

13:06:56 From Tatiana Battle, KMID Reporter/MMJ : Hi all! Here from Midland-Odessa Texas!

13:07:03 From samantha.n.forester@gmail.com : Hello, I'm Samantha Forester. Fairly new assistant news director at KAUZ-TV in Wichita Falls, TX. Been in the business for 8 years.

13:07:04 From Laura Trendle Polus : Journalism educator at Illinois State University; concerned about the environment my students (and friends) are going into. Also covering for the Illinois News Broadcasters Association newsletter.

13:07:11 From jessicabedolla1@gmail.com : Hi Im Jessica from Central Valley Ca KABE Univision Video Journalist

13:07:11 From Jack Pagano : Hello..LTC (R) here...Saftey is paramount...

13:07:14 From Jack Pagano : <https://marketshare.tvnewscheck.com/2021/09/07/american-coo-of-afghanistan-tv-network-says-situation-is-tragic/>

13:07:25 From Carey Higgins-Dobney : Hi all. I research U.S. local tv news labor, including MMJs. I spent 20+ years as a newscast director before becoming a professor to teach the next generation. Great to see y'all. @DirectorCarey on Twitter.

13:07:26 From Stephanie Lucero, Investigative Producer, NBC : Hi everyone! I'm an Investigative Producer with NBC's consumer unit, NBC Responds. And I was a TV reporter for 30+ years.

13:07:39 From Claire Regan : Hi. I'm Claire Regan in NYC, SPJ president-elect. My thanks and admiration to all the courageous MMJs here today.

13:07:45 From Stell Simonton : Stell Simonton, print/digital freelancer in Atlanta, wanting to support MMJs. I'm also an SPJ Georgia board member.

13:07:46 From Nora Ramirez : Hi everyone! I'm Nora, producer & reporter for Telemundo Bakersfield in CA

13:07:50 From Brooks Baptiste : Hey everyone! I'm a reporter/host with CBS46 in Atlanta. Looking forward to hearing everyone's perspective today!

13:07:50 From Tatiana Battle, KMID Reporter/MMJ : <https://www.linkedin.com/in/tatiana-battle-36a90816b/>

13:08:04 From Frank Bruce (Ghana, Team E) : Hi everyone. I am a digital journalist in Ghana.

13:08:17 From Teylor Jo Parks : Hi everyone! I'm the EP at 13WMAZ in Macon, GA. I'm also on the board of SPJ Georgia. Glad you're all here!

13:08:47 From Rick Stuckey he,him NLGJA The Association of LGBTQ Journalists VP of Broadcast : Greetings from Chicago. I am Rick Stuckey VP of Broadcast NLGJA The Association of LGBTQ Journalists. I am a Videographer and Live. Shot Tech from NBC Chicago

13:09:14 From Tatiana Battle, KMID Reporter/MMJ : Reporter/Digital MMJ at KMID-KPEJ in Midland-Odessa. Happy to be here!

13:09:23 From Ray Preston : Hello from St. Louis. I'm a retired journalist with 35 years in the business. I worked as a reporter, photographer, anchor, editor and producer.

13:09:36 From Jack Pagano : Safety....A must...

13:09:38 From Kami Simmons : Yes to no more solo live shots.

13:09:44 From Jack Pagano : Here's been my world...

13:09:47 From Jack Pagano : <https://marketshare.tvnewscheck.com/2021/09/07/american-coo-of-afghanistan-tv-network-says-situation-is-tragic/>

13:09:55 From Joe Douglass : Hello, I'm Joe Douglass, editor of DiscrepancyReport.com. I'm covering labor issues journalists including MMJs. I just published an article on the Tori Yorgey incident and some of its fallout including the OSHA investigation and reaction from the SPJ, SAG-AFTRA, and other organizations: <https://discrepancyreport.com/after-reporter-is-hit-by-suv-on-tv-society-of-professional-journalists-president-slams-solo-reporting-as-hazardous-to-a-persons-safety/>

13:10:13 From Joe Douglass : I'm talking with OSHA about regulations and rulemaking as well.

13:10:16 From Britney Johnson : Hello, everyone! I am a journalism graduate student in Texas. Happy to be here.

13:10:21 From Quinn O'Connor : Hi everyone! I'm a journalism major at Emerson College in Boston

13:10:22 From Peg McNichol : I'm transitioning out of morning radio news to multimedia journalism at The Daily Oakland Press (starting Monday) in Oakland County, MI.

13:10:31 From Joe Douglass : Joe Douglass
Editor, DiscrepancyReport.com
jmdglss@gmail.com

13:10:37 From Randi Hildreth : Hi all! Randi Hildreth. I'm an Education Reporter at Fox 35 in Orlando. Excited to engage in this important conversation today!

13:11:17 From Beverly Higgs : Greetings! I'm Beverly White, reporter at NBCLA. Safety first everyone. I'm blessed to have a photojournalist partner everyday. I worry constantly for MMJs who don't.

13:11:24 From Bryant Maddrick : Hello everyone! I'm Bryant Maddrick. I'm a anchor and reporter at KSHB-TV in Kansas City.

