

Abstract

Since the death of George Floyd, journalists of color have driven dramatic changes to mainstream ethical norms within the journalism industry by speaking out on social media and on other platforms. Though politicized discussions on applications of Critical Race Theory (CRT) raise questions about the conversations on systemic racism our society is able to address, the Voice of Color tenet (of CRT) asserts the value of minority voices in understanding the nature of the racial reckoning our society and media industry are currently undergoing. This study seeks to explore the range of perspectives presented by a diverse group of journalists to understand 1) the expectations placed on minority journalists in an historically white institution, 2) the scope and nature of industry-wide changes currently underway, and 3) the ways that news organizations can better support their journalists in meeting the changing needs of the public. The study's findings support common criticisms of systemic discrimination within and propagated by the journalism industry, along with a growing prioritization among journalists of social responsibility over more traditional norms of detachment and journalistic objectivity.