillé en collaboration avec l'Association des Journalistes Professionnels sur diverses publications liées à la diversité dans la presse.

YURDAKUL DJAFER

Deputy Foreign Relations Responsible

Basin-Sen - Press Workers Union - www.basinsen.org



Basin-Sen established in 1972. Largest press trade union in North Cyprus. Deals with issues of diversity, press workers rights and other social issues. Member of IFJ and EFJ.

Works as a news editor in a public broadcaster. Active member of Basin-Sen (Deputy Foreign Relations responsible) Member of working group

ZDENKO DUKA

President

Croatian Journalists' Association - www.hnd.hr



Croatian Journalists' Association (CJA) has been founded in 1910 and since then it has insisted on its professional goals as stated in its Statute. Today it represents about 2800 journalists and

it is active throughout Croatia due to its many regional branches. Being the only association of this kind, its activities reach more than 60 percent of journalists in the country. The CJA goals are mostly focused on freedom of speech, on public right to be informed accurately, on ethical and current information, on promoting human rights, democracy and pluralism. CJA has also the branch for journalists of national minorities and we discuss minority issues, hate speech etc.

Born January 18th 1956 in Split. Graduated in comparative literature and philosophy in 1980, Zagreb University. 1981-1997 in Večernji list daily, journalist of interior politics, desk editor and reporter on Parliament sessions; head of the Parliament sessions'reporters. In 1997 I was in Tjednik, weekly magazine. From 1998 to 2006 I was in Jutarnji list daily desk editor and political columnist. Since 2006 I have been working for Novi list daily as editor and columnist. In 2003 I published a book on Croatian parties: "Apparition of parties and mind of politicians (Profil International). In 2005 I published a book on former Croatian prime minister "Račan biography" (Profil International). From 2007 I have been Croatian Journalists' Association president.



BERND ERICH ENDRES

Organisfor

FHWS - www.fhws.de

FH·W·S

University of Applied Sciences
Würzburg-Schweinfurt



ELADIO FERNANDEZ-GALIANO

Head of the Democratic Initiatives Department

Council of Europe -



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.

An ecologist and environmentalist by training (9 years at Madrid University as research fellow and assistant professor in Ecology), Eladio Fernandez-Galiano has worked since 1985 for the Council of Europe mainly on environment, disaster risk reduction issues and democracy, first as Secretary of a European Wildlife Convention (the Bern Convention), as Head of the Environment Division, as Executive Secretary of the European and Mediterranean Major Hazards Agreement -EUR-OPA- (a platform of cooperation between European and Southern Mediterranean states in major natural and technological hazards) and since 2013 as Head of the Democratic Initiatives Department. In the framework of present responsibilities in democracy he is responsible for a number of varied Council of Europe programmes, including the World Forum on Democracy, the Intercultural Cities Programme, the Civil Society Sector, Cultural Routes, Environment and Major Risks. Among the instruments he helped prepare were the European Landscape Convention, over a



hundred recommendations and policy documents on risk management and environment, and was responsible for the preparation of Ministerial Conferences in Biodiversity and Major Risk. Main field of competence: democracy, risk management, biological diversity and other environment / sustainable development issues.

OGNYAN GEORGIEV

Managing Editor Sports Section

Bulgaria today - www.bgdnes.bg



„Bulgaria Today” is one of the most popular daily newspaper in Bulgaria. It has six editions per week. Everyday the content of the newspaper is on 32 pages and on Friday the pages are 48. “Bulgaria Today” covers political, social, economy, life, culture, sports and crime themes.



Sports journalist since 2000. I had worked for the most influential and popular newspapers in Bulgaria as “Monitoir”, “Telegraf”, “168 hours” and currently “Bulgaria Today”. I’ve got an experience as sports commentator at Eurosport Bulgaria, Diema TV and Nova Sport TV.

WOLFGANG GREBENHOF

Member of Executive Council

DJV - Deutscher Journalistenverband



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Born 1968 in Northern Bavaria, Germany. Always lived in my home town but spent one year as an exchange student in California, USA. Started into journalism during highschool, followed by job training at the local newspaper. Have been working as an editor for the local newspaper in my home county since 1992. Head of the council of employees (works council) since 2002. Member of the Executive Council of BJV (Bavarian Association of Journalists) since 2005. Member of the Executive Council of DJV (German Association of Journalists) since 2011. Extensive efforts for journalist’s unions; specializing in collective bargaining and international affairs.



