

THE IRISH JOURNALIST



Newsletter of the National Union of Journalists in Ireland

Winter 2020

DOWN TO WORK

Media commission faces a tough task

By Séamus Dooley,
Irish Secretary

After a false dawn and a rocky launch, the government's Commission on the Future of Media has finally gotten down to work.

The belated decision of the cabinet to appoint Siobhan Holliman, joint cathaoirleach of the Irish Executive Council and NUJ nominee to the Press Council of Ireland, is a positive development.

The announcement follows widespread concern at the absence of a nominee with relevant print industry or trade union expertise when An Taoiseach named the commission on September 29th.

That reaction is reflected in the contributions from Oireachtas members featured in this edition.

While Siobhan has been appointed in her own right, her contribution will reflect her experience as a newspaper journalist and trade unionist with a particular knowledge of the regional media, print and broadcasting.

The commission has a skilled chairperson in Professor Brian MacCraith and includes talented members. From an NUJ perspective the terms of reference are extremely narrow.

It is disappointing to note that issues such as concentration of ownership, access to the profession, the need for diversity within the media and the glass ceiling which still exists for women do not feature in the terms.

The commission faces an urgent task, confronted with an industry in crisis and an ambitious timetable – it is due to report in September 2021. It began life as the Commission on the Future of Public Service Broadcasting.

Last December, in announcing the appointment of Prof MacCraith as chair, then-Minister Richard Bruton stated that the commission would report by September of this year. No further action was taken on establishing the commission. Meanwhile RTÉ was forced to put on hold cost-saving plans, including the sale of land in Donnybrook.

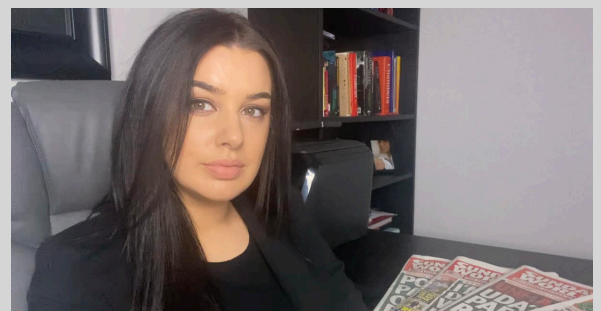
The NUJ argued that the terms of reference should be broadened to include the future of all media, echoing a call the union made at a Broadcasting Authority of Ireland forum in September 2014.

The decision of the new government to take on board the NUJ call, combined with removing responsibility for media policy from the sprawling Department for Communications, Climate Action and Environment, seemed to represent a more strategic approach to media policy. While designating all media as a specific ministerial area seemed a good idea, we voiced concerns at the impossible workload involved in a Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

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Big win at RTÉ, p3; Northern Ireland news recovery plan, p9.

Support for journalist in the wake of threats to her son



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EDITOR'S NOTE

BLM is a movement, not a moment

The Black Lives Matter protests that began in the United States in May have grown into an overdue reckoning around the world.

What began as an outpouring of anger and emotion in response to the police killing of George Floyd has evolved into a larger discussion of our responsibility to identify and address racism and unconscious bias and their impact.

These discussions are taking place in workplaces around the world, including newsrooms. In June, The Washington Post reported: "Like the nation itself, news organisations across the country are facing a racial reckoning, spurred by protests from their own journalists over portrayals of minority communities and the historically unequal treatment of nonwhite colleagues."

Also in June, 50 Black, Asian and minority ethnic journalists in the UK wrote in an open letter to the Society of Editors: "There is more to our communities than just 'race matters' and we believe that by having a greater cross section of journalists from across the UK's diverse communities will only help to enrich coverage, provide more eclectic views and deliver more insight into those that make up the Britain of today."

These discussions raise important questions: How do we bring more voices of people of colour and people from ethnic minorities into our pages and broadcasts? How do NUJ members of colour experience race on the job and how can white members be active allies? How do we frame stories about race and ethnic minorities? How can we ensure best practice means not simply being non-racist but actively anti-racist?

This is not a moment; it's a movement. How will we turn these discussions into action?

* * *

As The Irish Journalist was going to press, news broke of the appointment of Siobhan Holliman, deputy editor of The Tuam Herald and joint IEC cathaoirleach, to the Future of Media Commission. Siobhan brings a wealth of journalism and trade union experience to the role and we welcome her appointment.

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Contact us with stories around your branch, chapel or workplace at irishjournalist@nuj.ie.

Carolyn Farrar
Editor, The Irish Journalist

P&PR offers tips to members starting media businesses

The Dublin P&PR branch held an online Zoom seminar this summer to introduce journalists to potential supports for setting up their own media business.

Hosted by Gerry Curran, branch membership secretary and IEC and NEC member, and chaired by part-time NUJ official George Kiely, the June 29th seminar presented options for journalists looking to go into business for themselves, or with others.

"At the very least a journalist should know about these and know if they do step outside there's help and there's financial help and there's a lot of it," George said. There are 31 Local Enterprise Offices across Ireland, working with micro- and small businesses that employ up to 10 people. Enterprise Ireland works with larger companies.

"They're useful organisations and a potential benefit to journalists who might be starting their own business within journalism," said George, who worked for many years with Enterprise Ireland.

The seminar focused on three scenarios: a journalist who has been made redundant and is starting a business; a small number of individuals starting up a local news outlet; and a number of individuals starting up a nationwide news service with potential overseas markets.

George acknowledged that there are not as many journalism start-ups as there are in other fields. But he said the branch began talking about these broader possibilities when the Daniel Kinahan story broke earlier this year and reporters here were flooded with requests from UK media outlets looking for

information.

"There's something of a need for an agency, which hopefully someone might pick up on," George said. He said there is also a great appetite for news in rural areas.

He warned would-be start-ups that most supports require new businesses to take proactive measures to avail of them. "If you want to get to them you have to proactively do your research and present your case," George said. "But naturally, journalists are very able to present a case."

Oisín Geoghegan, chair of Network of Local Enterprise Offices (LEOs) and head of enterprise at Fingal LEO, told the seminar of the supports LEOs provide, including financial supports for feasibility studies, business priming grants and business expansion. There are courses in starting your own business, as well as management development training, business advice clinics and one-on-one mentoring, now online.

The seminar also heard about Microfinance Ireland, which works very closely with LEOs. MFI is a not-for-profit lender that delivers the government's Microenterprise Loan Fund, providing unsecured business loans for commercially viable business proposals. They consider applications from any small businesses that may have difficulties in getting access to finance from other commercial providers.

For more information, visit LocalEnterprise.ie, microfinanceireland.ie, and enterprise-ireland.com.

RTÉ forced to end pay freeze

RTÉ has been forced to end the unilateral freeze on increments due this year to 490 staff.

The RTÉ Trade Union Group last month secured a significant victory at the Industrial Relations Tribunal (IRT), when unions successfully argued that management's actions were in breach of collective agreements.

