EJN ANNUAL REPORT
2017/18

Ethical Journalism: The Key to Building Trust in the News

Contents

Summary

This report on the work of the Ethical Journalism Network in 2017 and the first months of 2018 covers a period in which the buzzwords "fake news" and "post-truth" provided a misleading but appropriate focus for the news industry.

In recent months the challenges of a flawed information landscape have been dramatically exposed with Google, Facebook and other internet giants being called to account for their failure to promptly deal with the pollution of the information landscape.

The global debate about the integrity of information in the public sphere provides a golden opportunity to strengthen journalism and to promote ethical communications and the focus of the EJN has been about getting back to basics and building trust in reliable, accurate and stylish story-telling.

The year began with intense debate about the rise of malicious news-making by unscrupulous centres of power – the so-called "fake news" crisis – and it ended with a sense that although this crisis will pass, much more must be done to strengthen the craft of journalism to meet the demands of a rapidly-changing world of communications.

The major EJN achievements during the past year include:

1. The development of a comprehensive programme for building networks for change in **Africa** through training in data journalism, good governance, respect for authors' rights, and by creating networks for ethical journalism to combat corruption, and violent extremism (See Appendix Three, Four, Five);

2. The creation of a united front among media, journalists' groups and media support groups in **Turkey** and the preparation of a detailed action plan to strengthen journalism, even in the midst of hostile conditions (See Appendix One);

3. The launch of practical tools to combat hate speech, including a glossary of hate speech for journalists in **Egypt** and a ground-breaking initiative bringing together journalists from the north and the south of **Cyprus** to work together in the production of a glossary to identify and eradicate hate speech on both sides of the divided island;

4. The carrying out of a mission to **China** which opens the door to new co-operation with Chinese media and with journalism schools;

5. The launch of *The Ethical Journalist's Toolkit*, a free online training programme for journalists and people supporting ethical communications developed in partnership with the Thomson Foundation in London;

6. The publication of two issues of *Ethics in the News*, reports on the ethical challenges in covering the major stories of 2017 and 2018 which outlines ways in which journalists can respond to the threat of disinformation and confront the global trust crisis which is overwhelming the public information sphere;

7. The preparation and distribution of detailed guidelines for journalists and media around the world reporting on migration and human trafficking;

8. The launch of new programmes with UNESCO and Council of Europe to support independent media in the Western Balkans targeting self-regulation and good governance in **Albania**, **Montenegro**, and **Macedonia**;

9. New streams of work with the other United Nations agencies including initiatives on media reporting of migration, helping media track migrant deaths and the launch of a mentoring project for reporters covering labour migration in the Middle East and Gulf states with the International Labour Organization

10. We also consolidated work in three major EJN actions areas:

    ▷ The world's first searchable database of media codes, press councils and standards *Accountable Journalism* (accountablejournalism.org) has been reinforced with Middle East and Asian support programmes;

    ▷ The EJN's campaign against hate speech – *Turning the Page of Hate* – was endorsed by African journalists at meetings in Abuja, Douala and Nairobi, as well as by Arab media leaders at meetings in Jordan and Cairo, which strengthened the **Arab Media Hub Against Hate Speech**. (See Appendix Two.)

    ▷ The EJN's *Ethical Media Audits*, a tool to improve transparency and governance in the ownership and administration of media, has been adopted by one of the world's leading media development groups, International Media Support, for use in its 25 country programmes in some of the world's most troubled and challenging regions.

The EJN has continued to grow. We have increased our activities, strengthened our links with supporters and at the same time improved our internal organisation and financial standing.

We have raised our profile in the education and training of a new generation of journalists eager to immerse

Clockwise from top left: Aidan White (left) and Bernt Olufsen with Professor Zheng Baowei, leading journalism ethicist in China at Renmin University now Dean of Journalism at Gusngxi University; Denis Nkwebo of the Cameroon Journalist's Union address the media ahead the EJN's meeting for journalists from Central Africa, Doula, Cameroon, 26 February 2018; EJN Director, Aidan White, addresses meeting on self-regulation of the British press at UK parliament, 15 March 2017; EJN at the UNAOC Symposium in Cairo, December 2017; and Aidan White speaking at the 2017 ARIJ conference on Fake News Plenary, 2 December 2017, Jordan.

themselves in the technology and systems of a changing industry but committed to the values that make journalism as important to democracy as it ever has been.

During 2017 our regional programmes have reinforced and strengthened our ground-breaking action of the past four years. Across the globe our campaign to eradicate hate-speech from journalism has been strengthened by the widespread dissemination of our 5-point test for hate speech, which is now translated into 30 languages.

Today media departments and students of journalists around the world routinely turn to the themes and ideas from the EJN about the core values of journalism, whether it is to help them report the crisis of migration; or in dealing with racism and intolerance; and in their reporting of conflict and humanitarian crisis.

We have also carried out targeted actions to support

ethical journalism in high-risk areas such as Turkey, Egypt, Syria and Kenya and we have developed programmes to improve good governance and self-regulation for media in areas as diverse as Pakistan, Kosovo, Jordan and China and we are working with universities and civil society groups to strengthen respect for journalism as a public good.

The EJN continues to be influential far beyond its core group. As the only world network of media professionals dedicated to ethics, governance and media self-regulation the growing enthusiasm for our work provides solid evidence that ethics and professionalism are the keys to creating reliable streams of journalism that people can trust, and they are needed more than ever.

Aidan White, President

Activity Report

Throughout the year, the EJN has continued to put ethical standards in journalism at the heart of discussions about media literacy and free expression.

The debate about trust in journalism and in global communications has intensified with problems of disinformation and concerns over the exploitation of private information by social networks and technology companies.

We argue that society needs to develop new ways of responding to the new context of digital information as well as the increasing influence of the state, corporations and new Internet publishers on free expression and on journalism.

On a global level, the EJN has worked closely with the agencies of the United Nations and has taken part in United Nations activities to influence policy on issues ranging from media and hate speech to the ethical framework for responsible public communications.

The situation in Turkey continues to concern the EJN. Following our special report on the crisis in the country in 2014[1] and the devastating events during 2016 in which media and independent journalists were targeted in a state of emergency following a coup attempt, the EJN set out a detailed analysis in the EJN report *Ethics in the News.* Our response to the crisis is ongoing.

During the year we have also strengthened our links with the media development community and working with International Media Support we have helped them develop an ethics strategy for media management for their partners working in 25 countries facing some of the most difficult economic, social and political challenges. We have also been in discussion with other media support groups, including Free Press Unlimited and the Open Society Institute about further sharing of the innovative work we have developed to strengthen transparency and good governance inside media.

Our regional focus on the media in countries of Africa, Asia and the Middle East has remained a top priority during the year.

▷ **Asia Programme:** the the EJN worked with local media and academic partners to strengthen efforts to improve standards of reporting in the face of intolerance and increasing propaganda amidst the growing political tensions in the region. Ethics, we have argued, are an antidote to media propaganda and war-mongering and we have been strongly supported by universities and leading journalists in the region.

The EJN has strengthened ethical journalism in **Pakistan** working with the Coalition for Ethical Journalism established in partnership with local media leaders in 2012. We have helped prepare detailed reports on a unified code of conduct for Pakistan journalism and a detailed report with recommendations on strengthening media capacity to combat external and internal pressures on journalism.

The EJN has established a working relationship with the All-China Journalists Association in **China**, and in April 2018 we carried out a new mission to the country where we reinforced our contacts with journalists and journalism schools. The results of our mission, which include detailed proposals for education, training and co-operation on ethical issues for media, confirm the need for new dialogues to strengthen ethical journalism without allowing self-regulation to become itself a form of control of independent journalism. The media and journalism landscape are vast and complex, but Chinese journalists are open to new forms of co-operation that will address the challenges facing media the world over.

▷ **Africa Programme:** during 2017 and the beginning of 2018 the EJN carried out actions that have paved the way for an extended programme for the next three years working with the Federation of African Journalists, and a range of local partners.