ANDREA HEINZE

Journalist

Spokeperson

RBB / Journalistinnenbund - www.kulturradio.de



RBB - Rundfunk berlin brandendenburg - est un groupe de radio et télévision public regional. il comprend une chaine de television ainsi qu'un bouquet de six radios. les

programmes sont diffusés à Berlin et sa région. rbb - runderfunk berlin brandenburg - is a public media group. it includes a tv station and six radiostations. The programmes are broadcasted in Berlin and its region.

Journalistinnenbund (League of Women Journalists) - Founded in 1987, the League of Women Journalists now has about 500 members throughout Germany. We are a network for female professionals working in all branches of the media. Our objectives are to facilitate communication and mutual support among members, to actively promote women and equal opportunities for women and men in all media jobs and to achieve gender equality in media portrayal and perform an ongoing critical media watch.

Author and editor for RBB radio in Berlin and other public broadcast radio stations. Born in Kevelaer, North Rhine-Westphalia. Studies of mass communication, dramatics and psychology at the university of Leipzig, Saxony. Experience as author, editor, editor in chief at mephisto 97,6, the educational radio of the university in Leipzig. Training as editor at Evangelische Journalistenschule. Speaker of the League of Women Journalists Berlin

HRISTO HRISTOV

Editor

Disabledsportsbg.com - Disabledsportsbg.com



Disabledsportsbg.com was launched in October 2013 as an initiative of few sports journalists realizing the need of such media in Bulgaria. Its main goal is to make the problems of the disabled people in Bulgaria visible and to become a meeting point of all of them. Disabledsportsbg.com wants to establish a standard of good practices concerning journalism dealing with people with disabilities and to establish more tolerant and inclusive attitude. For better visibility all of the texts of the site are first published in the mainstream media and later on on the web page. We do collaborate with a lot of sport clubs of disabled people, NGO's and institutions in Bulgaria. For the time being disabledsportsbg.com is made on a voluntarily basis, but we hope to find supporters so we can make the web site much more interesting and popular with the ability to affect the policy connected with the disabled people.

I have been working as a journalist for over 10 years. At the moment I am an author for the web site disabledsports.bg and work for the biggest sports web site in Bulgaria sportal.bg. I have graduated as a master of management of information systems and communication in the High Technical School in Prague (Czech Republic) and have experience in this field for over 20 years. I have special interests in the possibility for self-affirmation and equal possibilities for the minority groups in the society. I have studied issues connected to different groups – based on ethnical origin, religion, disability and sexual orientation. I have special interest in multimedia and networking. Since 2013 I am part of the informal association of Bulgarian journalists Journalists for tolerance dealing with problems of discrimination and racism in the media.



TATIANA ISTRATE

Manager of the Communication Department

The Romanian Federation of Journalists MediaSind - www.mediasind.ro

Federația Română a Jurnaliștilor MediaSind Romanian Federation of Journalists MediaSind is the representative trade union of journalists in Romania. Over 9,000 employees working in the media industry in Romania are members of one of the 24 print, radio, television, publishing and broadcast unions affiliated to RFJ MediaSind. Founded in 2004, RFJ MediaSind succeeded, with the Romanian Organisation of Press Employers - ROMEDIA and the National Union of Romanian Employers – UNPR, to sign, for the first time in the Romanian press history, a document representing the "philosopher's stone" of the entire media foundation - Collective Labor Agreement. RFJ MediaSind is among the initiators of the Journalists' Unique

Ethics Code, attached to the Unique Collective Labour Agreement at Media sector level, a document that also includes the conscience clause. RFJ MediaSind has gained full membership of the International Federation of Journalists (IFJ) and of the European Federation of Journalists (EFJ). Consequently, RFJ MediaSind prepares reports for the media area whose findings are presented in the global report of the International Federation of Journalists and EU institutions.

I was born in Chisinau, Republic of Moldova. Passionate of journalism, I started to work in a newspaper at the age of 16, reporting on political and social events. Graduate of the Sociology Faculty in Bucharest and a Master degree in Security Studies, I continued my professional activity at a TV station as the head of Foreign Policy Department. Followed the Romanian Government and Parliament as a counselor and finally, as a Communication coordinator of the Romanian Federation of Journalists MediaSind. When not reporting or PR managing, I really enjoy climbing the mountains.