Management has agreed to pay increments with immediate effect, meaning that staff wrongly denied an incremental increase will receive retrospective payments.

RTÉ had relied on a clause inserted into contracts without trade union consultation to justify their action.

The Tribunal found that the so-called "inability to pay clause" was wrongly imposed and emphasised the need for adherence to industrial relations agreements by the company.

RTÉ and the Trade Union Group have agreed to resume negotiations on cost reduction proposals at the company under an independent chair, as recommended by the IRT.

RTÉ suspended the payment of increments in January with the objective of saving €1.1m by denying the lowest paid staff within the organisation their entitlements.

Irish Secretary Séamus Dooley welcomed the decision of the IRT, hailing it as "a significant achievement for union members and a clear signal that RTÉ cannot unilaterally walk away from agreements".

He added: "There is no doubt that RTÉ faces financial challenges and the TUG has been available for the resumption of talks throughout the summer. RTÉ wrongly suspended the payment of increments and sought to rely on a clause sneaked into contracts behind the backs of trade unions. That is no way for the public service broadcaster to behave and they have been called out for this serious departure from industrial relations norms."

Increments are paid to staff on their respective pay scale annually, and usually on the date they commenced employment on the basis of satisfactory performance. Staff progress up their pay scale until they reach the maximum of their scale.

The Covid-19 lockdown delayed hearing of the IRT case, and for the first time a full hearing was heard via Zoom on September 24th, after two unsuccessful conciliation conferences. The determination was published on October 20th.



IEC Treasurer, Cearbhaill Ó Síocháin, presented the submission to the Industrial Relations Tribunal.

The IRT, chaired by former Labour Court member John Doherty, described the case as the most difficult to come before the tribunal in recent years.

On the issue of contracts Mr Doherty noted: "The change involving the insertion of a new term and condition dealing with 'inability to pay', in what now amounts to a majority of individual contracts, had limited, and lacked wider disclosure, and remains unacceptable in an Industrial Relations context."

Paul Murphy, chair, RTÉ sub branch, and Petulia Martin, MoC News Room chapel, represented the NUJ at the hearing along with Séamus Dooley. IEC Treasurer Cearbhaill Ó Síocháin, who is full-time secretary of the TUG, presented the submission while incoming NEC member Fran McNulty served as TUG nominee to the IRT alongside Shirley Bradshaw, SIPTU.

Dooley calls for urgent change to law after identification ruling

Irish secretary Séamus Dooley has called on the Government to introduce urgent legislation to allow the identification of murdered children, following the recent ruling of the Court of Appeal.

The ruling means the media is no longer able to publish the names of children when someone is charged with killing them.

It also means the person charged with the child's murder or manslaughter cannot be named if, by doing so, the child would also be identified.

The Irish Secretary said: "This is an absurd situation with serious implications for the media but more importantly for the families and for the administration of justice. It is an anomaly which must be dealt with."

NUJ demands justice for Martin O'Hagan

The NUJ has accused the British and Irish governments of turning a blind eye to the failure of the Police Service of Northern Ireland to secure a conviction for the murder of journalist Martin O'Hagan.



The late Martin O'Hagan.
Photo: Kevin Cooper

In a joint statement marking the 19th anniversary of the murder of the Sunday World journalist, Michelle Stanistreet, general secretary, and Séamus Dooley, assistant general secretary, called on the British Prime Minister Boris Johnson and Taoiseach Micheál Martin to support the union's demand for an independent, international investigation into the killing.

The NUJ statement said: "The two governments can no longer turn a blind eye to the failure of the policing authorities to properly investigate and bring to justice those responsible for the murder of Martin O'Hagan.

"There are many unsolved murders in Northern Ireland and the pain and suffering of Martin's family, colleagues and friends is shared by too many families and communities across Northern Ireland.

"In the case of Martin O'Hagan the identity of the perpetrators of this vile murder has been openly discussed in the media yet no one has been convicted of his murder."

The statement continued: "He was murdered because he was fearless in pursuit of the truth. Martin always asked the difficult questions. Today, we ask - why are two governments who condemn the undermining of human rights across the globe apparently content with the failure to secure a conviction for the murder of a journalist in Northern Ireland?"

"On this the 19th anniversary of the killing in Lurgan on 28 September 2001 we once again call on the British and Irish governments to give priority to investigating the murder of Martin O'Hagan.

"Only an independent, external investigation can allay the strong suspicion that those responsible for ordering the killing and those who carried out the murder may be immune from prosecution. If there has been official collusion of any type by anyone associated directly or indirectly with the police that must be exposed.

"Journalists in Northern Ireland continue to face threats and intimidation. Recently freelance journalist Patricia Devlin made public the appalling threats made to her, her infant child and family over the last 12 months. Journalists from the Irish News and Sunday World have also faced serious threats in recent months. Against this backdrop failure to secure convictions for the murder of Martin O'Hagan emboldens those who see themselves as being above the law."

The Truth Matters

By Jon Williams

RTÉ News has launched a high-profile campaign built around one simple statement: "The truth matters".

'Fake news' is nothing new. Three hundred years ago, Jonathan Swift warned that "falsehood flies and the truth comes limping after it".

Swift, born in Dublin and educated at Trinity, is best known for 'Gulliver's Travels'. But he was also a journalist, editing London's Examiner newspaper for four years. So, he knew the importance of fact as well as fiction. But three centuries later, with the world in the grip of the global coronavirus pandemic, the truth is under attack like never before.

The World Health Organisation says it is not just fighting an epidemic. It has warned of an "infodemic" of fake news that spreads faster and more easily than Covid-19, and is just as dangerous. Researchers at the Massachusetts Institute of Technology found that false information on social media spreads six times faster than the truth. Harmful health advice and wild conspiracy theories posted online have helped to drive polarisation, deception and fear.

Ironically, the pandemic has also driven demand for the exact opposite: rigorous, fact-based journalism, from traditional, trusted news sources. Covid means more people than ever are reading, watching and listening to what journalists produce. Facts, and expertise matter more now than ever, and not just from RTÉ.

But the challenges facing our industry have never been greater. Even pre-Covid, the business of journalism was struggling. The numbers reading newspapers and watching linear TV are falling. So too is commercial revenue. But the pandemic has become an existential threat to many newsrooms. On both sides of the Atlantic, those who seek to delegitimise journalism are massing. In Ireland, so-called "anti-mask" campaigners claim Covid is a hoax and have accused the media of conspiracy. In the United States, as election day approached, routine verbal attacks on the media had grown into targeted physical attacks against journalists. Their aim is the same - to sow suspicion and doubt.

That's why, at this key moment, RTÉ News launched "The truth matters" campaign, designed to make the audience question where they get their news. Running on radio, TV, in print and on social, the campaign seeks to draw a clear distinction between accurately sourced news and the rage and noise in social media.