We carried out work with the continent's leading journalists' groups in Nigeria and also held a targeted session in Cameroon ahead the elections in the autumn of 2018 and brought together media leaders in Nairobi in the aftermath of the controversial second round of the Kenyan Presidential elections to discuss how to address

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[1] The Report can be seen here: http://ethicaljournalismnetwork.org/assets/docs/021/035/02fc715-bc8d623.pdf
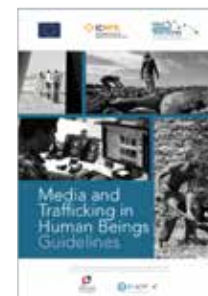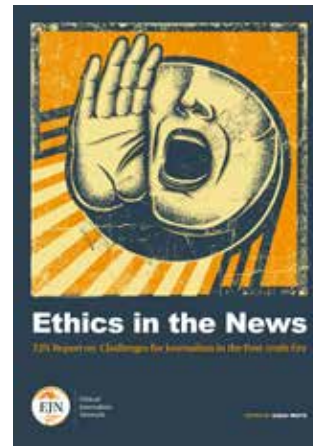
Publication covers from top left: Trust in Ethical Journalism; Ethics in the News; Egyptian Media Glossary on Hate Speech; Fatal Journey; Media and Trafficking in Human Beings Guidelines; and ICMPD Media and Migration Study.

media bias, hate speech and propaganda as well as over the issues facing East African journalism. The results of those meetings are attached to this report (See Appendix Three, Four and Five).

All three meetings acknowledged a deepening crisis for journalism in Africa and made strong calls on media owners and managers to engage in dialogue to up their game with better governance and more transparency in order to improve the financial prospects of the profession and the news industry.

In particular, the meetings called for media owners to open themselves up to a thorough review of how they work and to set higher standards in the management and operations of media companies. It was agreed to circulate the **EJN Ethical Media Audit,** which helps managers and owners to bring the owners and executive branch of media into line with the ethical standards expected of journalists and editors in the newsroom.

An important initiative launched in Africa during 2017 and 2018 is an EJN programme in partnership with Norwegian media professional groups representing journalists and media employers and supported by Kopinor, the copyright agency in Norway. This programme – *The Ethics of Authors Rights in the Digital Age* – is an innovative online teaching tool which will raise awareness in the African media community on ways of tackling the pressure on authors' rights from technological change.

▷ **Middle East Programme:** A key part of our work is confronting hate-speech and in December the EJN held the second regional meeting of Arab media leaders to finalise a programme of practical work for the Arab Media Hub Against Hate Speech.

The EJN also took part in activities in Doha in co-operation with the *Aljazeera*, including participating in two major international conferences on journalism and human

The problems of propaganda and combating hate through ethical journalism were the themes of two contributions by the EJN to publications on journalism and conflict.

rights, as well as conducting training on hate speech, migration, human rights and humanitarian reporting for senior *Aljazeera* journalists. With *Aljazeera* the EJN joined the International Press Institute, and the African Media Imitative for a symposium on human rights and journalism in Khartoum for journalists and civil society.

The opportunity also allowed the EJN to enter dialogue with the Sudanese government on its poor press freedom record and call for Sudanese media to be given the freedom to organize itself without state interference.

During 2017 the EJN continued to be at the forefront of debates to follow up our migration and media report *Moving Stories*. We contributed to the International Organisation of Migration book *Fatal Journeys*, which aims to track down the identity of the thousands of victims of the migration crisis. We also carried out a programme to produce media guidelines for reporting *Trafficking in Human Beings* and a 17-country study for journalists and policymakers *How does media on both side of the Mediterranean Cover Migration*, both in co-operation with the International Centre for Migration Policy Development.

In April 2018 the EJN published a new edition of Ethics in the News entitled *Ethical Journalism: The Key to Media Futures*, which looks at how the communications revolution is continuing to pose more questions than answers over a public crisis of confidence, both in democracy and in sources of public information.

▷ **Western Balkans and Turkey Programmes:** The 2017 *Building Trust in Media and South East Europe and Turkey* UNESCO programme continued with EJN actions in Montenegro and Macedonia. The EJN dimension of the programme is directed at owners, managers and editors of media across all platforms of journalism and following the experience in Serbia and Kosovo during 2016, changes were made to the approach to take account of the difficult political and economic conditions in which media work.

During this first phase of the work in 2017 the EJN has:

1. Prepared materials to perform internal audits of media outlets in Macedonia and Montenegro to help them apply ethical standards, to manage conflicts of interests and to improve standards of good governance. These audits help develop structures for internal monitoring and regulation of performance;

2. Carried out three missions to the region in August 2017 and October 2017 and November 2017;

3. During these missions the EJN started the process selecting media houses in each target country of the project to support further actions to promote internal good governance using the principles of ethical audits. The following agreed to further work in this area:

    ▷ **In Montenegro** the EJN joined a new European Union project in co-operation with the Montenegro Media

Images from left: Launch of ICMPD Media and Migration Study; and EJN's Tom Law speaks at UNAOC 'Spread No Hate' meeting in Cairo, Egypt, 13 December 2017.

Clockwise from top left: Bernt Olufsen in front of first edition of *HOBA Makedonia*, referring to Tito`s victory in 1944; EJN screening of *Sea Pictures* at the Frontline Club to mark the world day against human trafficking; *KOHA* editor Lirim Dullovi shows example of unfair official advertising; and EJN Director, Aidan White, on the Trust in Media in South Eastern Europe and Turkey.

Institute and the Peace Institute to support ethics and good governance in local media, which launched in February 2018;

▷ **In Macedonia** the EJN is supporting efforts to create a new Association of Print Media and a separate Association of Editors. At present the journalism Code of Ethics applies only to journalists, not editors nor owners;

▷ **In Cyprus** the EJN has been assisting a ground-breaking initiative to develop a glossary of hate-speech. In an unprecedented initiative supported by the Organisation for Security and Co-operation in Europe journalists and media leaders on both sides of the divided island are working together to define the harsh words and troublesome phrases that are an obstacle to understanding and peaceful dialogue;

▷ **In Turkey** the EJN has initiated a solidarity process in which key organisations representing journalists and media support groups have come together to challenge the oppressive policies of the government which has targeted dissidents and media critics since the attempted coup in 2016. In 2018 the EJN organised meetings with Turkish colleagues, regulators, investigative journalism groups, and media educators in Istanbul and Ankara including the Turkish Syndicate of Journalists, the Turkish Press Council and a number of media support groups.

Although the media crisis in Turkey is profound with more than 140 journalists in jail or facing prosecution, Turkish journalists and media supporters are defiant and plan to work together to strengthen the skills, awareness and capacity of news staff. During 2018 the EJN will be working with international supporters, including the International Press Institute, to encourage further actions towards building solidarity and practical actions to support journalists and media.

CALENDAR OF ACTIVITIES 2017

JANUARY
10 Launch, EJN *Ethics in the News* report 2017

20 Ethical Journalism Network Board meeting and Annual General Meeting, London.

23-29 Global Intermedia Dialogue Conference 2017, Jakarta.

25 Launch of findings of the EJN/ICMPD report on Media and Migration, Brussels.

26 Hate speech against migrants and refugees in the media, EEAS, Brussels.

FEBRUARY
3 EJN Director meets with delegation from Latvian Embassy, London.

7-8 Meetings held with EJN's Norwegian Advisory Group, Oslo.

13 UNESCO World Radio Day: EJN podcast launched.

14 "Democracy and Media in the Digital Age": European Commission DG Connect workshop, Brussels.

15 Lecture to the Leeds University Journalism Department: Migration reporting.

20 -22 EJN meetings with UK media and Teyit.org, a Turkish fact checking organization.

24 Islamabad launch of Unified Code for Pakistan Journalism, EJN joins via Skype.

27 Freedom of the media in the Western Balkans, OSCE Conference, Vienna.

MARCH
7 Refugee Journalism Project: Discussion at the London College of Communication.

11 Brexit, racism and fake news; EJN presentation to NUJ Ethics Council conference.

15 Murdoch, Sky and the case for Leveson Part 2: EJN takes part in debate at UK Parliament, London.

20-21 Models of media regulation: EJN plays active role in Maharat Foundation and UNDP workshop, Beirut.

23 Panel discussion on "fake news" at UNESCO journalism safety summit, Paris.

24 Dialogue on European Court of Human Rights and media freedom, Strasbourg.

25-27 Workshop for Al Jazeera staff: Media and Freedom of Expression and Hate Speech: Understanding of International Human Rights Law, Doha.

27-29 Journalism education and training in South East Europe, KAS, Sofia.

28 Expert meeting on information and awareness-raising campaigns, ICMPD, Brussels.

30-31 "Media as watchdogs of public interest" MDI workshop in Skopje, Macedonia.

APRIL
3 Ethical Journalism Network Board Meeting, Oslo.

6-7 Learning Media for Digital Citizenship - Media & Learning Conference.

10 MedMedia regional media development coordination meeting, Rome.

11 Respect Words: *Media Against Hate* conference, Dublin.

18 Lecture on ethical journalism, Vrije Universiteit Brussel.

25 European Ideas Network seminar at the European Parliament, Brussels.

25 OSCE dialogue: Promoting ethical journalism in Cyprus, Nicosia.

MAY
3 UNESCO World Press Freedom Day, panel on migration reporting, Jakarta.