13:13:05 From Bob Butler : Hello, it's Bob Butler, general assignment reporter at KCBS Radio in San Francisco. I'm also the broadcast vice president at SAG-AFTRA. We have been holding reporter safety summits between reporters, photographers, management and law enforcement since we had people assaulted during Occupy.

13:13:13 From Jack Pagano : Try covering news in Kabul before the fall and now! Dangerous and almost impossible now...

13:13:15 From Sal Morales : Are we going to have a Q and A?

13:13:34 From Ian Dembling : Hi all, former MMJ who left after very unsafe conditions without backing from management. I now work for a video production company in Orlando, Fla. which is owned by two former newspeople and life/work is easier, happier and safer!

13:13:45 From SPJ Georgia : If you have any questions please post them in the chat! If you are uncomfortable posting for everyone please message me directly.

13:13:54 From Jack Pagano : cut the live shot? It's the morning show...A few people working...

13:14:31 From Jack Pagano : probably 4 people working at that time...Anchor, director, reporter and control single staffer...

13:14:42 From Kami Simmons : Right then went on to have her on NBC Today Show.

13:14:57 From Rahul Bali (WABE Atlanta) : QUESTION: What can be put in our contracts about safety in the field?

13:15:31 From Tadi Abedje : Do you think the latest incident could convince people not to be MMJ's because of safety concerns?

13:16:15 From Mike Reilley | UIC | @journtoolbox : A good resource for all of you: SPJ's Journalist's Toolbox has resources on journalist safety, broadcast journalism, mental health, public safety, protest coverage and more: <https://www.journaliststoolbox.org/>

13:17:03 From Ian Dembling : Tadi, it isn't a matter of convincing people to get out, it's protecting those that have a drive to stay in for the right reasons

13:17:47 From Sal Morales : I have never been hit by a car but I have faced really angry people who know I work for Spanish language television and they insult, and threaten Its also a dangerous situation

13:17:54 From Sal Morales : Now a days

13:18:07 From Ion tegels : Ion tegels here. 42 years in tvnews. 30 of it as news director. As news director in a small market, i was the person behind the camera during our live shots. i didn't let reporters go out alone. I had been in too many situations myself, i would not let my Gulfport MS reporters go out on live shots by themselves. I had 12 MMJ's but nobody shot a live shot by themselves. If we had two live shots, another reporter would cross shoot for their colleagues.

13:18:14 From Chris Lovingood : Question: People are already leaving this industry for various reasons—pay, workplace toxicity, and stress. How will we convince people to join this profession if cases like this pop up again?

13:18:27 From Jack Pagano : Question: It's all about the dollar bill. How will MMJ's assigned in the early morning out now. There's now way a TV station in most markets are going to send out two people in the the mornings...Not going to happen...

13:18:31 From Michael Stahl : Is the "no one goes unless they want to" approach totally normalized throughout the industry? Is there pressure for reporters and others, particularly young ones, to perform, even when they're uncomfortable?

13:18:47 From Les Rose : One of my students got hit by TWO cars

13:18:48 From Les Rose : <https://localaccidentreports.com/buffalo-ny-news-reporter-lilia-wood-struck-by-vehicle-on-grider-st-near-ecmc/>

13:19:01 From Jack Pagano : Rebecca! Hello Jack Pagano here!G

13:19:04 From Les Rose : lost her spleen, broken shoulder

13:19:44 From Les Rose : night standup, "photographer wasn't available"

13:20:14 From Jack Pagano : Talk about getting hit by a car...How about suicide bombers...Two of my mmj's were killed a few years ago covering a story...

13:20:52 From Krystal Horne : The shock of seeing Tori hit by the car unfortunately took me back to the shock of seeing Alison Parker and Adam Ward. I know those two situations are different, but it doesn't take away the amount of shock I felt seeing it.

13:21:06 From Les Rose SI Newhouse School : Are some newsroom still leading people in the field that have NEVER been in the field?

13:21:10 From Jonathan McCall : Hello everyone, Jonathan McCall...KRON4 News in San Francisco

13:22:12 From Randi Hildreth : That is a great work standard!

13:22:24 From Jack Pagano : paul pytlowany...Hello! Jack Pagano here!

13:23:14 From Neeha Curtis : I think there's a major loss of institutional knowledge across local news— many of our experienced photographers, producers, anchors, reporters have retired, been pushed out or left. We have a turnover of young reporters

and MMJs - we're losing people who are in newsrooms who can say "that's not a good idea, that's not a good area, this could be dangerous" etc. When I was in Dallas I was one of the youngest reporters and I didn't really question what I was told to do— I luckily had great experienced photographers, assignment editors, editors people who would advise me to speak up, say no, or suggest an alternative.

13:23:21 From Ian Dembling : How can we convince someone who handles the station's budget to ride along with an MMJ so they understand too?

13:24:15 From Bob Butler : Ian, it takes a commitment from management.

13:24:40 From Jack Pagano : The point of it all...As COO---it's all about resources and budget requirements. The Head boss must allocate funds to hire more so there will always be two on a shoot. Simple solution...

13:25:09 From Jonathan McCall : Even in SF we have MMJs, even with security guards it's still dangerous. We recently had a security guard shot and killed while protecting our reporter on assignment.

13:26:05 From asher wildman : For the past year this industry has been tasked to hold other industries accountable by asking questions like wages, working conditions, and finding people for the job. Why does this industry ignore the same questions from companies that are making hundreds of million if not billions?