Irish journalism matters - and, collectively, we have a good story to tell. On local radio, in print, online and on-air, Ireland's journalists worked through the State's lockdown, ensuring our audiences had the information they needed to remain safe. In the words of then Taoiseach Leo Varadkar, we "redefined what frontline work really means".

As scientists race to find a vaccine for Covid-19, the antidote to that "infodemic" of fake news is all around us: verified, scientific, fact-based reporting and analysis, on air, in print and online. The truth matters.

— *The Irish Journalist invited Jon Williams, managing director of RTÉ News and Current Affairs, to talk about the new RTÉ campaign, The Truth Matters.*

Devlin lodges complaint with police ombudsman over threats to infant son

Amnesty International and the NUJ are supporting Northern Ireland journalist Patricia Devlin in her complaint to the NI police ombudsman, and have called for threats against the media to be taken seriously.

Patricia has received death threats and other threats of violence. Last month, she lodged an official complaint with the Police Ombudsman of Northern Ireland over what she said was police failure to investigate a threat to rape her baby.

In October 2019, Patricia, crime reporter for the Sunday World, received the threat by direct message to her personal Facebook account. It was signed with the name of a neo-Nazi terror group, Combat 18, which in the past has had links to loyalist paramilitaries in the North.

Last month, in an October 21st piece in the Sunday World, Patricia wrote: "It's been 12 months since I walked into a PSNI station to report my belief [a] convicted criminal was behind an abhorrent message sent to my personal Facebook page targeting my three-month-old boy.

"In that time, police told me they had evidence to connect this neo-Nazi supporter – complete with sinister loyalist paramilitary links – to that threat.

"Yet one year on, this suspect has not even been questioned, let alone arrested," Patricia wrote.

Frustrated by their lack of action, Patricia made the complaint to the ombudsman, supported by solicitors KRW Law, Amnesty International and the NUJ.

Patricia said: "Because of my job as a journalist, exposing criminals and paramilitaries, I have been on the receiving end of threats of violence and death threats for years. In Northern Ireland, that now seems to go with the territory, where press freedom comes at the price of constant and repeated threats to journalists.

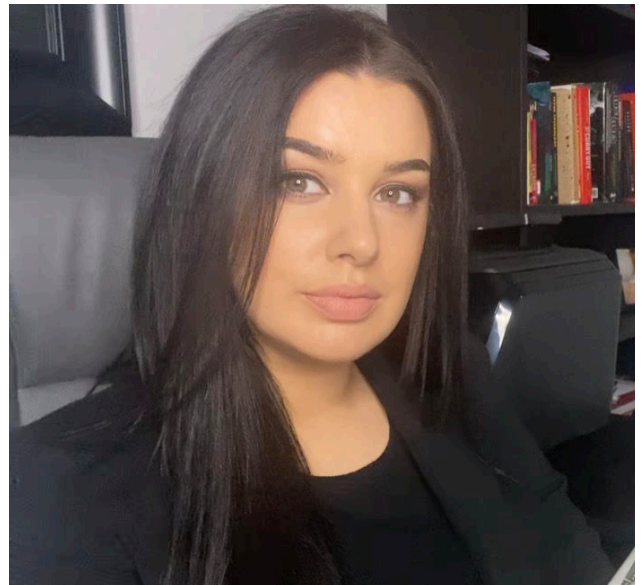
"But when I received a threat to rape my newborn baby, also identifying my grandmother and the location of where the sender believed she lived, I had enough. I reported the threat to the PSNI and was even able to name the individual I suspect was behind the threat," she said.

Patricia said police had the individual's name all this time, yet a year later no one has been brought in for questioning.

Patricia said she made her complaint, "not just for me, but for all the reporters who have been receiving these threats, without anyone being held to account. This has to stop."

In her piece for the Sunday World, Patricia wrote: "That's the thing about social media – a phone or a computer screen does not stop the monsters from getting inside your life.

"It brings them right into your living room, your kitchen, your bedroom. Worst of all, they get inside your head."



Patricia Devlin: Two out of three women reporters worldwide threatened or harassed online.

She asked: "Why is it that when crimes are committed online, they are treated less seriously than those carried out on the street?"

In that piece Patricia said misogyny is a huge driver. "Any woman with a public profile is seen as fair game in their twisted world where threats of sexual violence are increasingly used." She said a recent study by the International Women's Media Foundation found that two out of three women reporters worldwide said they had been threatened or harassed online at least once.

Michelle Stanistreet, NUJ general secretary, said: "Facilitating impunity for those who choose to threaten, harass and attempt to silence journalists has a collective impact on the journalistic community, one which compounds the awful personal impact on Patricia and her family. The PSNI needs to get a grip and resolve this matter robustly."

Michelle said the NUJ has raised Patricia's case and those of other members as part of its work on the UK government's new national committee for the safety of journalists, to underline why urgent action is required.

Patrick Corrigan, Amnesty UK's Northern Ireland programme director, said the threats sent to Patricia were part of a wider climate undermining press freedom in Northern Ireland.

"Amnesty International has been watching with increasing concern the constant stream of threats being received by journalists in Northern Ireland, designed to shut down press scrutiny of criminal and paramilitary activity," he said.

Patricia will speak later this month in an online workshop on online harassment. See page 16 for more.

Nice words can't mask flaws

By Michael Foley

Was there anyone in the media industry who wholeheartedly welcomed the much anticipated Future of Media Commission, announced by the minister responsible for the media, Catherine Martin, recently?

The NUJ's statement was headed, 'NUJ slams Media Commission', while the representative body for national newspapers, NewsBrands Ireland, gave a guarded welcome before calling for the terms of reference to be rewritten and describing the commission as a 'lost opportunity'. Both bodies decried the lack of representation.

Other sectors, including media education and regional newspapers, were also disappointed with a commission that does not include any journalist representatives, media managers or even those involved in serious research into media in Ireland.

Weeks after the initial announcement the Minister added Siobhan Holliman to the Commission. Though she was not nominated by the NUJ, she is, of course, co-chair of the Irish Executive Council and brings a wealth of experience of the regional newspaper sector, where she is deputy editor of the Tuam Herald.

The statements announcing the commission from the Taoiseach, Micheál Martin, and the Minister responsible for the media, the first person to hold such a brief, Catherine Martin, said the usual nice things about the role of the media, but there was a lack of urgency about the existential crisis the media is going through.

This Commission on the Future of the Media was promised in the Programme for Government. The last government had already announced the establishment of the Future of Public Service Broadcasting Commission, to be chaired by the former head of DCU, Professor MacCraith. That Commission has now morphed into the new Future of the Media Commission, which will "consider the future of print, broadcast, and online media in a platform agnostic fashion", whatever that means. Professor MacCraith remains chair.