3 Dialogue and free speech for our democracies - Nordic Council of Ministers, Jakarta.

3	European Magazine Media Publishers Event, Brussels.
8-9	Al Jazeera training on hate speech and migration reporting, Khartoum, Sudan.
10-12	IOM Migration and Media tour of Mexican American border, El Paso.
11	Challenges and opportunities of philanthropic journalism, EJC/LSE, London.
11	OHCHR expert meeting on migrant narratives, Geneva.
12	Hate speech training for journalists, part of Women in Media events at American University Cairo.
23	"Media Tools against Hate Speech"; workshop for NGOs, MDI, London.
26-27	*Media Against Hate* EFJ seminar, Zagreb.
29	Paid trips and ethical approaches to news coverage FJUM, Vienna.
30	Muslims in the media: Challenging Narratives, Strengthening Partnerships, Engaging Communities – discussion at European Parliament with ODIHR, Brussels.

JUNE

3	Training on media ethics, hate speech, migration reporting for SOAS students, London.
6-9	World Editors Forum; EJN session on ethics in trust in journalism; side meeting on EJN Africa programme, Durban.
7-9	Africa Programme preliminary meetings with Kenyan media, Nairobi.
9	Seminar on journalism, ethics & fake news era, CMPF-EUI, Florence.
14-16	Ukraine National Ethics Commission self-regulation meetings, OSCE, Kiev.
14	IMCPD Migration Media Conference on narratives of migration, Valletta, Malta.
15	Open Media Hub Training on Migration Reporting Valletta, Malta.
16	Council of Europe meeting at "Challenges for journalism online", Geneva.
19	Council of Europe meeting on the role of media in confronting terrorism, Strasbourg.
30	Keynote speech to Association of Journalism Education annual conference, London.

JULY

4	Ethical Journalism Network Board Meeting, London.
7	Summer School on Forced Migration and Asylum, Africa e Mediterraneo, Bologna.
9-12	PANOS South Asia training on labour migration reporting, Kathmandu.
24	"Freedom of Expression: Facing Up to the Threat", EJN on media ethics panel of Aljazeera / DC4MF Symposium, Doha.
25	Media and Diversity Lecture at bi-annual conference by the International Centre for Ethics in the Sciences at the Universität Tübingen, Germany.
24-28	EJN Director on Media Ethics and the Future of Television News panel of Global News Forum, Singapore.
31	EJN/Frontline Club event on migration reporting and media's use of images, London.

AUGUST

16	Speaker at Wonder Foundation meeting on youth and media, London.

SEPTEMBER

5	MDI training on migration reporting and hate speech for EU journalists, London.
11	EJN meetings with SIDA and Media Employers, Stockholm.
13	Improving Data on Missing Migrants; launch of IOM study, London.
14	Stockholm Security Conference, Stockholm.

19	EJN training on migration reporting for IMCPD staff via Skype.
21	UK press regulation round table, University of Westminster, London.
21-22	EJN speaker at Media Meets Literacy conference, Sarajevo.
25-26	EJN activities with Turkish media in Istanbul and Ankara.
29	RSF "Journalism Trust Initiative" workshop, Brussels.
29	UNESCO Media & Information Literacy Roundtable as part of Global Media and Information Literacy Week 2017, London.

OCTOBER

2-3	Training for EJN/ILO labour migration fellowship, Beirut.
5-6	Ethics and Media Literacy workshop with University of Vienna, and 6 Universities from Malaysia, Thailand and Vietnam, Bangkok.
5-6	Regulating "Hate Speech" in the Media - Article 19 event with EJN, London.
8-9	OSCE hate speech glossary for Cyprus, Nicosia.
10	Council of Europe hearing on migration and media, Strasbourg.
11	Ethics and Governance Meeting with International Media Support, Copenhagen.
18-20	UNESCO Building Trust in Media is South East Europe, Montenegro meetings, Podgorica.
22	Media guidelines for reporting hate speech and terrorism in South Asia, PMA, Chennai.
22-23	Organisation of News Ombudsmen (ONO) annual meeting, Chennai.
21-24	EJN Egyptian Media Glossary of Hate Speech launched at American University of Cairo conference, Cairo.
24-26	UNESCO/SMC Syrian Hate Speech Observatory Expert Workshop, Berlin.
30-31	'Journalism for Democracy in the Digital Age of Ethical Journalism' EJN East Africa Programme in partnership with FAJ, Nairobi.
31	Aljazeera Training Programme on Hate Speech, Doha.

NOVEMBER

2	Professional Media: Press Freedom & Safety of Journalists – Aljazeera conference, Doha.
2	OSCE Ukraine-Russia Media Dialogue, EJN Keynote, Vienna.
2-4	Asia Pacific Broadcasting Union conference, (EJN presentation via Skype), Chengdu.
6-8	Building Trust in Media is South East Europe, Macedonia meetings, Skopje.
8-10	Western Balkan Media Days, EU event, Tirana.
9-10	European Public Communication Conference – EJN on media literacy & misinformation panel, Brussels.
11	Online journalism training for green/environmental reporters and activists, Brussels.
12-17	EJN hate speech test presented at Thomson Reuters conference, Dubai.
13	European Commission DG-Connect Meeting on Fighting Fake Information in Europe, Brussels.
14	UNESCO Press Conference: Building Trust in Media in South East Europe & Turkey, Brussels.
16	Media Representation of Refugees and Migrants in Europe, Launch of CCME/WACC migration report featuring EJN, Brussels.
20-21	Media tools to counter hate speech, *Media Against Hate COPSE* Workshop, Rome.
22-24	OSCE meetings with Montenegrin media, Podgorica.
30	One World Media meeting with senior UK broadcasters and refugee experts on migration reporting, London.

DECEMBER

| 1-4 | ARIJ Conference - EJN had 6 sessions on the main agenda on hate speech, labour migration, human trafficking, fighting fake news and the future of media ethics, Dead Sea, Jordan. |
| 2-3 | EJN Arab Media Hub Against Hate Speech Meeting, Dead Sea, Jordan. |

5   EUFRA Panel Discussion on Migration Reporting at International Human Rights Film Festival, Vienna.

5-6   Launch of EJN/ICMPD Guidelines of Reporting Trafficking in Human Beings and Organised Crime, Istanbul.

6-8   UNESCO Romania migration reporting training, Bucharest.

11   Ethical Journalism Network Board Meeting, Oslo.

13   UNAOC hate speech and migration Symposium, Cairo.

ACTIVITIES: JANUARY – MARCH 2018

JANUARY

18-19   Democracy in a Post-Truth Information Age, St George's House Consultation, London.

22-23   Building Trust in Media is South East Europe, meeting with Montenegrin media and EFJ event, Podgorica.

25   Reinforcing Judicial Expertise on Freedom of Expression and the Media in SEE, Council of Europe, Sarajevo.

FEBRUARY

5   Meeting with Norwegian Journalists on Brexit coverage, London.

13   UNESCO World Radio Day podcast on Accountable & Ethical Sports Journalism.

12-13   Meeting to develop a Media Diversity Toolkit, EUFRA, Vienna.

15-16   European Free Media conference, EFJ, Gdansk.

21   EJN presentation to UN multi-stakeholder hearing on migration, New York.

26-27   EJN Central Africa Programme: Standards, hate speech, election reporting and author's rights, Douala.

MARCH

1-2   EJN West Africa Programme: Standards, hate speech, election reporting and author's rights, Abuja.

5-6   Social Change Initiative and the European Programme for Integration and Migration conference, Brussels.

5-6   *Media Against Hate* conference, EFJ, Brussels.

7-8   Safety of Journalists Symposium with Aljazeera and IPI, Geneva.

8-9   Council of Europe "Committee of experts on quality journalism in the digital age", Strasbourg.

15-16   OSCE Conference Role of Media in Countering Violent Extremism, Kosovo.

19   Training for senior staff from Al Jazeera and Qatar Radio and Television, Doha.

20-22   Building Trust in Media project follow-up Activities in Macedonia, Skopje.

28-29   Albania Code of Conduct Project, Tirana.

29-30   Hate speech, media and the judiciary, Council of Europe seminar, Sarajevo.

For more details about the EJN's past and future activities see: https://ethicaljournalismnetwork.org/news/activities

Impact Report

The EJN monitors and evaluates the impact of our work. We seek to ensure that all of our activities are gender-balanced in terms of participation and that our work increases interest in and improves recognition of the value of ethical journalism.

The following figures give an estimate of EJN reach during the year. They show that our work has reached far more than the participants we have invited to our core activities, which altogether number around 592 (an increase from 350 in 2016). In events organised by the EJN 55% of participants were women and 45% were men.