13:26:05 From Kami Simmons : Ian good point especially when keeping in mind the cost that comes if the woman was really hurt. "How can we convince someone who handles the station's budget to ride along with an MMJ so they understand too?"

13:26:59 From Cheri Preston : My question is to Amy and other News Directors out there: what would happen if you had a blanket policy—no solo live shots period? Solo reporting, okay for now. Solo live shots, no

13:27:26 From Cheri Preston : \$\$\$ that's what it's all about. Safety comes in second to the budget.

13:28:02 From Kami Simmons : Asher very good point made.

13:28:02 From Jack Pagano : The narrative at the top who allocates the funding must change...

13:28:33 From Neeha Curtis : Empathy is key.

13:28:48 From Bob Butler : What Cheri Preston said!

13:28:50 From Kami Simmons : Cheri I 100% agree. The bottom line is money.

13:29:20 From Jason Lightbearer : corporate greed has driven the news cycle

13:29:43 From Brenda Lepenski : I commend Amy for what she did. That's a sign of great leadership.

13:29:51 From Sal Morales : Q and As?

13:30:27 From Chloe I change.org/mmjsafetyfirst : I agree, thank you Amy and great point Cheri! I started a petition to end solo live shots - 1900 signatures strong! You can sign it here. www.change.org/mmjsafetyfirst

13:30:36 From Beverly Higgs : Solo reporting is imminently dangerous y'all. Even news teams get cursed, threatened & targeted in these mean streets. No one should face that alone. Situations go sideways without warning. COVID lockdown pressures only ramped up the risks.

13:31:03 From Cheri Preston : YES YES YES. I only said end the solo live shot and keep reporting—because that would at least be a start.

13:32:07 From Ian Dembling : And the opposite of what Rebecca just said. The moment a news director questions when an MMJ says they feel unsafe and they force

them into that story anyway, it's tough for that MMJ to ever truly trust that ND again
13:32:09 From Israel Balderas : But that question, "what do you want to do," is a also a legal question that benefits the employer. Because if there's later a lawsuit, the defense is that the corporation lacked control of the employee. That puts the employee to be legally responsible. Falls under agency law.

13:32:43 From Cheri Preston : "End solo live shots" is a very easy phrase to repeat. It's also easy to explain. And it could be sold to bosses more easily than ending the MMJ paradigm altogether (even though yes, it's not a great one—but it is a more cost effective one)

13:34:47 From asher wildman : The problem is the MMJ guide has become an industry standard. Problem is no MMJ's had a say in the standard.

13:34:50 From Brenda Lepenski : Q-As a journalist we most often have to have a make-it-happen attitude. How do you say NO and still have the respect of your producers and or your team?

13:35:07 From Joe Douglass : If you're worried about your safety EMAIL MANY PEOPLE IN THE STATION AT ONCE. Don't just tell your manager or one producer. If many people see it at once they are more likely to be "concerned" about your safety.

13:35:43 From Jack Pagano : Bottom line: A bigger budget to hire more personnel. That will end the solo, out in the field shoots..

13:35:45 From Kami Simmons : Maybe start to get rid of this and other antiquated ways of running the news room? Just a thought.

13:36:02 From Ian Dembling : To add to Brenda's question, "How do you say NO to management when you are tasked with making split second decisions where you question your team's confidence that you'll be safe doing something when they aren't even there, and time is off the essence?"

13:36:26 From Joe Douglass : Also if you can report to OSHA, the Occupational Safety and Health Administration. They make rules for workplaces.

This is a message OSHA sent me FWIW:

"OSHA has in place a process for workers to file a confidential safety and health complaint and request an OSHA inspection of the workplace if they believe there is a serious hazard. If an individual feels that they have been retaliated against for reporting a workplace safety and health hazard, OSHA also has in place a whistleblower complaint process. More about that process is available through the link below."

<https://www.osha.gov/workers/file-complaint>

13:37:13 From Kami Simmons : Right for a lack of better words, "my neck, my check." I hope the this MMJ was really ok and not trying to satisfy management.

13:37:20 From Helen Okobokeyeime : My question to SPJGeorgia and everyone are directed to the colleges and universities. There some college students who are MMJing on their own and in dangerous situations. Some instances, there may be 9 students taking on a mock traffic video story assignment and only 8 of them can work in pairs of two. Then, there is that one student who has no partner, no support or help who must write, shoot, and edit video at a busy intersection that is not safe and prone to harassment (e.g. people touching camera, approach by strangers looking to steal

equipment, getting catcall and questioned by a stranger, violent situations, etc.). What should colleges and universities (journalism schools) be doing to ensure the safety of their students in these situations? Will safety training be extended to them? There are some smaller markets where there are no photographers and only MMJs. What should news directors be doing? How will colleges take action on this? What does entry-level journalists need to consider here? Thank you.

13:37:24 From Ivette Davila-Richards : I agree with Israel on the question asked, 'what do you want to do?' It places the ownership on that employee who at the moment may feel overwhelmed, scared for themselves, and for even probably saying the wrong thing. The responsibility should be on the employer. Its a tough call, but shouldn't just be on the employee.