ULRIKE KAISER

IQ-Speaker

DJV-Bundesvorstand - www.initiative-qualitaet.de



Ulrike Kaiser, freie Medienfachjournalistin, stellvertretende DJV-Bundesvorsitzende, Sprecherin der Initiative Qualität im Journalismus (IQ) und der DJV-AG Bildung und Qualität. 1985-2007 Chefredakteurin journalist, zuvor 1981-1985 Bildungsreferentin Haus Busch (Hagen) und 1970-1976 Volontärin/Redakteurin „Rheinische Post“. 1976-1980 Studium Pädagogik Psychologie, Soziologie Uni Bielefeld, Prädikatsabschluss Dipl. Päd. Ehrenamtliche Tätigkeiten in journalistischen und medienpolitischen Gremien, Mitglied der LfM-Medienkommission und des Rats für deutsche Rechtschreibung, Deutscher Preis für Medienpublizistik 2005.

YOONJUNG KIM

PhD student

Ludwig-Maximilians-University of Munich-

My name is Yoonjung Kim, born in 1976 in Andong in South Korea. After I took out a Bachelor degree on European Cultural Studies at the University of Keiy-myung in Teague, South Korea, I made a big decision to go abroad on a quest for self-improvement and with a view to developing my scientific research in Europe. Now I find myself living in Munich and studying the European cultural anthropology at the Ludwig-Maximilians-University of Munich. After completing the Magister degree in European cultural Anthropology as a major with minors in political science and communication studies successfully, I have proceeded to take a doctoral degree in my major subject for deepening my theoretical understanding of the communicative systems of the European society.



KERSTIN KLAMROTH

Member Gender Council, European coordinator

Deutscher Journalistenverband - www.kerstin-klamroth.de



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Kerstin Klamroth, born in 1955, completed her studies in German and Romance literature in Berlin, Paris and Constance. As a journalist she works for newspapers, magazines and broadcast media in Paris, Bonn, Hamburg and Frankfurt. Actually she is reporter for the German newspaper Frankfurter Rundschau. She teaches as a lecturer studies of journalism and creative writing and is author of novels. Since more than thirty years she struggles in the German journalist's union DJV for gender equality at the workplace, as member of the main board, the regional board and member of the Gender Council. As the regional coordinator for Europe in the IFJ gender council Klamroth published the Gender Best Practice handbook of the EFJ.



ALI KURTOGLU

Foreign Relations Responsible

Basin-Sen - Press Workers Union - www.basinsen.org



Basin-Trade Union established in 1972. Largest trade union dealing with the press in North Cyprus. Member of the International Journalists Federation and the European Federation of Journalists.

I have been a member of Basin-Sen's executive committee sinceAlthough I have been served on several positions within the trade union I am currently serving as the Foreign Relations Responsible on the trade union's board.

GEORG LIST

Volunteer

ZARA - Zivilcourage und Anti-Rassismus-Arbeit -



The name ZARA is an acronym for "Zivilcourage und Anti-Rassismus-Arbeit" ("Civil Courage and Anti-Racism Work"). It was founded in 1999, its mission is to combat racism and to promote civil courage as well as a positive approach to cultural diversity. ZARA counsels victims and witnesses of racism but also provides workshops and courses for everybody. The most important published work is the annual Racism Report which is the only source of information about racist incidents and structures in Austria.

I grew up in eastern Austria, in a town called Langenlois, well known for the production of vine. During high school I developed an interest in history. Since 2008 I have been studying Social Anthropology at the university of Vienna. After some semesters I realised that I wanted to have an impact on the media landscape. That was when I started work as a volunteer with the Organisation ZARA - "Civil Courage and Anti-Racism Work" in the public relations office.



PLAMEN LYUBENOV

Founder

Street Dance Zoom - [street dance WB](#) - [twitter](#)



Street Dance Zoom is an NGO, established by 4 young people, who have been living in social care in Bulgaria. The aim of our NGOs is to promote inclusiveness and active youth participation in all aspects of life. Facing the community and life outside the fence made us realise that the media has played a big role in shaping the society's attitude to the ones who ever dare to leave the social care system. And living behind the fence also made us not know the way the community/society functions. We are running a media channel and working alongside media students and professionals in media and journalism in the production of 9 short videos,

I am a trainee in media studies. I also am a street dancer and a wheelchair basketball player. I am involved - as a person with a disability, interested in media, in the training of media representatives on disability/inclusion issues. Currently I am in a training on video editing and shooting - to start working in Varna regional TV station.