In all, from January to December 2017, the EJN carried out 106 programme-related actions (an increase from 2016) including 99 activities where there was direct contact with our target groups – journalists and media executives; media academics and students of journalism; policymakers and civil society groups totaling over 5,000 individuals. The estimated impact of these actions is as follows:

▷ We have reached around **848 policy makers** (government representatives, officials from intergovernmental institutions and law enforcement officers (Police and Members of the Judiciary) all of them dealing with media and with a particular interest in media ethics, hate speech, migration and other issues key to our programme.

▷ We reached **2,027 media leaders,** companies and industry representatives in particular related to our work on good-governance and ethical media management, combating hate-speech and editorial standards in reporting migration as well as **498 editors** and **1,529 journalists**.

▷ We reached **1,050 journalism students** and teachers at universities and journalism schools. Highlights of this co-operation include:

• In Asia the EJN engagement with teachers and professors in Malaysia, Thailand, Vietnam as part of a media literacy project run by the University of Vienna and the organization of two seminars on ethics for students and teachers at the National Communications University of China in Beijing and the Fujian Normal University in Fuzhou.

• In Europe the EJN gave the keynote speech to the Association of Journalism Education annual conference in the UK and gave one-day training on media ethics to students at the School of Oriental and African Studies in London as well as lectures at Brussels Free University and the European Media Institute in Florence.

• In Africa, the EJN's programme of activities included sessions on improving how ethics and journalism are taught at universities and other teaching institutions, with representatives from universities in Kenya and Nigeria.

▷ We reached **691 leaders of journalists' unions and media development professionals**.

▷ Over the year the EJN took part in five events as part of the European Union *Media Against Hate* project with media support groups and the European Federation of Journalists in Brussels, Dublin, London, Rome, and Zagreb.

▷ We reached **156 media ombudsmen and regulators** to discuss issues of self-regulation in countries across Europe from Africa, the Middle East, China, Turkey and across Europe including actions at a dedicated

Left to right: Training for journalists from across Europe at UNESCO training in Bucharest; and The 2017 Meeting of the EJN's Arab Media Hub Against Hate Speech, Jordan, 2 December 2017.

meeting for Lebanese media organized by the Maharat Foundation and at the Organisation of news Ombudsmen annual conference in Chennai, India.

▷ We have reached some around **651 representatives and leaders from civil society, non-government and press freedom groups**.

▷ In tune with the changing times we have engaged with **68 leaders of social media companies and online platforms**, including speaking on same panels as and asking questions of Facebook, Google and Twitter representatives on the issue of hate speech at events in Europe and the Middle East.

▷ Continuing into 2018, in the first three months of the year the EJN reached: 301 media leaders, 140 policy makers, 84 representatives journalists' unions and media development professionals, 63 civil society, non-government and press freedom groups and 45 media ombudsmen and regulators, and 90 journalism students and teachers.

Resources and Communications

The EJN's 5-point test for hate-speech, guidelines on migration reporting and the core values of journalism have continued to be translated in new languages and disseminated and promoted within these groups and the EJN's wider networks and incorporated in curricula by trainers, educators and academics internationally. The hate speech test is increasingly being used as a tool for media monitoring by researchers and media observatories in hot spots such as Syria and Yemen.

Throughout the year the EJN was invited to contribute to debates on the future of journalism and fighting misinformation in industry leading publications, podcasts and television interviews.

The EJN's online profile continues to grow since the re-launch of the EJN website in 2016. The number of users, page views and time spent on the site continues to grow year-on-year.
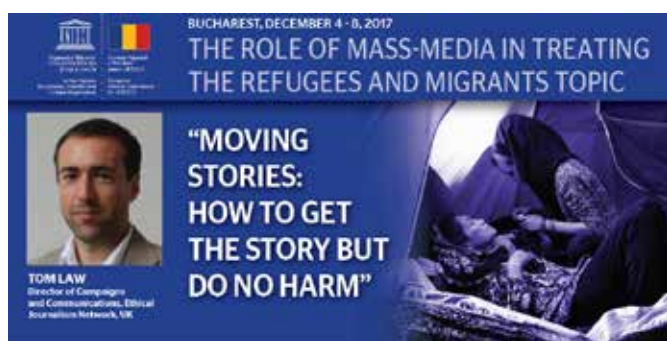
Clockwise from top left: The EJN's Tom Law delivers training to Journalists from around Europe as part of UNESCO project in Bucharest, Romania, 8 December 2017; Media Against Hate project; EuroPCom 2017: 8th European Public Communication Conference, Brussels; and Tom Law on Al-Jazeera's Inside Story.

EJN Organisation and Finances

The EJN was first established in 2012 and registered as a not for profit company in the United Kingdom in 2013. It registered as a charity in the UK in March 2016.

The Network Board meets regularly and in 2017 meetings were held in January (London), April (Oslo), July (London), October (London), and December (Oslo) the annual meeting was held in London in April 2008. The minutes and records of these meetings are available for inspection at the registered offices of the EJN. The EJN has strengthened its governance rules and internal organisation (See Appendix Six).

In October 2017 the founder and Director of the EJN, Aidan White, announced his decision to step down at the end of March 2018. The Board has appointed him to the honorary role of EJN President and appointed Chris Elliott as Director. Chris has stepped down from his position as a Member of the Board of Trustees.

The EJN appointed Aida Al-Kaisy as a Programme Consultant and Danica Ilic as Programme Officer to assist in the Secretariat in implementing current projects and seeking funds to support our key areas of work.

During the year the Board members were Dorothy Byrne (Chair), Ashok Gupta (Secretary), Salim Amin, Zahera Harb, Kjersti Lovren-Stavrum, Randi Ogrey, Bernt Olufsen and Thomas Spence. During the reporting period Jeanette Gustafsdotter the General Secretary of the Swedish Media Employers Association TU was elected to the Board of Trustees. The Board was reappointed in April 2018,

The EJN Constitution was reviewed during 2016 and a further examination of governance will be carried out in 2018. At the EJN annual meetings in January 2017 and in April 2018 the EJN agreed new rules on its internal organization. (See Appendix Six).

During 2017 and for 2018 the EJN Board has elected Dorothy Byrne (Chair), Ashok Gupta (Treasurer) and Bernt Olufsen (Trustee) to serve on the EJN Administrative Committee.

Towards Financial Stability

Financially, the EJN continues to grow and has been primarily financed through a three-year contract with the Norwegian Ministry of Foreign Affairs. During 2017 we received just over £210,000 under this contract. This support over the initial phase of EJN work has been invaluable in creating the foundations for EJN stability and expansion.

We have also received funding from other projects (including contracts with UNESCO, the Council of Europe, International Centre for Migration Policy Development, the International Labour Organisation, Fritt Ord, Evens Foundation, Organisation for Security and Co-operation in Europe and International Media Support as well as donations to the value of £105,000. The EJN continues to look to diversify its sources of funding and in 2017 we saw a significant rise in further external support with more than £35,000 received as support for our activities from international organisations.

The EJN has continued to make strong progress towards sustainability and diversity in its funding sources and to further strengthen the independence and sustainability of the organisation the Board agreed to launch an internal fund-raising drive in 2018 – setting a target to raise 100,000 Euro from our network of supporters.

Further information on the EJN and its current working programme and activities is available on http://www.ethicaljournalismnetwork.org

Building Trust in Turkey
An Ethical Network Strategy for Media in Crisis Conditions

Meetings in Istanbul and Ankara organised by the EJN, the Journalists Union of Turkey and with the support of the Turkish Press Council and independent media support groups such as P24. Teyit.Org and the Progressive Journalists Association have identified a number of key areas of work that are of intense interest and importance to the Turkish media community.

After two days of discussions the meetings have developed a draft action plan to provide support for ethical journalism and good governance in media to counter the current hostile climate and to combat self-censorship.

After two days of discussions the meetings have developed a draft action plan to provide support for ethical journalism and good governance in media to counter the current hostile climate and to combat self-censorship.

The meetings agreed that any activities should be organised in the context of broad recognition of the profound crisis facing Turkish journalism and the need to secure the release of detained and jailed journalists. All stakeholders oppose the inappropriate and politically-inspired prosecution and victimisation of journalists, journalism teachers and other civil society activists who face jail and loss of employment for exercising their democratic rights.

While recognising this priority, the meetings agreed on the need for positive steps to support independent journalism and to do this particularly by recognising that the journalism landscape today is ever-more technical and requires technological tools.