Politicians and political parties had been lobbied by the NUJ and the employers to appoint a full minister responsible for media and in the case of the NUJ for a review or inquiry into the media. The result was media got tagged onto Minister Martin's long list of responsibilities, and so was born the first media minister at the cabinet table.

However, the new commission appears to be the result of a rushed job to get something, anything, out, by taking the terms of reference of the original public service broadcast commission, and adding a few broad mentions of the rest of the media.

Civil servants might have a handle on broadcasting, but the press and online media world is something else. There are stories that people were being contacted by civil servants and being asked detailed



Michael Foley

questions about the media, presumably to help frame the terms of reference of the commission. Oddly, those contacted, presumably because of their expertise, were not appointed to the commission.

But rather than going through the terms of reference and the goals, it might be more fruitful to look at what has not been included. There is no mention of employment, nor is the impact of social media, search engines and platforms that aggregate content on news media specifically mentioned. There is nothing about the proliferation of misinformation and the role of Google and Facebook on hoovering up advertising. Can the commission discuss and recommend means to help public interest journalism in its broadest sense, financially, similarly to the Cairncross Review recommended in Britain last year? What about media regulation, will that remain as it is now?

The programme for government also promised legislation that will "ensure support for local community radio stations and independent national and regional broadcasters in the important work they do." Will that wait until the commission reports?

There is also the promise of another commission, a Media Commission, within the context of the Online Safety and Media Regulation Bill, which was published by the outgoing government. That bill will establish a super Broadcasting Authority of Ireland to regulate not only broadcasting but, finally, online media. Again, what will the role of the Commission on the Future of Media be in relation to that legislation?

And finally, as they say on TV news, the programme for government also promised to 'review and reform defamation laws.' That review is actually a legal requirement under the 2009 Defamation Act, and is already five years late.

Michael Foley is vice chair of the NUJ's Ethics Council where he represents the Republic of Ireland.

Murphy highlights the impact of tech giants

In the immediate aftermath of the announcement of the Media Commission, Social Democrats co-leader Catherine Murphy was one of a number of Oireachtas members who queried the composition of the body.

She also raised the issue of libel reform and the commission's inadequate terms of reference. In response, the Taoiseach, Micheál Martin, struck a positive note but did not concede that the commission should be more representative.

"The last thing we want to see is a worthy initiative such as the establishment of this commission falling short because there are gaps in expertise. It is also essential that the terms of reference of the commission are broad enough and cover all the key issues without being too unwieldy," Deputy Murphy said.

Deputy Murphy, a long-time supporter of the NUJ's campaign for a commission, said: "The sustainability of the media sector is impacted by Covid-19 but it has also been hugely impacted in recent years by the

loss of advertising revenue to social media platforms and digital search engines. I would have thought this aspect would have been thoroughly considered, particularly given that some of these platforms do not themselves generate content but rely on the work of others for content."

In his reply the Taoiseach said the commission is "platform agnostic". He said libel is a separate complex issue and the subject of separate review.

Mr Martin said: "The Future of Media Commission has a lot on its plate already. The public service dimension is urgent in terms of the financial underpinning of it. What has been happening over the last number of years is not acceptable and we need to come to a decision, not just at Government level but within the Oireachtas, collectively, on how we financially underpin good public service broadcasting and media. If we believe in it as a core value of democracy, then we have to put aside partisan party politics with a view to doing the right thing for the future of our democracy and for future generations."

The Commission members

- Professor Brian Mac Craith, physicist, former President, Dublin City University.
- Sinéad Burke, director of Tilting the Lens, writer and academic active in social media, and member of the Council of State.
- Alan Rusbridger, chair of the Steering Committee of the Reuters Institute for the Study of Journalism at the University of Oxford, and former editor-in-chief of Guardian News and Media, UK.
- Lynette Fay, freelance broadcaster (broadcasting as Gaeilge and in English on BBC Radio Ulster) with an academic background in applied communications.
- Nuala O'Connor, co-founder of South Wind Blows, writer and documentary filmmaker in the areas of music and the arts.
- Gillian Doyle, professor of media economics (theatre, film and television studies), University of Glasgow.
- Mark Little, CEO and co-founder of Kinzen. Founder of social news agency, Storyful.
- Stephen McNamara, director of communications, Irish Rugby Football Union, former head of communication, Ryanair.
- Dr Finola Doyle-O'Neill, broadcast historian, University College Cork, author and freelance writer.
- Siobhan Holliman, deputy editor of The Tuam Herald and joint cathaoirleach of the NUJ's Irish Executive Council.

Commission gets to work

Continued from page 1

An IEC delegation will meet Minister Catherine Martin this month to impress upon her the need for urgent action.

The Irish media industry is in crisis. There has been little indication thus far that the current minister is aware of the gravity of that situation. In launching the Commission, Taoiseach Micheál Martin has acknowledged the importance of a vibrant, independent media but there has been no attempt to address the financial crisis.

The NUJ News Recovery Plan provides a blueprint for financial incentives, for imaginative means of protecting employment and supporting journalism. RTÉ cannot await the outcome of the revamped commission. For struggling newspapers, especially in the regional sector, State support is needed now.

The commission must not be used as another opportunity for procrastination. In this regard there are positive indications that the Joint Oireachtas Committee on Tourism, Culture, Arts, Gaeltacht, Sport and Media is mindful of the scale of the crisis and I am scheduled to address the committee on November 11th.

There is a strong argument for broadening the remit of the commission, perhaps to examine other issues in later modules, along the lines of the Citizen's Assembly programme.

There is an old Irish saying, Ní hé lá na gaoithe lá na scolb, a windy day is no day for thatching.

Unfortunately, we don't control the storms which engulf our industry and our warnings over many years have been ignored.

Now is the time for swift action on all fronts.

FUTURE OF MEDIA COMMISSION

A paper without a headline

Former sports journalist Shane Cassells strongly supported the inclusion of the NUJ on the commission in the Seanad.

Seanad leader Regina Doherty shared in the cross-party consensus after Cassells declared that “the absence of anyone from the National Union of Journalists, NUJ, on this commission is akin to printing a paper without a headline”.

“We would not establish a commission on the future of agriculture, pack it full of stockbrokers and have no one from an agricultural background on it,” he added, stating that the NUJ knew at first-hand the real problems and challenges facing the media sector, in particular in the past 15 years, as well as the broken funding model afflicting it.

Stressing the need to assist regional papers Senator Cassells warned that the local press is “on its knees”.



Shane Cassells: local press ‘on its knees’.

Taoiseach questioned in Dáil about composition of Commission

Last month, Fine Gael TD Paul Kehoe and Fianna Fáil TD Dara Calleary questioned the Taoiseach about the composition of the commission, with Calleary asking whether consideration would be given to including a representative with local media and news publishing experience.

