

Final Report

SPJ State of Journalism & Mental Health in Washington State 2021



About the survey

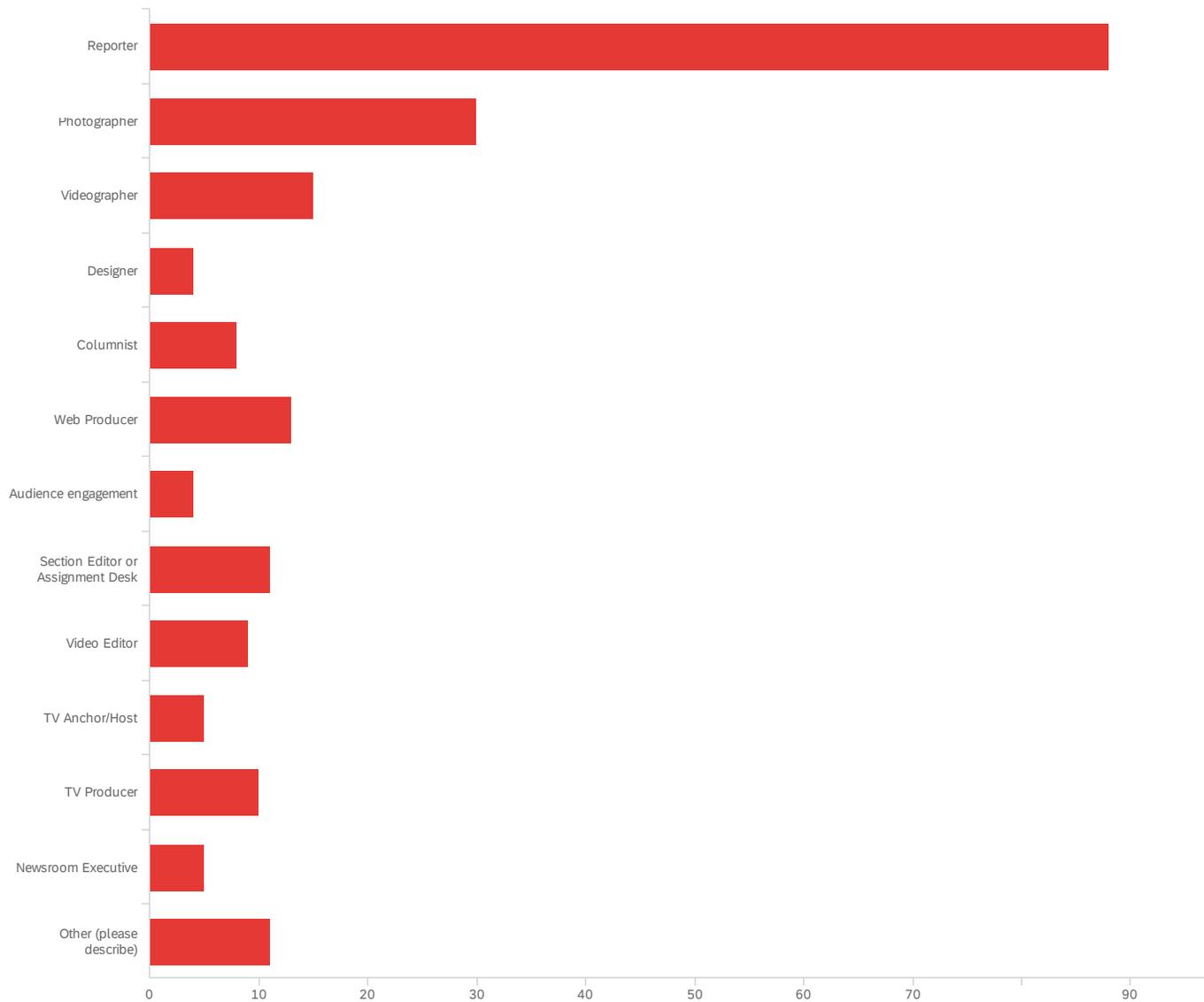
Board members of the SPJ Western Washington Pro Chapter were concerned. The year 2020 was a tumultuous time for journalists not only in our state, but across the country — as both the coronavirus pandemic and demonstrations took hold in our communities.

Our goal was to gain insight into the mental health of journalists in our state and pinpoint areas in which we could provide assistance. What we learned was concerning: A majority of the journalists who took our survey said mental wellness was more of a struggle now than before the pandemic, that they never use mental health services, and that a myriad of barriers contribute to this.

The survey was open to any Washington state journalist, from March 17 to April 11, 2021. We promoted the survey through our social media channels (Facebook, Twitter), and reached out to journalists in our state both directly and through their news organizations. This report includes data from 148 reporters, photographers, editors, web producers, newsroom executives, and others.