There was general agreement that the crisis in Turkey requires support for media and journalism on a number of different, but related fronts. These include:

▷ **Training and raising awareness** within the journalism community on basic principles:

- The core values of ethical journalism: accuracy, independence, impartiality, humanity and transparency;
- The essentials of good governance for ethical ownership and management of media;
- The importance of self-regulation at all levels, including the level of the individual, the media enterprise, and across different platforms of distribution

▷ **Development of further skills training and editorial tools** to assist journalists in combating unethical journalism, hate-speech, and undue bias in reporting while developing good practice in journalistic methods, including use of images and pictures, protection of sources, reporting migration and other rights issues;

▷ **Understanding the nature of change in the communications** and journalism sector and facing the ethical challenges of using technology – data journalism, Internet tools for investigative journalism.

▷ **Improving skills and capacity in the use of technology** and web-based tools in journalistic work;

▷ **Actions to strengthen self-regulation** as a mechanism to improve transparency and accountability and quality of journalism at all levels;

▷ **Research activity to analyse the current media environment** including the impact of self-censorship and the scope of unethical practice across the spectrum of journalism;

▷ **Building bridges between journalism and civil society** and political centres of power to create a national dialogue about the importance of ethical communications and a new movement for media and information literacy (MIL)

▷ **Strengthening specific areas of journalism** – such as investigative journalism, video production, online portals and new forms of information and introducing awards and prizes that reflect and recognise best practice;

▷ **Creating an informal structure for dialogue and ethical and independent journalism** on which all stakeholders – teachers of journalism; media practitioners and managers; media support groups; unions, existing networks and civil society groups can play a role.

It is agreed to establish a multi-stakeholder platform, by bringing together a loose network of interested groups, that can unite different actors working on similar or complementary issues, but who at present do not meet regularly.

Such a group, based on common support for ethical journalism, could share information and work together on

activities which will be of use and benefit to all. There are many divisions in journalism and bringing people together is a major challenge, but this is an essential first step in creating an open and inclusive framework for co-operation.

Existing efforts to promote professional co-operation should be strengthened and the Ethical Journalism Network model may be useful in creating space for discussion and in identifying potential resources for fresh work.

To build a coalition or consensus requires more work to identify, to involve and to overcome existing divisions and factions. There should be a candid review of work that has been done and what is effective. Many people comment that production of texts and booklets is of limited value if they are unread by target groups.

The core groups required to make this breakthrough include the journalists' syndicate, the Press Council, the investigative journalists association, the leading journalism support groups such as P24 and a number of distinguished practitioners in the field of media education and ethical journalism in the field.

Some of the themes, ideas and strategic suggestions made so far are:

▷ Online tools for training and raising awareness are a critical element in the future strategy. There should be an open approach which targets access to journalists and students.

▷ An **annual review of Turkish journalism** which provides an inclusive and comprehensive assessment of the current situation and media trends would be very useful and if produced regularly could help illustrate the complexities and strengths of Turkish journalism while at the same time highlighting the challenges and the threats.

▷ A cautious approach should be taken to avoid confrontational actions. "Naming and shaming" initiatives, for instance, may satisfy the need to hold people to account, but experience shows the policy can reinforce divisions and generate resistance, conflict and opposition.

▷ Holding people responsible is important but there is a need to think through how to go about it. Using academic research techniques and independent groups may help. The work of groups like the Hrant Dink Foundation can provide useful approaches.

EJN's Tom Law (left) meets with Turkish Fact Checking group Teyit in London.

▷ In Ankara the Progressive Journalists Association highlighted the importance of providing training and noted that they had begun a project with EU to provide rights-based training for journalists, as well as to NGOs. This would help people make better sense of information flows that come to us. The EJN is assisting with this work.

Finally, the meetings agreed that the proposed approach to create a new, broad and informal approach is not about creating alternatives to existing structures. An informal network would facilitate national initiatives to strengthen journalism with practical actions which could be applied across Turkey in major population centres and in regional centres.

This network would be managed and developed by existing Turkish groups, but would not interfere with the mandate or operations of any group and would aim to facilitate co-operation and to ensure maximum impact in all areas.

The fact-checking group Teyit.Org expressed fears over the lack of students willing to join training workshops. There is concern over levels of engagement.

Once again, the role of data journalism is important for all. People want to share experiences, for examples metrics, data on subscription. But there is a problem of effective connection between providers and their target groups. The EJN proposes in discussion with the TGS and all other Turkish partners, including the IPI, to organise a further meeting in June 2018 to take this work forward.

Arab Media Hub Against Hate Speech

1 - 4 December 2017 | Movenpick, Dead Sea, Jordan

The meeting of the 2017 Arab Media Hub Against Hate Speech, which was held parallel to the 2017 Arab Reporters for Investigative Journalism (ARIJ) conference brought together 48 journalists, researchers academics and media development professionals to discuss the latest research, best practice and new initiatives to address hate speech in the region, as well as future activities and partnerships.

As well as EJN guests the event also welcomed 4 journalists from Yemen who attending ARIJ as part of a UNESCO programme and 24 journalists who were guests of the World Association of Newspapers and News Publishers' Strengthening Media and Society programme. In total the EJN meetings were attended by 28 women and 18 men, including 4 university professors or lecturers, 24 journalists, 5 editors, 7 media development professionals, 3 members of civil society and press freedom groups, and 3 members of inter-governmental organisations.

As well as the EJN hosted event parallel to the conference the EJN played a prominent role on the agenda of the conference taking part in 6 events on media ethics, fighting misinformation, migration reporting and hate speech, which had in total 350 participants.

Report of the Arab Media Hub Against Hate Speech

Background information on previous meetings and other EJN activities relating to hate speech in Arabic media since 2014 can be found at the end of this report.

▷ **Research on hate speech in Arab media:** The meeting heard from three speakers about the latest research on hate speech in Arab media: Dr. Zahera Harb, EJN Board Member and senior lecturer in International Journalism at City University of London; Dr. Mohamed El Allali, Head of Department of Audiovisual, Higher Institute of Information Communication (ISIC) Rabat; and Tony Mikhael, Director of the Maharat Foundation's Media Monitoring Center.

The speakers covered ongoing research work, the connection between rumour and fake news and the spread of hate speech; the development of training, co-operation with journalism training institutions; and preparation of glossaries for Lebanon and other countries

Participants commented that it is very hard to interpret hate speech when there is no independent media body and that it was very important the EJN's "5-point test for hate

speech" is used by audiences as part of media literacy efforts as well as by researchers and journalists. A number of new initiatives were agreed as follow-up actions.

▷ **Observatories and national initiatives to address hate speech in conflict zones:** The speakers were Hunadah A Hariri, Head of Media & Freedoms Unit at the Syrian Center for Media and Freedom of Expression, who introduced the centre's new programme to create an observatory of Syrian media, and Marion Desmerger, Senior Communication & Information Programme Assistant at UNESCO who talked about UNESCO's work including support for the Syrian Observatory, and a planned glossary in Yemen. She noted that a lack of coordination in Yemen had created competition and duplication between media development groups.

Yemeni participants said that all journalists in Yemen have been forced to take sides in the conflict and emphasised the extreme conditions in which journalists are put in danger every time they leave their newsroom. The meeting agreed that the priority in Yemen has to be the safety of journalists, adding that any action should be led by Yemeni journalists. It was also agreed that the Syrian and Yemeni initiatives should use EJN's good governance and ethical media audit and follow the template used in the Western Balkans, where meetings are held with editors in newsrooms. The EJN will work with UNESCO to ensure that monitors for both Syria and Yemen are trained in use of the five-point test for hate speech as a monitoring tool.

▷ **WAN-IFRA (SMS) workshop for journalists on hate speech:** In the context of the Media Hub Against Hate speech meeting, EJN director, Aidan White, met with 20 journalists who are dealing with the issue of hate speech in their work from WAN-IFRA's Strengthening Media and Society programme from Yemen, Palestine and Jordan. The session covered how journalists can judge the potential impact of potential impact of offensive and inflammatory content; how to address hate speech on social media; the role civil society to generate counter-narratives and public debate; and the impact hate speech on press freedom and freedom of expression.

▷ **Addressing gender-based discrimination:** The speaker, Fatemah Farag Founder and CEO of Welad Elbalad Media Services, spoke about her role as the MENA Director for WAN-IFRA's Women in News Program, which has included developing a glossary of terms around gender issues for media in Egypt and developing a tool compatible with the content management systems (CMS) used by newsrooms in order to make it a more useful tool for journalists. She said

responses to hate speech and gender discrimination in Egypt and other countries in the region have to be tailored in order to be successful.

She also spoke of the Women in News project works with Human Resources departments to put in place procedures and processes to deal effectively with issues of harassment in newsrooms. Until now news organisations are happy to sign documents outlining their commitment to the issue but follow up is lacking. So far there have been no examples if of employees being held to account for harassment of abuse.