EKATERINA MARINOVA

Journalist

Editors' and Media People

National Alliance for Social Responsibility - www.naso.bg



NASO is an alliance of providers of social services for people with disabilities in Bulgaria and policy-makers around the country. With over 5000 members – mainly NGOs of and for people with disabilities from Bulgaria, NASO is working to promote disability mainstreaming and building an inclusive community. By recognizing the active role of the media in forming the community opinion on topics of common interest, awareness-raising on topics of common interest, awareness-raising and promotion of human-dignity when covering disability topics, NASO is cooperating with media representatives: journalists and editors, in overcoming prejudices, anti-hate speech and the use of the new technologies for reaching out to users with special needs, specially the young ones; using the new media and the social networks to empower communication and enable the people with disabilities and the ones, working with them to BE/or to BECOME the media. NASO is a member of the EASPD. Also – publishing a newsletter and doing series of educational films on disability.

I am a youth worker, qualified special needs teacher, quality management auditor and a trained and practicing journalist with over 15 years of experience in disability mainstreaming in the UK and in Bulgaria – a very recent development, but actively supported by disability activists and policy-makers. I am currently involved in an EU project on the promotion of the supported employment and another program on the training of media people: journalists, editors, content managers, in the promotion of positive thinking/positive language towards the disability and in overcoming the prejudices to people with disabilities and other groups. One of my ultimate goals is to produce media contents in an easy-to-read language and/or, together with a small team of media representatives: incl. trainers and PRs of companies with a strong CSR – inclusive films. The exchange will enable me to explore the diversity in the community in Malta and the way media covers the diversity issues.

ARALYNN ANN ABARE MCMANE

Executive Director, Youth Engagement and News Engagement

WAN-IFRA - World Association of Newspapers and News Publishers - www.wan-ifra.org



WAN-IFRA, based in Paris, France, and Darmstadt, Germany, is the World Association of Newspapers and News Publishers. It was created in 1948 by French and Dutch survivors of the World War II clandestine press. The goal then and now is to work together to assure the survival worldwide of a strong free press and of quality journalism. Today, it represents more than 18,000 publications, 15,000 online sites and over 3,000 companies in more than 120 countries. La WAN-IFRA, basée à Paris en France et à Darmstadt en Allemagne, est l'Association mondiale des journaux et des éditeurs de médias d'information. Elle est créée en 1948 par des survivants français et néerlandais de la presse clandestine de la deuxième guerre mondiale. L'objectif à l'époque et maintenant est de lutter ensemble pour la survie d'une presse libre et forte et d'un journalisme de qualité dans le monde. Aujourd'hui elle représente plus de 18 000 publications, 15 000 sites Web et plus de 3 000 sociétés dans plus de 120 pays.

Dr. Aralynn McMane is director of youth engagement and news literacy for the World Association of Newspapers and News Publishers (WAN-IFRA). She joined the organization in 1995 and until 2006 also directed WAN-IFRA's media development work in emerging democracies. A former reporter and editor at newspapers in the United States and France, she has also taught and researched mass communications in France, Bulgaria and the United States. Dr. Aralynn McMane est directrice générale en charge du développement des jeunes lecteurs au sein de l'Association mondiale des journaux et des éditeurs de médias d'information (WAN-IFRA). Elle a rejoint l'organisation en 1995 et dirigea aussi jusqu'en 2006 l'organisation de développement des médias dans des démocraties émergentes. Ancienne journaliste reporter et rédactrice aux États-Unis et en France, elle a également été formatrice en journalisme et chercheur aux États-Unis, en France et en Bulgarie.



PAMELA MORINIERE

Authors' rights, gender and projects officer

EFJ / IFJ - European / International Federation of Journalists - www.ifj.org



EFJ / IFJ – EUROPEAN / INTERNATIONAL FEDERATION OF JOURNALISTS - The IFJ, in particular its European Branch, the European Federation of Journalists, is an international network of organisations of journalists and media professionals focusing its activities mainly on training and on ethics in the field of journalism. EFJ covers 33 European countries and is made up of national trade unions and professional organisations of journalists and media professionals. EFJ / IFJ is an observer member of the CoE steering committee on Media, and Information Society (CDMC). EFJ / IFJ already was one of the MARS partner organisations. Recently, EFJ / IFJ lead a European survey on initiatives taken in Europe on media and diversity issues (Media4Diversity report published by the EU in 2009) and led a campaign on Ethical Journalism that included dimensions related to diversity and non discrimination. IFJ will be the official and administrative partner of MEDIANE as EFJ does not have, until now, an autonomous administrative status from IFJ. In MEDIANE, EFJ/IFJ will be mostly in charge of issues and topic related to editorial management