13:37:55 From Kami Simmons : Right for a lack of better words, "my neck, my check." I hope the this MMJ was really ok and not trying to satisfy management.

13:38:10 From Ivette Davila-Richards : Exactly. She said she's OK out of sheer desperation, and being overwhelmed at the situation.

13:38:47 From Ion tegels : There is a reason most stations dropped doing live shots from a bar on St. Patrick's day. The environment is uncontrollable. Too many bad things happened with drunk patrons. Stations used to do St. Patricks Day live shots all the time. I can't remember the last time. Would you send a MMJ into a bar alone. No! Nor should they send an MMJ to a live shot alone where some stranger can come up from behind the reporter and cause harm. We shouldn't be doing them. It's an owner responsibility to accept. Everyone else is just lip service.

13:39:08 From Brooks Baptiste : Yep, that's good!

13:39:15 From Teylor Jo Parks : We're in market 120. We have about 10 MMJs and only 2 video journalists (photogs). We ended solo live shots in 2020. As EP, I've gone out with MMJs multiple times on breaking news. I refuse to send someone out solo! It's company & personal policy. Daily, we prioritize live hours that elevate the story & add something for the viewer. Otherwise, no. It's a look live or the MMJ fronts in studio or in the newsroom.

13:39:41 From Kami Simmons : Right the conditioning of MMJs in the news room environments definitely may have played a part in this MMJs response.

13:39:51 From Les Rose SI Newhouse School : After 38 years with a camera on my shoulder, photos will push the envelope until it pushes through. And then they can die or get injured. They will rarely if ever say no.

13:39:57 From Bob Butler : Bravo to you Teylor!

13:40:10 From Peg McNichol : Yes, let's normalize it being OK to say, "I'm not OK."

13:41:04 From Peg McNichol : And more empathy in newsrooms, please. Easy to gut out, well, everything. Contributes to burnout and people leaving the biz.

13:41:11 From Israel Balderas : When it comes to asking if management acted negligent in its duty of care responsibility towards reporters, the important question for them to ask is. "was there foreseeable harm involved?" In mosts instances, the answers is yes.

13:41:35 From Les Rose SI Newhouse School : https://cpj.org/data/killed/?status=Killed&motiveConfirmed%5B%5D=Confirmed&type%5B%5D=Journalist&start_year=1992&end_year=2022&group_by=year

13:41:37 From Joe Douglass : And tell several people at once you're not OK. Send an email to multiple people.

13:41:37 From Tadi Abedje : "Culture of safety" is 100% important

13:42:10 From Joe Douglass : "OSHA has in place a process for workers to file a confidential safety and health complaint and request an OSHA inspection of the workplace if they believe there is a serious hazard. If an individual feels that they have been retaliated against for reporting a workplace safety and health hazard, OSHA also has in place a whistleblower complaint process. More about that process is available through the link below."

<https://www.osha.gov/workers/file-complaint>

13:42:30 From Josh Kristianto : It's a top down effect with safety emphasis. If the GM and news directors emphasize safety first, then that idea will trickle down to EPs, producers and ultimately MMJS and reporters

13:42:37 From Les Rose SI Newhouse School : 1428 Journalists Killed between 1992 and 2022 / Motive Confirmed

13:42:50 From Les Rose SI Newhouse School : war and foreign work

13:42:54 From Kami Simmons : We also have to remember if we don't want to, HR is there to protect the news company.

13:43:02 From Carey Higgins-Dobney : As this gal was live on the air, I don't think she was going to say she wasn't ok in front of the audience. "Live" potentially changes the outcome. As a newscast director, I will say she should have been taken off the air ASAP to get checked out. I'm curious about the control room situation during all of this as well.

13:43:27 From Ion tegels : there needs to be ownership and some general managers on this zoom. I'd be interested if they are having the same dialog. It's too late after a person has been seriously injured or worse, dead.

13:43:43 From Les Rose SI Newhouse School : exactly

13:43:49 From Samantha Diaz Roberts : We need to go beyond the "safety/situational area" conversation. Sometimes you are in a "safe" area, ie: Police Dept. parking doing a live solo and someone can pass by and hit you or scream at you. Situations can evolve even when you checked the area. That is why is so important to have a photojournalist with you. Two are better than one.

13:44:05 From Ian Dembling : One thing I found troubling is how quickly there's an expectation for MMJ's and other on-air talent to sign a contract right away. I was asked to sign onto several stations with less than 24 hours of decision-making, and was told another person who will get the job if we don't. That's NOT enough time to look over a contract and ensure you are protected and doing the job you truly want

13:45:03 From Bob Butler : Josh Kristianto! You sometimes have management telling you that safety is the top priority in one breath. And then asking why you didn't get better video?

13:45:15 From asher wildman : Also, how many times do hear EP's and whomever say "we need you live." How many times has that "live shot" in the field offered absolutely nothing? And thats where its tough to say, "no."

13:45:25 From Chris Post - JournalistSafety.com : speaking of a culture of safety, the ACOS alliance is out there.. news orgs who signed in to focus on safety. check them out. <https://www.acosalliance.org/>

13:45:34 From Chloe I change.org/mmjsafetyfirst : Amen Shay!! Good for you!!