There was debate about the use of the term "honour killing". For more background read this article from Ethics in the News 2017: http://ethicaljournalismnetwork.org/resources/publications/ethics-in-the-news/honour-killing

The meeting agreed to work on improving gender section of ethical audit and that EJN, EMDP and AUC to work with Farag to use the same content management system to support an expanded version of the Egyptian Hate Speech glossary.

A second speaker, Eliza Marks, Technical Officer with the ILO Regional Fair Migration Project in the Middle East (FAIRWAY), discussed how the FAIRWAY project works to promote fair migration and prevent forced labour and human trafficking. In 2017 the ILO produced a *Media-Friendly Glossary on Migration: Middle East Edition*, which is available in both Arabic and English.

▷ **Egyptian Media Glossary on Hate Speech:** In this session the event heard from the Egyptian participants - Ahmed Montasser, Fatemah Farag, Naila Hamdy, Rabab Kamal, Tarek Said, Tarek Atia – about their ideas for the future of the glossary. It was agreed to prepare an updated version of the Egyptian hate Speech glossary in a similar format to the ILO glossary on migration and to include a Wiki model to allow more contributors. Both students from the University of Cairo and journalists will be involved as will media outlets, including sports journalists and across a variety of platforms and news outlets. In addition, gender-based hate speech will be incorporated into the glossary and new categories will be introduced including: sport, entertainment, children's programmes and Youtube users.

▷ **Outreach to Media and Civil Society in Egypt:** The meeting agreed to engage editors on the subject of hate speech and to promote examples of good practice. Once online, the new version of the glossary will be launched by the Egyptian Editors Forum at an event with over 100 editors from 30 news outlets. It will also be distributed through the Egyptian Editors Forum to their 1,000 editors who are members. This will be combined with a Training of Trainers programme and other outreach including a round table on these themes, which would include a call for journalists to become contributions and refer case studies so that journalists can interact with the glossary in a meaningful way.

▷ **The future of the Arab Media Hub Against Hate Speech:** This session discussed what role the hub should play and how can the group better collaborate with others working on hate speech in region. It was agreed that the EJN will look to partner with UNESCO and others to continue to play a coor-

dinating role to share best-practice among those working on the issue of hate speech as well as facilitating glossaries and programmes.

Plan of Action:

▷ **Outreach to Media and Civil Society in the Region:** EJN to explore how hate speech training can be added to other thematic areas and integrate it into guidelines and professional ethics training in the region. This outreach should also include engagement with social media companies. Networks of broadcasters will be engaged as well as Mada Misr and the network of independent news sites that is being coordinated by International Media Support.

▷ **Training:** The EJN will look for funding to support a Training of Trainers programme for media and civil society, teachers using the EJN hate speech test. The EJN will also provide remote support to the Syrian Media Centre and UNESCO's Yemen project using 5-point test for hate speech and other EJN Material.

▷ **Comparative Studies on Hate Speech Laws:** A comparative analysis of laws regarding hate speech in North Africa and the Middle East to be prepared. This should be conducted in collaboration with educational institutions in each country.

▷ **Researching the psychological aspect of hate speech:** Dr Ghassan Abdallah from CARE Palestine suggested that the hub explores conducting public awareness campaigns to engage with civil society and wider public about the psychological impact of hate speech. Potential partners for this work include the Arab League, Association for Society and Arts, Islamic Association for Society and Arts and UNESCO.

▷ **Online Tools:** Various Various suggestions were made regarding how best to make these resources available online and offline. These include A pocket sized booklet on hate speech; An Ethical Journalism App in Arabic; Integrating glossaries into the Content Management Systems of newsrooms; A mobile-first website of EJN's materials in Arabic; and creation of a virtual Arab Media Hub to Challenge Hate Speech to include all glossaries from around the Arab world.

▷ **Previous meetings and activities of the Arab Media Hub Against Hate Speech:**
- http://ethicaljournalismnetwork.org/glossary-hate-speech-egyptian-media
- http://ethicaljournalismnetwork.org/turning-page-hate-arab-world
- http://ethicaljournalismnetwork.org/jordan-media-institute-conference-on-hate-speech-in-digital-and-social-media
- http://ethicaljournalismnetwork.org/building-trust-and-tolerance-seminar-on-journalism-and-hate-speech
- http://ethicaljournalismnetwork.org/ejn-in-egypt-cairo-s-war-on-terror-raises-fears-for-independent-journalism
- http://ethicaljournalismnetwork.org/broadcast-meet-tackles-terrorism-policies-challenges

Journalism for Democracy in the Digital Age

Abuja, Nigeria | 1-2 March 2018

Declaration

The global information crisis in which journalism is being overwhelmed by the narrow self-interests of political and corporate centres of power is felt strongly in West Africa where hate-speech, fake news and abusive exploitation of information technology are endangering pluralism and democracy.

Democratic processes West Africa are in danger of being undermined by unscrupulous politicians and the prevalence of false, hateful and divisive information that creates fear, ignorance and uncertainty within the public at large.

We, the participants at this regional conference of journalists, editors, self-regulatory bodies and educators meeting in Abuja to discuss the defence and promotion of ethical journalism in West Africa, believe that the crisis of propaganda, fake news and hate speech requires a practical and comprehensive response which puts ethics, self-regulation and good governance at the heart of journalism across the region.

The future of democratic pluralism and the defence of human rights are dependent on the right of all citizens to receive reliable and useful information. We believe that ethical journalism is the key provider of the information democracy needs to survive.

We condemn all forms of violence against journalists in Africa, attempts to bribe and corrupt the process of journalism and all attempts to manipulate media for propaganda. We also call on all journalists, in spite of these threats, to redouble their efforts and live up to the values and standards of the profession.

We call on journalists, editors and media owners to build professional solidarity and to work together to promote ethics and good governance to confront the information crisis.

In particular we recommend the following actions to strengthen journalism.

▷ **On Hate Speech:** We call on all media professionals to support the continental campaign *Turning the Page of Hate* to expose, isolate and eliminate all forms of incitement to intense hatred and violence.

We recommend that the EJN, FAJ, NUJ and other partners work together to promote practical tools such as the 5-point test for hate-speech for training of journalists in newsrooms and for freelance reporters and to include it in their codes of ethics.

We ask the EJN and FAJ to work with relevant stakeholders in Nigeria and other countries in the region to promote better understanding of words and terms that can lead to hatred and intolerance. These glossaries should explore all aspects of hate speech including where the use of such language targets vulnerable groups, minorities, or women in society who are particularly the victims of abuse.

▷ **On Election Reporting:** We welcome the timely nature of the event and call on the EJN and FAJ to work with media groups to create reporting guidelines and hate speech glossaries ahead of this year's elections in Gambia (2018), Nigeria (Feb 2019), Mali (Sept 2018), Senegal (Feb 2019), Togo (July 2018) and elsewhere in the region. These guidelines should be based on the lessons learnt from the experiences of recent elections in Gambia, Ghana and Liberia where activities and programmes to improve reporting included:

- The creation of codes of conduct for election reporting, which are distributed to all journalists in the country; are made available in printed booklets or by a mobile application; Include agreement with broadcasters about balance and due impartiality in terms of representation and diversity.

- Multi-stakeholder meetings before elections, bringing together journalists, security services, judiciary and politicians for dialogue to help ensure safety of journalists.

- Effective self-regulation through media councils that deal with complaints in a timely and fair manner in order to decrease the prevalence of politicians and others resorting to legal recourse.

We ask that EJN and FAJ deliver training of trainers ahead of the upcoming elections in the region with a particular focus on impartiality, hate speech, safety, verification and fact checking. These trainers should then deliver training in newsrooms and for freelancers across these countries in advance of the election campaigns.

The guidelines and the training should encourage proper scrutiny of the manifesto commitments of all parties, analyse what effect they will have on citizens, check claims by politicians through fact-checking initiatives, as well as focusing on polls, personalities and controversy.

Furthermore, we ask that FAJ and the EJN develop a long-term strategic plan for similar interventions ahead of other elections in Africa.

We ask that FAJ coordinate monitoring of elections with delegations of journalists from around the region to act as monitors with a clear mission to assess and encourage the implementation of codes of conduct and to monitor threats and attacks against journalists.

We call on political parties and their representatives to show greater self-discipline and restraint in their public communications and we call on unions in the region to set an example on how to conduct elections transparently and fairly.

▷ **On Ethics, Good Governance and Corruption:** We recognise that political corruption is a significant obstacle to democracy and economic growth in West Africa and the expansion and development of journalism that will hold those in power to account. In order to confront this issue there must be greater commitment to investigative journalism and sound financial reporting. The meeting agreed this will not be possible without more actions to improve the capacity of newsrooms to have the time and resources to carry out adequate research and the editorial freedom to scrutinise centres of state and corporate power.