Pamela MORINIERE - Authors' rights, gender and projects officer – Belgium. Authors' Rights, Gender and Project officer of the European/international Federation of Journalists. Pamela holds Masters' degrees in Intellectual property law (DEA) and commercial law (L.L.M.) and a diploma in journalism with journalistic experience in Belgian RTL TVI. Prior to joining the IFJ in 2002 she worked for a Brussels-based consultancy. Pamela also worked in 2006-2007 for the Media Entertainment and Arts Alliance, the Australian union of journalists in Sydney. At the IFJ she has run various campaigns and projects to support the authors' rights system across Europe, defend press



freedom, promote gender equality and non-discrimination at work and in news content. She is heavily involved in the IFJ campaign for Ethical journalism.

ABRAHAM MUSAH

Editor

AfricaNewsAnalysis - www.africanewsanalysis.com



AfricaNewsAnalysis is a News, Features and Picture Service trans-national media organization. The organization is part of the WAPS Media and WAPS Pictures. It also serves as the press and Information section of Syncreart Productions, Placetekne and Kolikoshiko Productions. Based in Berlin, Germany, ANA Journalists Network has been actively involved in advocacy programmes in the fight against Neglected Tropical Diseases (NTDs). It also supports a number of arts and cultural activities.

Abraham Musah is an experienced communications as well as Stakeholder Relations Executive with Sound knowledge in print, broadcast and online journalism. He has over the years helped trained a number of Young journalists across the African continent. Musah is also an advocacy and media Trainer for a number of international organizations including the WHO and the Global Network for Neglected Tropical Diseases (NTDs). He is a specialist on How to Pitch NTDs in the newsroom to reach the General public - a Training Programme he recently help organized for 40 Anglophone journalists in Johannesburg, South Africa for the WHO Regional Office for Africa. From his Offices in Berlin, Accra and Washington, he coordinates the work and activities of AfricaNewsAnalysis, WAPS Features and Syncreart Productions.



CELEN OBEN

Chief Editor Sports

Star Kibris



Star Kibris Media Group is establish on 12 April 2007.. at that time Star Kibris Newspaper has only one in group. now Star Media Group has Star Kibris Newspaper (daily Turkish), Star Cyprus (weekly english), radio and 3 TV channel. The owner Ali Özmen Safa. Star Kibris Media Group head office is located in Kyrenia-Cyprus.

I was born 1973 in Cyprus. I studied my school in Nicosia north. I studied construction technician in Eastern Mediterranean University for 2 years and after I graduated I start to study civil engineering. on 1998 I graduated civil engineer from International American University. during my university life I never stop working on media. after I graduated university I didnt change my job and kept continue to work on media. I never do my engineer job. I am also vice-president of Cyprus Turkish Sports Writers Association



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.



MICHAEL POPULORUM

Stv. Bundessektionsvorsitzender / Vicepresident

Media Section GdG KMSfB Vienna Austria - www.gdg-kmsfb.at



www.gdg-kmsfb.at

the GdGKMSfB represents the professional interests of gainfully employed or free-lance artists, journalists, programme designers, technicians, graphic designers, salespeople, administrative clerks and teachers in the fields of arts, media, audio, video, education, sports, well-being and health as well as people being trained in these professions. The GdG-KMSfB is a non-partisan, but not non-political, organisation supported by political groups and groups of voters. As a result of being integrated into the network formed by the ÖGB, Chambers of Labour and international interest groups they have a say in the political decision-making process. The headquarters of the GdG-KMSfB is based in Vienna and is a not-for-profit body.

Dr. Michael Alexander Populorum, born 1957 in Salzburg, graduate at the Paris Lodron Universität Salzburg (economic geography, geology, philosophy), general management education, free journalist, publicist and author. University lecturer. Editor in chief of the "Dokumentationszentrum für Europäische Eisenbahnforschung". Since 2011 Vicepresident at the Austrian Trade Union "Gdg-KMSfB" Media Section "POP" and delegate for international Relations. Lives in Salzburg and Bad Goisern am Hallstättersee.