Micheál Martin said members “were appointed by Government with regard to the particular mix of skills and experience that the Government considers

appropriate to the work of the commission. The composition of the commission represents a balanced mix of experts in public service media, independent journalism, social media, new technology platforms, media economics, culture, language, creative content, governance and best international practice.”

The commission, he said, had been constituted as an expert group, rather than a stakeholders’ representative body.

Boylan seeks broader remit

Sinn Féin Senator Lynn Boylan has supported the NUJ’s call for wider terms of reference for the commission and has also slammed the exclusion on the commission of union and community media representation.

She told the Seanad that she had concerns regarding some of its terms of reference and some glaring omissions: no mention of the role and impact of the digital search engines and social media platforms and no reference to media diversity, plurality or ownership structures.

On the makeup of the commission Senator Boylan said: “The commission lacks anyone who has direct experience in the Irish news publishing industry at a local or national level. There is no representative of a digital news platform. There is no trade union representative who can speak to the employment challenges. There is no-one with a background in journalism education on the commission and that is for no shortage of the very fine schools of journalism in this country.

“Finally, I have grave concern about the absence of anyone from the local and community media sector. I fear that if they have no voice around the table, community and local media will be completely forgotten despite the hugely valuable role that they play,” she said.



Senator Lynn Boylan

Northern branches lobbying local councils on recovery plan

NUJ branches in Northern Ireland have begun lobbying local councils to support the recovery plan.

Members of Derry and North West and Belfast and District branches will approach every council in the North to ask for their support of a motion to endorse the NUJ plan.

The Derry and Strabane Council approved the motion at their September meeting. Journalist and Councillor Eamonn McCann (People Before Profit), brought the motion to the council and told the meeting of the NUJ campaign.

Eamonn reminded councillors that the region had

lost about 150 jobs in journalism over the past 20 years, telling them that the media and journalism are in dire straits.

“And what is more, the remaining jobs are under threat and that is where our union is fighting closures and fighting to protect pay and conditions,” Eamonn said.

He said: “We’re dealing here, particularly at the local level, with something which is a good in itself, which is absolutely essential for the operation of democracy: Holding power to account and holding local power to account through the local press.”

NUJ news recovery plan for NI

As Northern Ireland comes to grips with the damage wrought by the Covid-19 crisis, the NUJ in the UK and Ireland is calling for a strategic initiative to rescue the media so that it may continue the vital role it has played on a daily basis during this unprecedented period of social and economic uncertainty.

As daily and weekly newspapers face unprecedented challenges across all platforms, journalists are fearful for their future and that of the industry. The media is facing a crisis on a scale never previously experienced, with drops in advertising revenue of between 60% and 90% during lockdown.

The pandemic has also exposed the fragile state of the media in Northern Ireland, the consequences of underinvestment by many media organisations in editorial resources and the paucity of action by successive UK governments to protect public interest journalism.

In a divided society the practice of journalism is extremely difficult. In Northern Ireland journalists face unique challenges and regularly operate in the shadow of intimidation and harassment - conditions that underline how vital it is for journalism to scrutinise and hold power to account.

An ethos of open government and a willingness to engage more fully with the media would enhance democracy in Northern Ireland. The current system for briefings at Stormont has been criticised and does not always allow scrutiny by journalists from across a range of media organisations and freelancers. At local government level there remains a culture of secrecy and an apparent resentment on the part of some elected representatives at the presence of journalists. The concept of “in committee” council meetings should have no place in a modern democracy.

In setting out our proposals for the media in Northern Ireland we believe there must be recognition that public interest journalism is a public good that has to be protected. This requires commitments from the UK government, from the Northern Ireland Executive, and from all stakeholders in the industry.

The short-term measures include: A windfall tax of 6 per cent on the tech giants, using the Digital Services Tax, towards funding a News Recovery Plan; tax credits and interest free loans to support journalist jobs, for frontline reporters covering the

Covid-19 crisis and recovery; no public money for firms making redundancies, cutting pay, giving executive bonuses or blocking trade union organisation; strategic investment in government advertising, including the hyperlocal sector, involving central and local governments and public bodies; further funding by NESTA's Future News Fund of innovative, public interest journalism; free vouchers for online or print subscriptions to all 18-and-19-year olds and tax credits for households with subscriptions; and full transparency around expenditure on public advertising, with particular reference to the decisions which inform the placement of advertisements.

The medium-term measures include:

Establishment of a government-funded Journalism Foundation — as recommended in the UK's Cairncross Review — to invest in local news and innovative journalistic projects; confer “asset of community value” status on local newspapers — like community pubs — ensuring that titles are preserved for potential community ownership; tax breaks, rate relief and other financial support for local social enterprises and journalistic cooperatives taking over titles from major regional operators, running them as not-for-profit enterprises; employee representation of 25 per cent on executive boards in receipt of public funding; independent sustainable funding of public service broadcasting that protects its universality and prevents government interference; nationwide media literacy strategy to tackle disinformation and fake news; reform of media ownership rules, with a strengthened public interest test; training that opens up access to journalism, including apprentices for school-leavers; protection for whistleblowers and monitoring the potential impact of surveillance technologies being considered in response to Covid-19 challenge and easing of lockdowns; and support for a global framework to protect and promote journalism and improve press freedom.

The NUJ is working with the International Federation of Journalists to meet the challenges to press freedom thrown up by the pandemic. The IFJ, NUJ and sister unions are resisting moves to clamp down on journalistic access and authorities evading scrutiny.



Divorce referendum protest at the GPO, Dublin, 1986. © Tony O'Shea. In *Light of Day* by Tony O'Shea is published by RRB Photobooks / Gallery of Photography Ireland in November 2020, rrbphotobooks.com.

Work of Tony O'Shea celebrated in new book, exhibition

One of the most respected Irish photojournalists of his generation, Tony O'Shea, is already receiving critical acclaim for the first retrospective book of his work, after special features in the *Observer* newspapers and the *Guardian* online.

The *Light of Day* is published to coincide with an exhibition of his work at the Gallery of Photography, Temple Bar, Dublin, planned for 2021.

The *Light of Day* spans four decades of work from 1979 – 2019, a large number of which are previously unpublished.

The black and white photographs document the spectrum of public life across Ireland, North and South.

A majority of the photographs were taken in Tony's adopted



Dublin Bus, 1989. © Tony O'Shea. In *Light of Day* by Tony O'Shea is published by RRB Photobooks / Gallery of Photography Ireland in November 2020, rrbphotobooks.com.

home, Dublin, and in his native Co Kerry.

From Valentia Island, Tony is best known for his striking images from the pages of *In Dublin* and for his subsequent work with the *Sunday Business Post*. The photographs convey Tony's humour, sharp insights and rare ability to capture unique moments of

reflection, rapture and rebellion.

His first book 'The Dubliners', including text by Colm Tóibín was published by Macdonald Illustrated. The *In Dublin* team reunite for *The Light of Day*, which features text by Colm.