We condemn the common practice of employers not paying journalists – sometimes for months on end – and call on media owners and the government to address this with urgency. Not only is this a grave violation of labour rights, it has a serious effect on the ability for journalists to act independently and resist bribes and brown envelope journalism.

We note the trust crisis in media in West Africa and call on media owners and managers to engage in dialogue to enhance governance and transparency in order to improve the future financial prospects of the profession and the news industry.

We welcome the participation of media leaders and agree to circulate the *EJN Ethical Media Audit* and information about the role of independent ombudsmen and readers' editors to inspire further discussion in Nigeria and the region on the value of transparent and accountable ownership and management of media organisations. Editors Guilds should be encouraged as forum for editors to discuss these issues.

Considering that court cases in Nigeria and other countries can take 20-30 years, we call for effective arbitration and complaints procedures to be adopted by press councils as a matter of urgency. We also call on media companies themselves to adopt accountability mechanisms, including but not exclusive to ombudsmen and readers' editors in order to provide timely, fair and independent responses to complaints and to decrease the number of times they are taken to court.

We call on FAJ to work with affiliates to take legal issues to the ECOWAS court if they are not being resolved in a timely fashion on a national level.

▷ **On Self-Regulation:** The meeting agreed that it should be for the media industry to decide upon accreditation criteria for journalists and that governments should not impose prohibitive or punitive criteria on the profession.

The meeting heard that credible self-regulation remains an essential objective in building public trust in journalism.

The NUJ will consider the recommendation from Nigeria's Ministry of Information to provide guidelines and engage with citizen journalists.

▷ **Codes of Conduct:** There was consensus that many codes of ethics have not been updated for many years and the advent of the digital age has led to gaps in codes that should be addressed, especially in regard to hate speech, propaganda, violent extremism and terrorism. We encourage all responsible bodies in West Africa to review their codes of ethics with special reference to hate speech, propaganda, violent extremism and terrorism and to also consider including examples of the public interest.

We recommend that issues of diversity, such as how to portray people with special needs and other minorities and vulnerable groups are given prominence in future updates to codes of ethics and participants agree that a renewed focus on implementing existing codes is needed. Suggestions in this regard include adding codes of ethics to the contracts of journalists and considering, in extreme circumstances where journalists have repeatedly violated codes of ethics, sanctions to be imposed that are agreed within the profession.

▷ **On Gender:** The meeting recognised that violence meant to intimidate women into silence and called on media to join civil society in fighting gender discrimination and hate speech that is characterised by stereotyping.

Men and women should be treated equally and specific mention of this should be added to election codes of conduct and codes of ethics. We call on media organisations to promote gender balance in the newsrooms, in leadership and as sources of information..

▷ **On On The Ethics of Authors' Rights in the Digital Age:** The meeting noted that the traditional defence of authors' rights in the digital age requires the strengthening of awareness of the importance of economic, professional and legal rights of authors.

We note that progress that can be made through collective bargaining to ensure that journalists maintain some rights to their material and are compensated when it is syndicated or sold on to other media houses and we call on unions in the region to redouble their efforts in this regard. The meeting welcomed proposals to create reporting mechanisms for the worst cases of plagiarism and "copy and paste" journalism in order to have the evidence to negotiate agreements with media houses and encourage better recognition of the rights of journalists in theory and in practice.

Those present also welcome the EJN proposal to develop an Africa-based programme to strengthen authors' rights protection in journalism and media. This will be established through an online tool for journalists to raise awareness on the importance of authors' rights and how they can defend their interests across the new information landscape.

▷ **On Reporting Terrorism and Violent Extremism:**
The meeting agreed that reporting terrorism and violent extremism remains one of the most dangerous pursuits for journalists in terms of their physical safety but also through laws that demand journalists reveal their sources. We note that more training is needed, especially on the issue of protecting sources and dealing with terrorist propaganda based on UNESCO's "Terrorism and the Media" Handbook.

▷ **On Freedom of Information:** We call on freedom of information laws to be strengthened, simplified where they exist and for them to be created where they do not already exist.

▷ **On Teaching Journalism:** Recognising the financial, technical and other resource challenges faced by teaching institutions the meeting recommended the following actions to improve the quality of teaching the ethics of journalism and to prepare students to the realities of working in newsrooms and as freelancers in the modern media environment:

• Deeper collaborations and dialogue between academia and practitioners, including university lecturers and professors spending time in newsrooms.

• Encouraging teaching institutions to be more open to contributors or guest lecturers who may not have academic qualifications but do have valuable practical experience of the industry.

• Support the sustainability and development of existing professional institutes of journalism to provide mid-career training as well as supporting the creation of new institutes of journalism where a need is identified. West African countries can learn from the experiences of Nigeria and other countries that have successfully developed institutes of journalism.

• Mentorship schemes between students, teachers and journalists should be expanded so that journalists are prepared for the reality of the newsroom and to give them ideas about how to prosper and think about under-reported stories.

• Training institutions and news organisations should encourage specialisation.

• Universities and others should make use of the free courses and tools that are available such as those produced by the **Thomson Foundation and the EJN**.

• Institutions should consider amending their curricula so that:
  – Ethics should not only be taught together with law. Ethics should also be taught throughout the curricula, with a focus on applied ethics, critical thinking and practical scenarios in regard to how journalists can remain impartial amid political and financial pressures and exercise sound editorial judgement.

Conference. Ethical Journalism for Democracy in the Digital Age in Nairobi Kenya, 30-31 October 2017.

  – Greater emphasis should be given to ethical decision making based on African, as well as international case studies, in classes that are small enough for student-led seminars based on critical thinking and decision-making.
  – Considering the evolving nature of the digital communication landscape, we recommend that universities review curricula regularly in consultation with news organisation, unions and other professional bodies.
  – A greater part of the final grade should be based on practical assignments rather than final exams and essays.
  – Students are made more aware of author's rights and the dangers of plagiarism.

▷ **On Media Literacy:** The meeting agreed on the need for holistic media literacy programmes that bring together, media owners, regulatory bodies, journalist unions, academic institutions, media development groups and civil society. We have to get out of our silos and form collaborations with all stakeholders and involve citizens as equal partners in the debate around media literacy and ethics.

The meeting agreed that initiatives linking journalists, media, and wider civil society were needed to promote civil discourse in the public sphere and that journalists and media must proactively communicate what the mission and goals of journalism and its role in society based on the values of; transparency about who you are and your agenda, shared humanity, and accurate fact-based communications. Teaching of media literacy must go beyond the technical and use Africa's history of oral storytelling.

Awards for journalistic excellence should be used to encourage ethical reporting.

Abuja, Nigeria

Note: two other reports of meetings in Kenya and Cameroon are available on March 2nd 2018 the EJN website www. ethicaljjournalism network.org

EJN Internal Policies
Agreed at Annual Meeting April 5th 2018

Safeguarding Policy

1. The EJN is an organisation that respects international human rights standards and is committed to creating secure and safe working conditions for the carrying out of its work both in the UK and in countries where it is implementing its programme of activities.
2. The EJN has a duty of care to its staff, its volunteers and the people with whom it works. It will aim to ensure the best conditions of security and safety for staff, management, volunteers and the individuals and groups with whom the EJN works.
3. The EJN does not normally in its work have direct contact with children or vulnerable people but we recognise that in all circumstances we have a role in keeping people safe and free from any form of harassment or abuse.
4. The EJN will seek to ensure that its operations and activities are respectful of the people with whom we work. The behaviour of staff and volunteers will always reflect the highest standards of care and sensitivity in dealing with people taking account of different cultural and social attitudes.
5. The EJN will fully investigate any complaints about inappropriate behaviour of EJN staff, volunteers, Trustees or others that may be acting on the EJN's behalf. All staff are obliged to report any complaints of inappropriate behaviour to the Director.
6. The EJN recognises that some adults may find it difficult to protect themselves from abuse, neglect or exploitation due to their mental health, physical disability, age or illness. Safeguarding adults is the work we do to help those adults keep safe from abuse and neglect.
7. If EJN staff or volunteers are worried about an adult they will report this to the responsible persons with whom we have working partnerships in the country concerned to ensure that proper access to secure and appropriate social care is provided.
8. In any situation of risk of immediate harm, EJN staff will withdraw from any circumstances of potential personal insecurity and will alert appropriate emergency services.
9. All staff and volunteers of the EJN will receive a briefing on safeguarding issues and will be made aware of the need to maintain their own personal security and that of the people they are working with.
10. These questions will be discussed with all organisations that the EJN is working with to raise awareness of how to respond in countries where personal safety or security may be at risk.