METTE SCHMIDT RASMUSSEN

National Executive Committee Member

DJ - Danish Union of Journalists

Dansk Journalistforbund - The Danish Union of Journalists was founded in 1961. It is an independent member organisation – a trade union for everyone who supplies content to the media or works in communication in either the public or the private sector. We are independent of party-political interests and our activities are financed entirely by membership fees. Near the end of 2009, we have 14,200 members and employ about 60 staff in the trade union and the unemployment fund that assists members with all the problems they may experience in their working lives. In brief, our general mission is to guarantee members optimum working conditions and ensure that the media and communication sectors actively promote openness and dialogue in society. We fulfil our mission by striving to be an indispensable professional organisation for anyone working in communication or producing content for the media; optimising the quality of jobs and professions for everyone employed in the media and communication sectors and contributing actively to national and international debates about freedom of the press, freedom of expression and freedom of information. Our work to protect the interests of members is therefore twofold. On the one hand we are a traditional strong trade union and on the other we are an influential interest or pressure group within media politics fighting for optimum conditions for the Danish media and journalism in general. We are a strong organisation aiming to play a key role in the future.

Mette Schmidt Rasmussen, age 26, is a member of the National Executive Committee at the Danish Union of Journalists. She has been taking part in union work since her second year (2011) of studying at the Danish school of Media and Journalism. She got her bachelor degree in the summer of 2013, but still student rights, education for life and international possibilities/challenges are of her main political interests. Mette Schmidt Rasmussen is currently working as a journalist at a small social democratic newspaper on the web called Pio Pio after the founder of the Danish Social Democratic Party, Louis Pio.



MARTINE SIMONIS

Secrétaire générale

Association des Journalistes professionnels - www.ajp.be/diversite



L'AJP défend et promeut les intérêts des journalistes professionnels en Belgique. Elle traite de toutes les questions professionnelles des journalistes (déontologie, droits, conditions d'exercice du métier, salaires,...), et de celles liées à l'information (liberté de la presse, qualité et pluralisme,...).

Martine Simonis est secrétaire nationale de l'AGJPB depuis 1992 et secrétaire générale de l'AJP depuis sa création, en 1998. Juriste spécialisée en droit social, elle pratique couramment le droit des médias et le droit d'auteur. Elle est responsable du service juridique, de la gestion quotidienne de l'association, de l'équipe et des projets de l'AJP. Soucieuse d'améliorer les services de l'AJP aux journalistes, elle est à l'origine de nombreuses actions et projets, dont le Fonds pour le journalisme en 2009, et en 2013, la création d'AJPro (formation permanente). Depuis 2010, elle a porté au sein de l'AJP un projet de sensibilisation des rédactions aux questions de genre et de diversité dans l'information et dans les effectifs journalistiques. Au plan international, elle a mené de nombreuses missions d'expertises et de formation, notamment pour la Fédération Internationale des Journalistes (FIJ), l'Organisation intergouvernementale de la Francophonie (OIF) ou le Conseil de l'Europe.



SVETLA STOYKOVA

Journalist

Editor

Union of Bulgarian Journalists - www.sbj-bg.eu



Union of Bulgarian Journalists (SBJ) was founded in 1955 as an independent professional and creative organization. It is a member of the International Federation of Journalists (IFJ). Its represents the interests of more than 5600 journalists from almost all massmedia in Bulgaria. SBJ is taking care after development of journalism in Bulgaria regard of social changes. SBJ provide to its readers of website sbj-bg.eu most exact information and in-depth competitiveness in the media coverage, analysis, comments and news. Our full rights media is frequently quote from all massmedia. SBJ's main purpose is to work againsts all sorts of discrimination towards national minorities, to make visible in media deversities of societies in product process.

I have more than 30 years experience as journalist and was working for the biggest newspapers - 24 Chasa, Standart, Otechestven front and Pogled – a issue of Union of Bulgarian Journalists, magazines and web sites. I have graduated as master in Public Relation from the Faculty of Journalism of the Sofia University. For ten years I was working as Public Relation and editor for the Bulgarian Olympic Committee. Since 2010 I have been working as an editor for newspaper and web cite of Union of Bulgarian Journalists. I participated in encounter in Bordeaux last year. I am a member of Union of Bulgarian Journalists since 1986.