13:45:34 From Josh Kristianto : I've had that experience before Bob Butler!

13:46:00 From Kelly Conway : Shay is the vibe I'm going for!

13:46:02 From Teylor Jo Parks : Asher, good point. I think there's a lot of times MMJs are asked to go live... when there's absolutely no good reason. A lot of the time, they might as well be in studio!

13:46:18 From Joanne Littlefield : I also think it's important for the j-schools to incorporate some of these (safety in the field, how to say no, managing relationships, etc) in the quest to get the story.

13:46:22 From Mike Wright : Yes, I'm a General Manager on this call. Here because I care and spend a good part of every day working to improve the station's culture. Safety first, and in proving that, fed sheep don't stray. It starts with the relationship between the GM, all department heads, and especially the News Director.

13:46:38 From Helen Okobokeye : Setting boundaries.

13:46:51 From Sal Morales : Q and A's?

13:47:48 From Tatiana Battle, KMID Reporter/MMJ : Boundaries! Thank you Shamarria

13:47:52 From Ian Dembling : Shamarria your experience is still extremely valid no matter how long you've been in the industry. What advice do you have if you are at the point of knowing your safety is not going to be respected but they won't fire you in hopes you break contract and they don't have to do anything?

13:48:54 From Chris Lovingood : "I am not a puppet". print that.

13:48:54 From Ion tegels : Thanks for your input Mike Wright. More GM's should be speaking. I know the perspective of MMJ's. Most MMJ's are afraid of repercussions to say NO!

13:49:24 From Carey Higgins-Dobney : Because fewer owners run more and more newsrooms, journalists have fewer options to move to other stations when corporate culture dictates live for the sake of live, regardless of the situation. It's an unfortunate situation for all involved and journalism overall.

13:49:49 From Ivette Davila-Richards : Great point Shamarria!!

13:50:00 From Josh Kristianto : Without an industry-wide standard or set of guidelines, it would be difficult to see any change within any individual newsroom. Perhaps SPJ must set out some guidelines in order to promote the kind of culture that must be seen in all newsrooms. Otherwise, we're left with the inclinations and tastes of different news directors.

13:51:11 From Mike Wright : Ion - MMJ's have a voice and opinions are respected. Have hired actual security in some situations as precautionary measure. Much to cover here, time too limited.

13:51:23 From Mike Wright : (Ian)

13:52:22 From asher wildman : BIINGO!

13:52:26 From Eric Mock : Agreed Josh! It needs to be industry-wide or else some companies won't adopt this

13:52:51 From Les Rose SI Newhouse School : You cannot spell "CONSULTANT" without CON

13:53:11 From Israel Balderas : @MikeWright, thanks for your honest assessment from Management's point of view

13:53:16 From Les Rose SI Newhouse School : CONSULTANTS gave us, "If it bleeds it leads"

13:53:20 From Shamarria Morrison, @SmorrisonTV, MMJ : Ian to answer you question-- I say you start to be your own advocate and document, document.

13:53:29 From Shamarria Morrison, @SmorrisonTV, MMJ : *your

13:54:12 From Mike Reilly | UIC | @journtoolbox : Journalist safety resources from SPJ's Journalist's Toolbox: <https://www.journaliststoolbox.org/2022/01/29/journalist-safety/>

13:56:52 From Michael Douglas : Another component of the MMJ preparation has to happen in the classroom. Journalism programs have to teach reality not just the theory. And many academic program as missing this crucial component.

13:57:23 From Natalie Abruzzo : Thanks, everyone for sharing today! This is a great start to the conversations around safety and safety training in tv newsrooms. What is the next step? Another town hall like this with station owners and GMs? How do we keep this conversation going?

13:57:34 From Kami Simmons : It's in empowering, but also bring attention to the real deal at these news stations. Hope MMJs/ reporters can realize there is better jobs and pay out here and stop putting up with news room retaliation.

13:58:41 From Peg McNichol : Yes, Mike Wright, appreciate your empathic considerations.

13:58:52 From Jack Pagano-COO Shamshad R/TV Kabul, AFG : Solo live shots must end but it won't happen--especially in the small markets...

13:58:53 From Joe Douglass : Can you share the petition?

13:58:56 From Cheri Preston : YES

13:59:11 From Peg McNichol : End solo live shots — yes. And yes to a town hall with newsroom leaders.

13:59:29 From Neeha Curtis : Hi all I'm running the anonymous local tv blog— you can find it on my twitter account @neehacurtis

13:59:48 From Neeha Curtis : Or search the #mmjstories

14:00:09 From Jack Pagano-COO Shamshad R/TV Kabul, AFG : In some stations they have only two MMJ's working throughout the day and might have a live shot in the rundown...You know that will happen...

14:00:24 From Ian Dembling : Kudos to SPJ Georgia for being one of the very few advocacy groups speaking out. Can't understand at all why anyone hasn't yet

14:00:25 From Ilyssa Weiner : I have two questions. What can I do as a producer to make sure my MMJs are safe, especially if they're doing live shots every day? What can producers do to build better relationships with reporters?

14:00:47 From Chloe I change.org/mmjsafetyfirst : www.change.org/mmjsafetyfirst

14:01:04 From Peg McNichol : I hope the chat is part of the recording of this video.

