DIVERSIFY OR BE DESTROYED
In order to survive complex, interlapping crises, it's essential to learn from everyone. In her books, people who are different, or have suffered trauma or oppression are important teachers to learn from.
Diversity is essential to our investigation work because there are individuals who are uniquely positioned to see both problems and solutions, and we need to reach them.
what do we mean?

- Lots of stories remain invisible because the people who can see them are not welcome in journalism/activism/investigations.

- Real diversity needs to include different skill sets, language, life experience as well as race, ethnicity, gender, ability.
Vaccine Hesitancy — The Pfizer Kano Case
“I Wouldn’t Take No For An Answer”
SOCIAL NETWORKS
People like to work with people they know or could potentially know.

DEADLINES
Going outside our immediate network takes time we don't often have.

BIG NAMES
Bylines in legacy media are a shortcut people use to decide who is trustworthy—someone else though they were!

MYTHS AND PREJUDICE
Assumptions about countries and regions cut...
Key takeaways/principles from our first few months
UNBIAS THE NEWS

**PUBLISHING**
Underreported stories from all over the world

**TRAINING**
Free trainings on topics like cross-border journalism, fact-checking, etc

**NETWORK**
Find partners for investigations or opportunities in the field
judge on work, not resume

- Actually read the work
- For your purposes, specific local expertise may be way more important than a big name
pay everyone the same and on time (period)
adopt a mentor/mentee approach

- And be flexible about which one you are
- Explanations can unlock new avenues for investigation
don't be an a**hole

- Bullying is one of the main reasons people drop out of the media/ ngos
- Assume misunderstanding rather than intentional failings
- You need a thick skin to work in this field, let's not make it tougher
Give it way longer than you think

- Internet blackouts, theft of equipment, political upheaval, canceled visas are all dealbreakers—until it's happening to you