Tony lives in Dublin with his wife Sarah, their daughters Keelin and Siúin, dog Rua and cat Hunter.



Day of Action to reopen a Border road closed by British security forces near Kiltyclogher, County Leitrim, 1993. © Tony O'Shea. In Light of Day by Tony O'Shea is published by RRB Photobooks / Gallery of Photography Ireland in November 2020, rrbphotobooks.com.



25th anniversary of Bloody Sunday, Derry, 1997. © Tony O'Shea. In Light of Day by Tony O'Shea is published by RRB Photobooks / Gallery of Photography Ireland in November 2020, rrbphotobooks.com.

Looking to the future, together

A Dublin-based partnership working with new communities in Ireland is providing businesses with awareness training for working with people from different cultures.

Former journalist and NUJ member Cherif Labreche, chief executive officer of New Communities Partnership (NCP), said the initiative has been very well received.

“We work with businesses on including people from different backgrounds or ethnicities, and how to help them introduce anti-racism policies in their own firms,” Cherif said. The training has moved online due to coronavirus restrictions.

“There is a lot of social and economic benefit to this,” Cherif said. “Diversity is a strength and not a threat. It’s good for the country.”

NCP, the largest migrant-led network in Ireland, advocates on behalf of Ireland’s new communities and assists migrants with social inclusion, child protection, education, training, employment, cultural understanding and citizenship. Local, regional and national forums provide feedback from around the country to retain the grassroots nature of the work.

“One of the things we do through these forums is gather information and try to influence policy at the local and national level,” Cherif said.

The work reflects some of the questions he said the Black Lives Matter movement has raised: What vision do we need to have as an intercultural society? What vision do we have for the next generation?

“We have to work together on this,” he said.

Cherif said, “Racism exists and we can’t ignore it. We need to work hard together to make sure everyone is protected and everyone is safe.”

Born in Algeria, Cherif has lived in Ireland for 25 years. “We’re seeing so many people from different ethnic backgrounds but they’re Irish – they’re born here,” he said. “We have to consider them Irish and we should stop these disparities and inequalities.”

He said: “Things are changing, and we need to adapt to this change and we need to invest in this generation.”

As a journalist, Cherif worked as a reporter and presenter with RTÉ radio. In 2001 he was an anchor on Radio One World, a multicultural, multilingual programme of news and features from Ireland’s ethnic and immigrant communities.

“At that time there were few opportunities open to ethnic minorities or Black journalists,” Cherif said. He credited the union, saying, “We got a lot of support from the NUJ.”

Cherif said there should be more diversity among journalists, though journalists from ethnic minority backgrounds should not be limited to covering issues of race.

“Why can’t an African journalist cover local news?” he asked. “We need to change that thinking.”



NUJ member Cherif Labreche

People from ethnic minorities are still fighting for equal access to the labour market, he said. Homelessness is another rising problem among migrants and others from ethnic minorities. NCP also works with asylum seekers in direct provision and offers to mediate between local communities and provision centres.

“Integration strategies, especially migration strategies, need to be evaluated,” Cherif said. “We need to have planning for the next 20 years, for the short-term, medium-term and long-term.”

“We hope the Government will be able to stick to their promises to do more for the whole society, including ethnic minorities,” he said, adding there is work to be done on inclusion and social justice, as well as encouraging social enterprise models for Ireland’s new communities. NCP also works to encourage leadership and public participation.

“There has to be real action and real political commitment, otherwise it can’t be achieved,” Cherif said. “If the commitment is there, we will achieve this.”

Wesley Atchison retires as editor of Constitution, Weekly News

The long-time editor of the Tyrone Constitution and its sister newspaper, the Strabane Weekly News, Wesley Atchison, has retired after 46 years' service with the newspapers, which are now part of the province-wide Alpha Media Group.

The 65-year old Omagh native joined Tyrone's oldest newspaper – the 'Con' was founded in 1844 – directly after completing his A level studies at the then Portora Royal School in Enniskillen.

Having been appointed as a junior reporter with the 'Con' at Omagh's High Street in July 1974 at the height of the Troubles, he covered many heartbreaking and traumatic events in the area.

Wesley progressed to deputy editor and subsequently editor in January 1995, succeeding the late Norman Armstrong, from whom, he says, he learnt a lot over the years they worked together.

Wesley said that his decision to retire was not an easy one as the 'Con' had been a major part of his life for so long. But having suffered serious illnesses in recent years he feels that the time is right to take things a little easier with his wife, Karen, who is principal of Cooley Primary School in Sixmilecross.

Having had six months of chemotherapy treatment and then immediately shielding due to the Covid-19 pandemic and 'lockdown', he said it had been a very strange time but was ever grateful for all the medical expertise, care and kindness he has received through the NHS.

The journalist – a familiar face in the local community – says he will miss the weekly buzz of seeing the papers 'put to bed' and the satisfaction derived from that, as well as the camaraderie with fellow journalists, photographers and staff in other departments in Omagh as well as the production team.

He admitted that during the Troubles there were many tough days and nights. Not long after taking over the reins as editor, Wesley faced his greatest challenge when Omagh's heart was ripped out with the August 15, 1998, Real IRA bomb attack which claimed the lives of 29 and unborn twins.

For the Tyrone Constitution, with its relatively small number of staff, covering the atrocity and its aftermath was a mammoth task.

"Knowing many of the victims personally added to the heartbreak," said Wesley. "But I will always be grateful for the support I received from work



Wesley Atchison.

Photo by Isobel O'Brien

colleagues. What amazed me was the resilience and bravery of the bereaved relatives and the injured, as well as the dignity shown in the town which was very much united in grief."

In something of a 'bittersweet' success, the Con was subsequently awarded both Northern Ireland and UK Weekly Newspaper of the Year awards for its 'comprehensive and sensitive' coverage of the atrocity and its aftermath.

"I can honestly say there were tears in my eyes as I received that UK award in London," Wesley recalled.

"But there was also good news to be recorded in the pages of the 'Con' over the years as well. It was always a pleasure to report on the successes of local folk of all ages and walks of life and also to give people a voice if there was a problem in the community needing investigated."

Over the years the retiring editor has seen many changes in the newspaper, including the shift from broadsheet to tabloid size, the replacement of the typewriter by the computer, the introduction of full colour pages and various other introductions.

"As I bow out from my editor's role I would thank all of those at all levels and all departments who I had the pleasure of working alongside for their friendship, support and encouragement. May I also wish the Tyrone Constitution, Strabane Weekly News and Alpha Media Group as a whole every success in the future."

– Courtesy of the Tyrone Constitution, where a longer version of this story ran.

Strabane NUJ member celebrates cricketing hero

By Anton McCabe

Former Indian Test cricketer MV Narasimha 'Bobby' Rao chose Derry and North West member and Donegal News journalist Conor Sharkey to write his biography.