11. The EJN will not as a matter of policy carry out work in war zones or organise activities in hostile environments. It will not, except in circumstances that make it unavoidable, work in countries or regions where the Foreign and Commonwealth Office of the United Kingdom advice against normal travel or where the advice of professional organisations, such as the International News Safety Institute, advise against travel.
12. Where there are exceptions to this policy these will only will be made after consultation between the Director and EJN Administrative Committee.

Conflicts of Interest

1. All staff, volunteers, and Trustees of The EJN will strive to avoid any conflict of interest between the interests of the Network and their own personal, professional, and business interests. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.
2. The purpose of this policy is to protect the reputation and integrity of the Network. It promotes the cardinal principle of transparency in our work and enhances the EJN's decision-making process, enabling our stakeholders to have trust in the way we work. It also protects the reputation of volunteers, staff and Trustees.
3. Examples of conflicts of interest include:
   - A Trustee or staff member who is related to a staff member or anyone who might be a personal or corporate beneficiary of EJN work and financial resources;
   - A Trustee or staff member who is also on the Board or in the leadership of another organisation that is competing for the same funding as the EJN;
   - A Trustee or staff member who has shares in a business or other direct interest in an organisation that may be awarded a contract to do work or provide services for the organisation.
4. Upon appointment each Trustee will make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.
5. At every Board meeting Trustees will be asked to declare if there are any conflicts of interests arising out the agenda of that meeting or any reports of activities to be received at that meeting.
6. After disclosure, Trustees may be asked to leave the room for the discussion and will not be able to take part in any vote or decision making that relates to the conflict of interest.

Clockwise from top: EJN director in Kiev to supports self-regulation in Ukraine as part of OSCE project, 15 June 2017; EJN's Tom Law with the rest of the panel on migration reporting at the UNESCO's World Press Freedom Day celebration in Jakarta, Indonesia. (Photo - IPI); EJN's Tom Law takes part in a conference at International Centre for Ethics in the Sciences at the Universität Tübingen in Stuttgart, Germany July 26, 2017, ; and West African journalists call on media to address hate speech and reaffirm ethical standards in Abuja, Nigeria on 2 March 2018.

7. Trustees who are unsure of their position should seek the advice of the Chair in advance of meetings or activities of the EJN in which they are participating.

8. All matters related to disclosure of conflicts of interests will be noted in the minutes of EJN meetings.

9. This policy is meant to supplement good judgment, and staff, volunteers and committee members should respect its spirit as well as its wording.

Complaints Procedure

1. The EJN is committed to transparency and responsibility in its work. Complaints about the organisation, its work or the actions and behaviour of its staff or trustees will be fully investigated.

2. The Director and the Chair of Trustees will be primarily responsible for dealing with complaints regarding the behaviour or actions of staff and trustees.

3. Complaints regarding the work of the EJN will be dealt with by the Director in the first instance.

4. All complaints will be recorded and the complainant advised on how it will be handled. Where necessary investigations will be carried out and where appropriate the advice and assistance of the Charity Commission will be sought.

5. If the complaint involves a member of staff or volunteer, we will not divulge the name of the complainant

during an investigation unless we are specifically given permission to do so.

6. The EJN will take action to resolve the problem and will report the outcome to the complainant and to the Board of Trustees.

7. All confidential information in relation to a complaint will be handled sensitively and in line with data protection rules.

8. The EJN will not respond to anonymous complaints and will only deal with matters for which the Charity is directly responsible unless it involves a safeguarding issue.

9. With limited resources, the EJN cannot always respond to complaints immediately, but we will act as speedily as possible in all circumstances. Complaints will receive an acknowledgement within 10 working days of receipt of a complaint and whenever we can a full response within 20 working days. If there are exceptional circumstances, which do not make this possible, the complainant will be so advised.

10. The EJN regards a legitimate complaint as any expression of dissatisfaction with any aspect of the EJN which is under the control of the Charity, its staff or volunteers.

11. The Board will make an annual report on complaints received and the applications of all of its internal policies.

Date: April 5th 2018
Chair of the Board of Trustees: Dorothy Byrne

EJN Internal Policies

Annual Meeting, January 20th 2017

The following resolution on Amendments to EJN Articles of Association, was agreed:

- The Board of Trustees of the EJN, meeting on 20th January 2017, agree to make changes to the Article of Association to give effect to the following principles:

- That the Board of Trustees is the sovereign authority of the EJN;

- That the Board of Trustees and shall be responsible for the financial oversight and administration of the EJN and its activities, in line with the EJN's status as a registered Charity

- That the Board of Trustees shall appoint the Director who, with the Chair, will have the right to act and speak on behalf of the EJN

- That the Board of Trustees shall also appoint new members of staff according to an agreed procedure established with the Director

- That the Board of Trustees shall nominate and appoint a panel of external advisors to give advice on the work of the EJN and its activities

- That all decisions by the advisory panel and meetings of network supporters shall be advisory in nature and submitted to the Board of Trustees for endorsement

- That media, journalism and media support groups, appropriate academic and journalism education institutions and civil society organisations with an interest in media and journalism may become EJN supporters according to rules adopted by the Board of Trustees

- That the Board of Trustees shall decide upon the conditions to be fulfilled for organisations to be included on the EJN list of recognised supporters

- That the election to the Board of Trustees shall take place at the Annual Meeting of the EJN Board of Trustees,

- That the annual meeting shall also appoint an Administrative Committee of three to meet as required between meetings of the Board of Trustees

- That all members of the Board of Trustees shall be elected for a period of three years with the possibility of election for a second term of three years

- That the size of the Board shall not exceed 12 in number

- That the quorum for a meeting of the Board of Trustees shall be three

- That the Chair of the EJN Board of Trustees shall exercise a casting vote in the event of a tied vote at Board meetings

- That the Chair and Members of the Board of Trustees shall have the right to speak on behalf of the EJN unless the Board decides otherwise. The process by which board members and others are given permission to speak on behalf requires approval from the Director and or Chair.

- That the Board of Trustees shall organise, around the time of annual meeting, a meeting of EJN supporters.

Supporters of the Ethical Journalism Network 2017

African Centre for Media Excellence (ACME)
African Media Initiative (AMI)
Albanian Media Institute
Aljazeera Centre for Public Liberties & Human Rights
Alliance of Independent Press Council of Europe
Arab Reporters for Investigative Journalism (ARIJ)
Article 19
Asia Pacific Broadcasting Union
Association of Commercial Television
Brazilian Association of Investigative Journalism (ABRAJI)
Brussels Press Club
Cambodian Center For Independent Media
Centre for Applied Research and Education - CARE (Palestine)
Centre For Ethical Science Journalism
Centre For International Media Ethics (CIME)
Center For Media Freedom and Responsibility
Centre for Media Research Nepal
Central Asian and Southern Caucasian Freedom of Expression Network (CASCFEN)
Child Right International Network – CRIN
Climate News Network
Editors-In-Chief Forum, Hungary
Egyptian Editors Forum (EEF)
Egypt Media Development Program (EMDP)
Estonian Human Rights Centre
European Broadcasting Union (EBU)
European Federation of Journalists (EFJ)
European Journalism Centre (EJC)
European Magazine Media Association (EEMA)
European Publishers Council
Federation of African Journalists (FAJ)
Free Press Unlimited (FPU)
Frontline Freelance Register (FFR)
Fundacion Neuvo Periodismo Iberoamericano (FNPI)
Global Editors Network (GEN)
Global Forum for Media Development (GFMD)
Globethics.net
International Journalist's Network (IJNet)
iMediaEthics
International Association of Women in Radio and Television (IAWRT)
International Center for Ethics in the Sciences and Humanities (IZEW)
International Media Support (IMS)
International Press Institute (IPI)

International Women's Media Foundation (IWMF)
Internews Europe
Media Diversity Institute (MDI)
Media Managers Club (MMC)
MediaWise Trust (UK)
NIPPORO (Japan)
Norwegian Institute of Journalism (NIJ)
OBC Transeuropa
Online News Association (ONA)
Organisation of News Ombudsmen (ONO)
Pakistan Coalition for Ethical Journalism
Palestinian Centre for Development and Media Freedoms
PANOS South Asia
Photography Ethics Centre
Political Journalists Association of Kenya (PJAK)
Public Media Alliance (PMA)
Punto 24 - Turkey
Religion News Service
Reporters Without Borders (RSF/RWB)
Reynolds Journalism Institute, University of Missouri
Rory Peck Trust (RPT)
South East Europe Media Organisation (SEEMO)
South East Europe Network for Media Professionalization (SEEMPM)
Tanzania Journalists Alliance
Teyit.org
Thomson Foundation
Ukraine Commission on Journalism Ethics
World Association of Newspapers (WAN-IFRA)