14:01:05 From Jack Pagano-COO Shamshad R/TV Kabul, AFG : Rebecca! Do I have experiences from working in Afghanistan...

14:01:38 From Josh Kristianto : I do wonder what news directors are facing when it comes to budget constraints?

14:01:39 From Sal Morales : Safety from people who get aggressive with reporters and mgts do not care about that

14:01:52 From Sal Morales : And please name me

14:02:45 From Shamarria M., @SmorrisonTV, MMJ : @Ilyssa, I say be an advocate for your reporters and believe them. Be willing to kill a live shot and stand by that decision if it gets questioned by others.

14:03:06 From Bob Butler : pst young people signing their first contract do not know what they are signing and/or don't understand the terms. I'm a member of SAG-AFTRA, which represents performers and broadcasters. We'll review you contract for you free of charge and explain what you are signing.

14:03:51 From Keith Rightmyer : Not everyone has a contract. How about protections for ALL field staff?

14:03:51 From Ian Dembling : Sherry, When it comes to young journalists getting those first jobs, how can advocacy groups or college professors start making contract review be a KEY part of learning about this industry?? Because when the forward thinkers here are refusing those questionable contracts, someone else is getting that job...

14:03:55 From Josh Kristianto : This was a great forum to meet everyone, please follow me on Twitter, love to connect @JKristiantoTV

14:04:00 From Peg McNichol : Also interesting sidelight: Print reporters are now doing MMJ work — but traditionally work alone. It's probably been almost 15 years since I covered a story person and had a photog with me.

14:04:28 From Peg McNichol : So this conversation truly needs to be raised with print folks, not just broadcasters. Many print folks don't even have a contract.

14:05:37 From Natalie Abruzzo : This conversation is for ALL journalists. Everyone who is in the biz of news/storytelling are up against safety issues and one-person-banding.

14:06:11 From Ian Dembling : Maybe I'm the only one, but I've been offered multiple contracts and was told I have to agree to the job before looking at the contract (I've refused all of them), but again, you go through all that work to try and get the job, and it's beyond frustrating and this is becoming the standard

14:06:39 From Mary Cavallaro, SAG-AFTRA Staff : SAG-AFTRA will review your employment contract as a courtesy, member or not, no charge and confidentially. We have offices around the country. mary.cavallaro@sagaftra.org

14:07:15 From Bob Butler : Thanks Mary!

14:07:19 From Othello Richards : Unfortunately, young journalists who are trying to get their foot in the door tend to take the first job offer with the highest pay. Safety tends to not be the first thing on their mind because of the excitement of landing a TV job.

14:07:20 From Natalie Abruzzo : TV newsrooms seem to have unfortunate toxicity and it affects mental health as well as physical safety. New reporters don't want to speak up because losing the job is seen as more devastating than standing up for yourself.

14:07:32 From Joanne Littlefield : again, another important consideration for j schools in helping students (career readiness)...just as they might do an intro to college 101, required one hour course, a required 1 hour course with these kinds of things (career readiness, including how to read a contract)

14:07:35 From Ivette Davila-Richards : Thank you Mary Cavallaro for that information on SAG-AFTRA reviewing contracts as a courtesy!

14:07:50 From Israel Balderas : @Ian - this is not legal advice, just quoting well known case law. You have to read and look at the contract before you sign. Otherwise, you were not aware of the terms prior to signing

14:08:16 From Natalie Abruzzo : SAG-AFTRA doing this for nonmembers is amazing!

14:09:32 From Rick Stuckey he,him NLGJA The Association of LGBTQ Journalists VP of Broadcast : Ask if your station has a safety committee or if there is yearly company wide safety training ?

14:09:50 From Bob Butler : I'm the SAG-AFTRA Broadcast VP and I've been reviewing contracts for years. A lot of the terms in broadcast contracts are foreign, even to regular lawyers. bobbutler7@comcast.net

14:10:39 From Sal Morales : Safety from Man on the street when you are alone..

14:10:40 From Michael Oder/Asst. ND KBTX : It comes down to resource management. How can your day be structured to help out? Could someone grab VOSOTs and staff a live shot instead of turning a PKG?

14:10:44 From Sal Morales : Sal morales

14:11:15 From asher wildman : But Amy, you and other ND's are having us asking questions to companies and bosses daily about why they wont pay better. What about this industry? Aren't the ND's the advocates for the newsroom?

14:11:23 From Ian Dembling : For those who know, a lot of info circulated online about how Gray Television has seen significant growth as a company and should have enough in their budget for that support. Do we truly know if the big parent companies out there are thriving enough to pay for these resources or are they struggling too much to make that financial shift

14:11:36 From Liam Collins : Amy, what would you suggest MMJs say to their managers if they are giving pushback about safety concerns? What should that conversation look like so you're not tarnishing the relationship and can find that common ground?

14:11:43 From Peg McNichol : If you didn't know, your local police or county sheriff's office may offer active-shooter training — which hyper focuses on situational awareness and dynamic thinking in any emergency, not just active shooter.

14:13:25 From Peg McNichol : I took via county and local, and arranged for in-house training at the radio station I was just at. The police officer teaching that in-house class also did a walk-through of the building with our manager. As a result, the boss was able to pitch some building security improvements (web cam on parking lot, doors changed from open access to buzz-in, buzz-out access, external security lighting, etc.