The new book, 'Bobby: India and Ireland ... a Love Story', charts Bobby's life from Hyderabad in India to his current home of Strabane.

Conor says Bobby is held in the highest esteem in India because he is one of the few from a population of one billion to become a Test player. "He's a superstar in Hyderabad, where he's from, even today," Conor said.

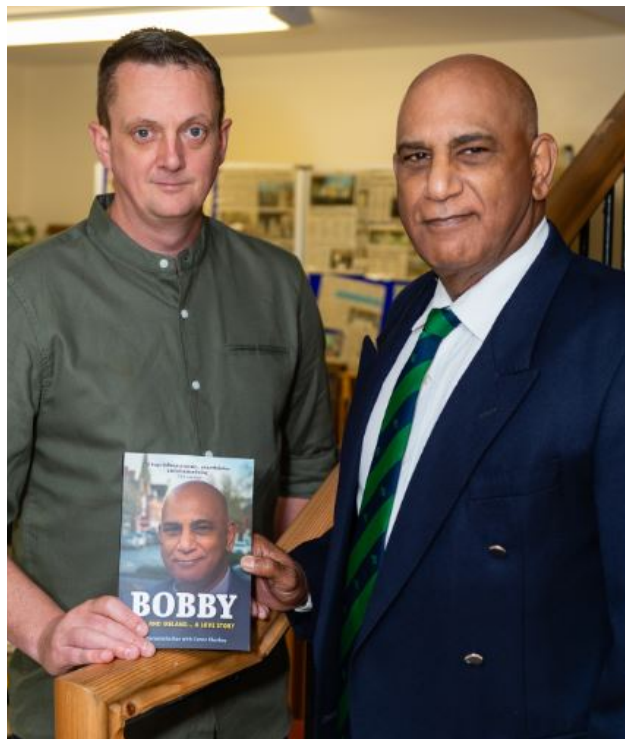
Bobby is also hugely admired among the cricket fraternity in his adopted home of Ireland. He was formerly coach of the Irish national team and coached nine of the 11 players in Ireland's first-ever Test team. He has also coached many of the teams in the north-west.

Conor points out there is only one part of Ireland where cricket is a major sport. "The north-west is the hotbed of cricket in Ireland," he explained. "It's bigger here than in any other corner of Ireland. Strabane to Derry is 14 miles, you have eight clubs over that 14-mile stretch."

As a Strabane man, Conor was always aware of cricket, though never playing. "Strabane Cricket Club was as much a social hub as a sport club," he said. "My parents socialised there. They took me and my sister down on a Saturday to watch matches."

Conor insists that it's not a book about sport but about a man. He has known Bobby since starting in journalism 16 years ago with the Strabane Weekly.

"He was always in with photographs or articles about something he was involved in," Conor said. They became friends. Once, when talking, Conor said



Conor Sharkey with Narasimha 'Bobby' Rao.

to Bobby, "You should put in in a book." Bobby suggested Conor write it. Fortunately, Bobby had kept everything written about him, "the good, the bad and the ugly." He arrived into Conor's house with all in a big green box. "Those articles were my lifeline," Conor said. He has used them well.

'Bobby: India and Ireland... a Love Story' is published by Hero Books.

Minister hopes options for libel law changes will come this year

In the Dáil last month, Mayo TD Dara Calleary asked for an update on the progress made in relation to the programme for government commitment to review and reform defamation laws, and the timeline for introduction of new legislation.

The Minister's written response is significant for one omission, the failure to acknowledge that the review, presented as a new promise in the programme for government, is five years late under the provisions of the Act itself.

Minister Helen McEntee said her department has already completed "very extensive work on the review of

the Defamation Act 2009" but progress had been interrupted by preparation of urgent legislation arising from the COVID-19 pandemic.

She said it is intended that the report of the review, with options for change, will be with her "as early as possible in the autumn" with a view to bringing proposals for legislative change to Government for approval in the following weeks.

The Defamation (Amendment) Bill is included in the Government's Legislation Programme for the autumn session 2020, which was published on 15th September.

NewsBrands Ireland awards to air November 17-18

NewsBrands Ireland Journalism Awards will announce their annual winners as part of a two-part virtual event on November 17th and 18th.

The event will be broadcast on www.journalismawards.ie from 7pm to 9pm each evening and feature host Matt Cooper interviewing members of the judging panel, who will discuss the great journalism of the past year and announce the winners.

The awards feature 24 categories across modern journalism. Entry to the awards is open to any work published in print, website, online, mobile, video, or audio from any NewsBrands Ireland member title. This year includes two new categories: Magazine of the Year and Best Covid-19 Journalism.

This year's shortlist can be viewed at <http://journalismawards.ie/shortlist-2020>.

PSNI must hand back material from No Stone Unturned case

The NUJ in the UK and Ireland welcomed the apologies issued to Northern Ireland journalists Trevor Birney and Barry McCaffrey by PSNI chief constable Simon Byrne for their unlawful arrests in August 2018.

In welcoming the apologies Michelle Stanistreet, NUJ general secretary and Séamus Dooley, assistant general secretary, in a joint statement called on the PSNI to take immediate steps to return all data held by the police to the journalists, and to bring those responsible for the Loughinisland massacre to justice.

Reacting to the apology Michelle Stanistreet and Séamus Dooley said: "Our members should not have had to endure a two-year ordeal at the hands of the PSNI and Durham Constabulary. Not only were the unlawful arrests a cause of distress, the police stance since the illegal detentions has had a devastating impact on these two NUJ members. Their only crime was to make a documentary highlighting the appalling injustices perpetrated at Loughinisland.

"At every stage in the legal process the police were

obstructive, adding to the cost of proceedings and to the suffering of Barry, Trevor and their families. No journalist should ever be put in this position simply for doing their job.

"The PSNI still retains a vast amount of journalistic material, despite the court order. If these apologies are to mean anything the chief constable must bring about an end to this shameful episode by arranging the immediate hand over of all material seized or copied. Last week's clear and unambiguous court ruling must be followed by swift and decisive police action to remedy this wrong.

"The Loughinisland families deserve justice. That can only happen if the PSNI act on the information contained in 'No Stone Unturned'. As investigative journalists Barry and Trevor never sought to be the focus of attention. We salute their commitment, courage and perseverance and want to acknowledge all who stood with them in their campaign. We are proud of the role played by NUJ members and the wider trade union members in supporting our members."

Senior journalists to leave BBC NI

Four of Northern Ireland's best-known journalists are to leave BBC News Northern Ireland, including long-time NUJ representative Mervyn Jess.

Political editor Mark Devenport, senior journalists Maggie Taggart and Mervyn Jess and investigations correspondent Kevin Magee have decided to take voluntary redundancy and are wished well, along with all BBC colleagues leaving the airwaves.