VALENTIN TODOROV

Managing Editor

Novi Iskar online - www.noviiskar.bg

noviiskar.bg
Online news
from Sofia
and Novi Iskar



Novi Iskar online (www.noviiskar.bg), is a popular regional Bulgarian online media outlet, based in the town of Novi Iskar, which is part of Bulgarian capital city of Sofia. The media has been working since 1st June 2010 and publishes current news, analysis and comments from Bulgarian capital city of Sofia, from town of Novi Iskar and from the whole country as well. Novi Iskar online is one of the main sources of information for Sofia and Novi Iskar to the Bulgarian press and electronic media - newspapers, magazines, TV and radio stations. Novi Iskar online provides the fastest and the most exact information about Novi Iskar, Sofia and Bulgaria to the world newswires and foreign media.

I'm practicing journalist for over 10 years with professional practice related to intensive media work in different spheres. My travelling experience as a professional journalist has increased my knowledge of European legislation, institutions and their initiatives - I have explored in detail various European matters and I'm constantly focused on keeping up-to-date with the latest European issues and campaign on our continent as Council of Europe's diversity and anti-discrimination campaigns for the past years. My rich experience in the journalism have shaped a rather flexible and varied professional profile. I have worked in different print and online media outlets and have serious experience in the online journalism. Currently I'm working as a Managing Editor in one popular in Bulgarian capital city of Sofia community media - 'Novi Iskar online'.



HARRY TZANIS

Member ESIEA Instance Disciplinary Board

ESIEA - Athens Journalists' Union - www.esiea.gr



The Athens Journalists' Union (ESIEA) is Greece's oldest, largest and most prestigious such organisation. Members of ESIEA, founded in late 1914, include most full-time media professionals who work and are active in the greater Athens area - in print, broadcast and electronic media. ESIEA's mission, as expressed by its charter, is to defend freedom of the press and citizens' right to information; to defend its members' ethical, financial, professional and pension rights, and to work for the implementation of collective bargaining agreements, amongst others. Moreover, the Union also strives to improve and advance its member-journalists' level of education and professionalism.

I have been a working journalist (reporter, copy editor, news desk, chief editor) since the late 1980s, before and following completion of a BA degree in journalism from the University of Houston (Texas). I have worked in both the United States and Europe, primarily in Greece. Since February 1995, my main employer is the semi-official news agency in Greece, the Athens News Agency (amna.gr), while simultaneously working as a collaborator for several other media outlets, including Reader's Digest. During the same period I have participated in several EU programmes centred in SE and eastern Europe as a short-term expert in the field of public awareness. I will complete a MA in contemporary media from the Univ. of Wolverhampton (UK) in 2014.



JANNEKE VAN HEUGTEN

Journalist

Mediaplatform VIDM

ANNA LUCIA VISCA

President Gender Commission

FNSI

The Federazione Nazionale della Stampa Italiana, Fnsi , is the only union of Italian Journalists, It has existed for over 100 years, supervises the work contract and oversees employment.

After 40 years working as chief editor and reporter in many local and national newspapers, I was sent into early retirement as a result of publishing crisis.

RAINER REICHERT

Chairman European Affairs Committee

Deutscher Journalistenverband - www.bhv.de/news/mediane



Founded in 1949 the Deutscher Journalistenverband (DJV) is the stakeholder of professional journalists in all parts of the german media. With more than 38 000 members DJV is the biggest organisation of its kind in the EU. In addition to trade union activities DJV aims to contribute to the social dialogue with ideas and initiatives strengthening the role of ethical journalism as a vital part of democracy

1951 Law Studies licensed Lawyer Media Law Expert and lecturer. Since 1977 working in journalism as correspondant of regional newspaper Main Echo and its online edition Main Netz. Founder of the pressfoto of the year competition in Bavaria working for DJV as chairman of the European Affairs Committee. Since 2006 member of the labour rights expert group in the European Federation of Journalist and the Constitution Commission of the World Journalism Organisation IFJ



YUKLAN WONG

Campaigns and project officer

EFJ / IFJ - European / International Federation of Journalists - www.ifj.org



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Yuk Lan WONG - Campaigns and project officer – Belgium. Yuk Lan Wong is the campaigns and projects officer of the International/European Federation of Journalists. She joined the Federation since August 2009 after she obtained her Joint Honours' degree in Social Policy and Journalism, Films and Media Studies at Cardiff University in the UK. During her studies, she also obtained work experience at the United Nations Association in Wales, where she was the coordinator of the Young Professional Network. She has been involved in various European projects in promoting ethical journalism, media diversity and trade union rights.



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?