14:13:37 From Natalie Abruzzo : Staffing is almost always stretched in smaller markets. Many are owned by small companies that are trying to stay in business and will sacrifice resources—such as staff—in the newsroom, unfortunately. How can we get more rights for reporters and any field personnel when there's not a lot of money?

14:13:56 From Amy Sullivan, KATV News Director : @Liam Collins: I would say, I can't do this, but lets talk about how I can still get this story and stay safe. Come up with a plan for another option. Can you shoot from in your unit and just mic up and talk? Can you take someone who might be in the building with you?

14:14:15 From Joe Douglass : If you have concerns and want to share them, please contact me. I worked for 16+ years as a TV news producer and reporter in Los Angeles, CA and Portland, OR. I now run a news blog and I'm investigating this topic.

Joe Douglass
Editor, DiscrepancyReport.com
jmdglss@gmail.com

<https://discrepancyreport.com/after-reporter-is-hit-by-suv-on-tv-society-of-professional-journalists-president-slams-solo-reporting-as-hazardous-to-a-persons-safety/>

How to report to OSHA:

“OSHA has in place a process for workers to file a confidential safety and health complaint and request an OSHA inspection of the workplace if they believe there is a serious hazard. If an individual feels that they have been retaliated against for reporting a workplace safety and health hazard, OSHA also has in place a whistleblower complaint process. More about that process is available through the link below.”

<https://www.osha.gov/workers/file-complaint>

14:15:10 From Les Rose SI Newhouse School : I am always looking for meaningful guest speakers for my MMJ reporting classes @Newhouse I am at horose@syr.edu or Twitter @LesRoseSyracuse THANKS

14:15:19 From Les Rose SI Newhouse School : this has been so great!

14:16:01 From Shamarria M., @SmorrisonTV, MMJ : If anyone has follow up questions for me please reach out to me on Twitter at @smorrisonTV.

14:16:18 From Maricarmen Cajahuaranga : Stations are putting their financial interest first that giving the attention and respect to our journalism job. Specially in small markets. How can we advocate to make a change so that these actions continue dragging to other markets. Safety first.

14:16:21 From Chris Post - JournalistSafety.com : Im here for y'all! Don't hesitate to reach out to me if i can assist you in any way. need a safety consult, ppe / equipment recommendation or training suggestions get me at chris@journalistsafety.com +1(610)972-1963 Cell and @ChrisMPost on twitter. if its urgent text me please :-) Peace and Love!!

14:16:47 From Stell Simonton : Really appreciate all the voices represented here.

14:16:54 From Josh Kristianto : I find that if I push back on something, sometimes NDs and producers acquiesce, but in the long run your standing with them goes down and they don't use you for top stories or consider you for promotion. That risk you take of speaking up could always impact you in the long run looking for a new job and needing references

14:17:04 From Beverly Higgs : Don't believe the hype about MMJs only happening in small & medium markets. The policy is pervasive in top ten markets too. Major metro areas to the boonies - this is an overdue conversation. Please don't ever forget to look out for Number One. TY for putting the word out.

14:17:45 From Ivette Davila-Richards : This has been the best townhall* for having a conversation that offers solutions and answers to help the #MMJ community.

14:19:17 From Carey Higgins-Dobney : I know MMJs in their 50s and 60s. Many without proper training. Top 25 markets. ("Here's a camera, go shoot some video.")

14:20:05 From Peg McNichol : Hey, so everyone in this group — let's amplify all the great info we've received — educate everyone in your newsroom, or news-friends group, etc.

14:20:26 From Jason Lightbearer : excellent conversation
14:20:27 From Kami Simmons : Right document in writing. Unfortunately I've had to do this several times in newsrooms.
14:20:59 From Maricarmen Cajahuaranga : Thanks SPJ Georgia for organizing this conversation 
14:21:01 From Denisha Thomas : Document, document, document is the key!
14:21:14 From Ivette Davila-Richards : Follow the Society of Professional Journalists for more of things like this. We stay on top of what's happening within the world of journalism, academia and communications. We're here for journalists entering the market for their first jobs, and also those who have been in the business for years.. We're here in this together. Especially to aid in professional development and safety measures!!
14:21:16 From Kelly Conway : will the recording of this event be available to watch later? There has been so much great information shared, I know I only got half of it noted
14:21:17 From Kami Simmons : Yes lots of great insight thanks SPJ
14:21:17 From Natalie Abruzzo : Yes, they are in all markets—and all ages! We're working to bring the news to the public. Our safety and access to resources is imperative in that endeavor.
14:22:27 From SPJ Georgia : The recording of this town hall will be posted on SPJ Georgia's youtube page. We will share a link as soon as it's available on our social media. If you have questions we were not able to get to please reach out, we want to make sure all are heard and discussion about solutions can be continued.
14:22:48 From Peg McNichol : So great. Thanks so much!
14:22:58 From Jack Pagano-COO Shamshad R/TV Kabul, AFG : Before we go..I believe this message didn't get out to everyone...I'm getting out 150 afghan journalists from dangerous Kabul..I'm lookin for a TV station that can use the help and the spirit to help. jackp1957@yahoo.com
14:23:25 From Jack Pagano-COO Shamshad R/TV Kabul, AFG : They are great in production and speak English!
14:23:35 From Jason Lightbearer : the EEOC is a excellent resource after no resolution
14:23:52 From Othello Richards : I was fortunate to work with news director (TEGNA) who preached if we did not feel safe, we could leave a location and the newsroom would find another way to tell the story. He kept to his word. We need more news directors/producers like that. Also, reporters need to be courageous and speak up. If you don't feel safe, simply say I don't feel safe (or send an email/text for documentation). The ND/producer will forever be judged on their response.
14:23:59 From Amy Guzman : @SPJ Georgia-- I tried to get all the emails, twitter, phone numbers posted in the chat. Would it be possible to include them with the post including this video?
14:24:14 From Kelly Conway : ^^Yes
14:24:26 From Tadi Abedje @realTadiAbedje : My email address is tabedje@gmail.com
14:24:31 From Jack Pagano-COO Shamshad R/TV Kabul, AFG : Great...Would love the emails of everyone in this chat...