Mervyn Jess joined BBC News NI in 1988. He has been a long-time union activist, representing Northern Ireland journalists at national BBC negotiations and serving as Northern Ireland broadcasting branch delegate to DM.

Barry steps down

Long-serving Irish Times FoC Barry O'Halloran has stepped down from the post. Barry had guided the chapel during some of the most complex and challenging negotiations in recent years.

Deputy MoC Kitty Holland is serving as acting MOC as part of interim chapel leadership with Conn Ó Midheach and Éanna Ó Caollaí.

Mairead lands EU post on way to the Forum

Earlier this year, former Independent Newspapers chapel member Mairead McGuinness accepted the invitation to open the summer session of Dublin Freelance branch's freelance forum, subjected to diary commitments.

Having the senior vice president of the European Parliament open the forum was a coup for the branch.

No one envisaged circumstances in which a global pandemic would force cancellation of the forum or that a golf-related breach of Covid-19 regulations would alter Mairead's diary.

The former agriculture journalist was confirmed as European Commissioner for Financial Stability, Financial Services and the Capital Markets Union in September to succeed Phil Hogan, following his forced departure.

On her appointment Mairead accepted the congratulations of Kieran Fagan, DFB treasurer, and asked to be kept informed of plans for a resumed forum in 2021.

Kieran and Mairead served in Independent House together. Prior to her appointment as editor of the Independent's farming supplement she had worked with the Farmer's Journal and on RTÉ's Ear to the Ground. She also worked as a researcher in RTÉ following her graduation from UCD.



INDUSTRIAL RELATIONS NEWS

Click and Collect Christmas bad news for media organisations

The fall in advertising revenue arising from what is being dubbed a “click and collect Christmas” will have serious implications for media organisations, Irish Organiser Ian McGuinness has warned.

In a report to the IEC’s November meeting Ian McGuinness highlights serious concerns, especially

in the regional press sector.

Combined with a lean January, a bad Christmas arising from the six-week lockdown leading up to December 1st could have great consequences for employment and underlines the need for an urgent rescue package for the industry.

Anti-mask campaign under fire

Irish Secretary Séamus Dooley has been appointed to a working group of the ICTU Executive Council to work in conjunction with the ICTU Global Solidarity committee on developing a strategy to deal with the threat of the far right in Ireland.

Of particular concern is the way in which disparate groups have attacked workers, including journalists, during anti mask rallies and protests against Covid-19 restrictions.

Reporters, photographers and television crews have been abused and threatened in Dublin city centre and outside the Criminal Courts of Justice.

Séamus said retail and media workers are among those threatened.

“It is especially nauseating to see journalists being threatened in the name of civil liberties,” he said. “The right to peaceful protest does not involve the right to abuse workers doing their job.

“Many of those involved in these campaigns are associated with far-right groups and have a sinister agenda,” Séamus said. “There are many who have genuine concerns over the Covid lockdown and over aspects of government policy who do not take it upon



Séamus Dooley: on ICTU working group.

themselves to abuse or harass workers. As far as I am concerned, ‘anti-mask’ is ‘anti-worker’.”

Revitalised INM chapel in full swing

Under the leadership of FoC Luke Byrne and MoC Anne Marie Walsh, the revitalised chapel at Independent House is operating at full tilt, dealing with a huge workload with the assistance of Ian McGuinness, Irish organiser.

The company has indicated that it wishes to re-negotiate the comprehensive 13-year old House Agreement.

An unexpected announcement that the Herald would continue to be printed but that no additional investment would be made in Herald.ie was greeted with concern by designated Herald staff.

Production will now be done by an enlarged INM production unit and there is no threat to the terms and conditions of the Herald team.

Also under review are the company’s expenses and retirement policies.

Concern over Iconic posts

At a recent meeting of the IEC, concern was expressed at the approach being adopted by Iconic Newspapers, who continue to refuse to engage with the NUJ.

While some staff have been brought back to work from being laid off, a small number continued to be laid off for more than seven months in succession. The work of these members is being reassigned to non-staff.

NUJ extends Reach

Having successfully contested compulsory redundancies at Reach titles, the NUJ has trebled its membership in the company’s Irish operation.

A chapel has been formed at Reach, Dublin. The company owns the Irish Mirror, Irish Sunday Mirror, Dublin Live, RSVP, Belfast Live, and Cork Beo.

Meanwhile, the Competition and Consumer Protection Commission also recently cleared its acquisition of the Irish Daily Star.

Happy birthday Mary Maher

Family, friends and NUJ colleagues united this month in celebrating the 80th birthday of Member of Honour Mary Maher.

A founder member of the Irish Women's Liberation movement, first MoC of The Irish Times chapel and former Cathaoirleach of the IEC, Mary has made a unique contribution to Irish journalism, to the NUJ and the wider trade union movement, a legacy celebrated in a special Irishwoman's Diary in The Irish Times on her birthday.

Born in Chicago on November 9th, 1940, Mary is currently resident at Shannagh Bay Nursing Home, Bray following the onset of dementia.

With characteristic resilience she recently



Mary Maher

survived Covid-19 infection.

Mary cannot receive visitors, but NUJ friends are encouraged to send cards to Mary at Shannagh Bay Nursing Home, 2-3 Fitzwilliam Terrace, Strand Road, Bray, A98 FV48, Wicklow.

Gerry O'Hare, leading figure in Irish journalism

The death has taken place of Gerry O'Hare, (79), a leading figure in Irish journalism and a veteran of the Irish Press chapel.

Gerry O'Hare started working for the Irish Press Group in the late 1970s and went on to work on the newsdesk before becoming the Irish Press travel editor.

Following the closure of the Irish Press in 1985 he founded the magazine Travel Extra.

He had also served as editor of An Phoblacht. prior to moving to Burgh Quay.

Uniquely for a travel writer, he was banned from travelling to both the US and UK arising from his conviction and imprisonments for IRA membership.

Gerry was a committed member of the Press



The late Gerry O'Hare pictured after exiting the Irish Press building following the 1995 occupation, with his wife Anne Cadwallader, who cared for him during his long illness, and former wife Rita O'Hare.

chapel, noted for lively interventions at NUJ meeting during turbulent times.

He was one of the group who occupied the Irish Press building in 1995 during the final strike prior to the closure of the titles.

Journalists to address online harassment in workshop

Journalists Patricia Devlin, Kathryn Johnston and Felicity McCall will speak about online abuse directed at women in an online workshop later this month.

Compass Rose Network will host a Zoom workshop at 7pm on Wednesday, Nov. 25th, that looks at how women in journalism have been abused, harassed, and threatened on social media.

The new group, Compass Rose Network, based in

Northern Ireland, provides online workshops based largely around conflict and trauma.

The upcoming workshop will involve discussions around online abuse as well as a question-and-answer session.

Anyone who would like to receive an invitation for the workshop can contact the network by email at kawalk@hotmail.com or by phone at +4477 02262083.