14:24:56 From Stephanie Lucero, Investigative Producer, NBC : Reporting is such a noble profession. This is such a great discussion with good advice. It would be good to learn which major news companies are having renewed discussions about MMJs.

14:25:01 From Kelly Conway : Is save chat turned off for a reason?

14:25:24 From Amy Guzman : my twitter: AmyDuPontWKBT

14:25:40 From SPJ Georgia : I will have to double check that our chat saves or not. I will do my best to figure that out for everyone!

14:25:56 From Ian Dembling : Continue by speaking out on social media (if it does not affect your current position), you never know who is reading it and can learn from your stories which can save them a troubling future position where they feel unsafe

14:25:59 From Teylor Jo Parks : Feel free to reach out/connect! Twitter: @teylorjoparks

14:26:02 From Les Rose SI Newhouse School : The disconnect in language: Desk "Get a camera there..." Me: "Want a photographer to go with it?"

14:26:35 From Les Rose SI Newhouse School : @LesRoseSyracuse

14:27:00 From asher wildman : @AsherWildman13

14:27:20 From MICHAEL AJ RANDOLPH EKU : @majryankee

14:27:25 From Carey Higgins-Dobney : @DirectorCarey on Twitter. Would love to connect!

14:27:25 From Frank Bruce (Ghana, Team E) : Great talk! Thanks SPJ Georgia. Let's connect on Twitter: @kwazibruce

14:27:37 From Chloe I change.org/mmjsafetyfirst : Thank you for this great conversation!

14:27:42 From Tadi Abedje @realTadiAbedje : My Twitter and Instagram is @realTadiAbedje

14:27:42 From Michael Oder/Asst. ND KBTX : @TVsMichaelOder

14:27:47 From Les Rose SI Newhouse School : this was TERRIFIC

14:27:50 From jessicabedolla1@gmail.com : Thank you! Wonderful;

14:27:55 From Kelly Conway : THANK YOU!!

14:27:57 From Carey Higgins-Dobney : Can we get the chat saved? This was awesome. Thank you so much!

14:28:00 From Neeha Curtis : Thanks for the conversation. Thank you.

14:28:00 From Les Rose SI Newhouse School : WHERE DO WE find the recorded version with chat room?

14:28:01 From Beverly Higgs : Until assignment editors & producers hear & appreciate these messages, our industry is in peril. Good luck!

14:28:11 From Neeha Curtis : @neehacurtis to connect

14:28:12 From Josh Kristianto : Thanks everyone! Say hi to Wolf Blitzer for me Drew CNN lawyer man!

14:28:15 From Othello Richards : Reporters are a different breed. Many live for the chaotic and bizarre story. It's more interesting than covering the local ribbon cutting ceremony. Reporters too need to know their limits and when their safety is compromised.

14:28:21 From Peg McNichol : @indiepeg on Twitter.

14:28:35 From Natalie Abruzzo : Thank you so much, SPJ!

14:28:37 From Joe Douglass : Report issues to OSHA. They make rules for workplaces but won't if they don't hear from you.

14:28:37 From Joe Douglass : “OSHA has in place a process for workers to file a confidential safety and health complaint and request an OSHA inspection of the workplace if they believe there is a serious hazard. If an individual feels that they have been retaliated against for reporting a workplace safety and health hazard, OSHA also has in place a whistleblower complaint process. More about that process is available through the link below.”

<https://www.osha.gov/workers/file-complaint>

14:28:45 From Krystal Horne : Thank you!

14:28:48 From MICHAEL AJ RANDOLPH EKU : I would like to pass this on to my students Thanks

14:28:51 From Amy Guzman : Thank you!

14:28:52 From Nora Ramirez : Stay safe! Thank you!

14:28:52 From Tadi Abedje @realTadiAbedje : Thank you very much

14:28:53 From Samantha Diaz Roberts : Thanks!

14:29:01 From Tatiana Battle, @tapinwithtativ : Thank you!

14:29:01 From SPJ Georgia : If you are interested in receiving the chat - please email spjgeorgia@gmail.com and I will update you with where we will have that located!

14:29:03 From Peg McNichol : Thanks!

14:29:41 From Othello Richards : Thank you!