We hope this survey sheds light on the importance of self-care, getting help when needed, and the obstacles that prevent that from happening.

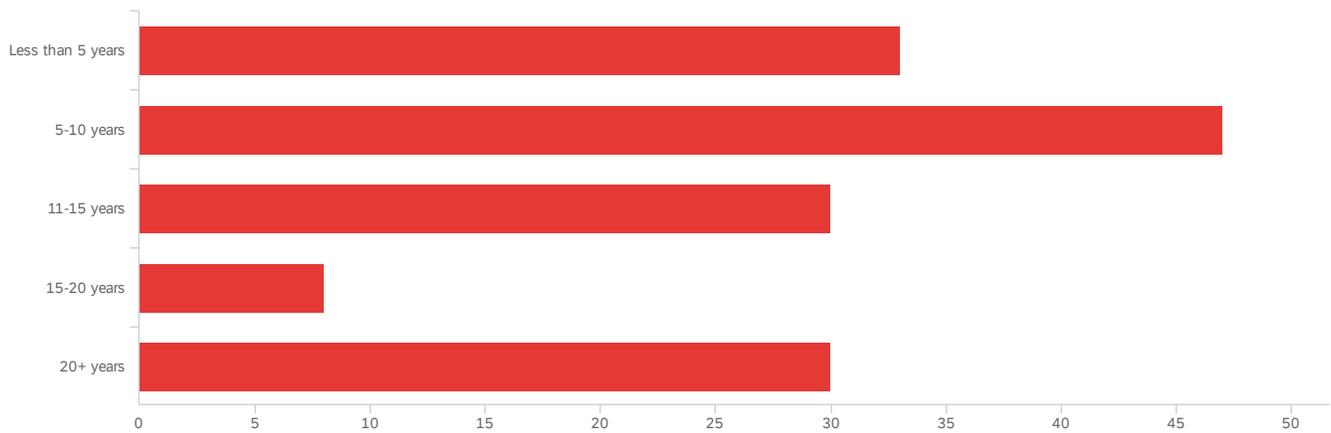
Q1 - In terms of your work as a journalist, which, if any, of the professional descriptions below would you most identify with? [Select all that apply]



#	Field	Choice Count
1	Reporter	41.31% 88
2	Photographer	14.08% 30
3	Videographer	7.04% 15
4	Designer	1.88% 4
5	Columnist	3.76% 8
6	Web Producer	6.10% 13
7	Audience engagement	1.88% 4
8	Section Editor or Assignment Desk	5.16% 11
9	Video Editor	4.23% 9
10	TV Anchor/Host	2.35% 5
11	TV Producer	4.69% 10
12	Newsroom Executive	2.35% 5
13	Other (please describe)	5.16% 11
		213

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Q2 - How long have you worked in journalism in any capacity?

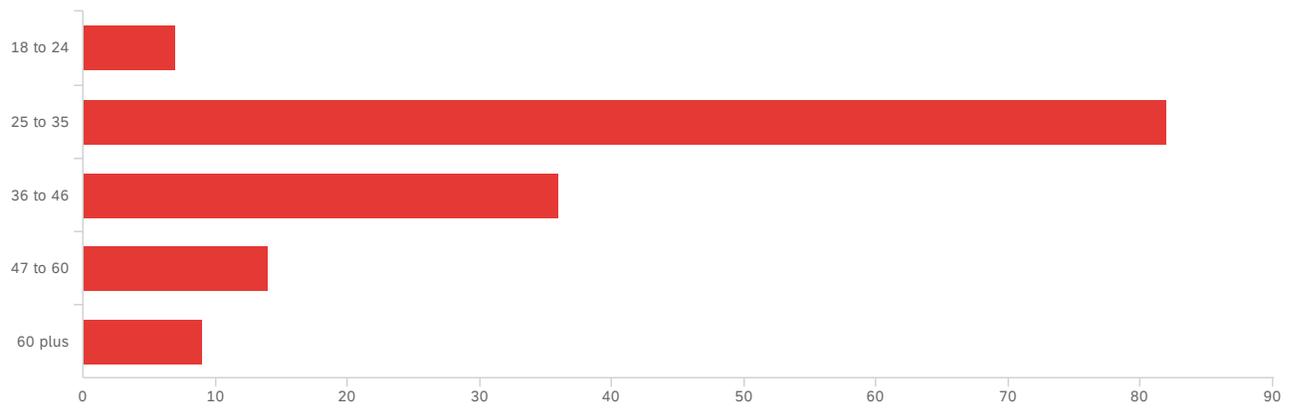


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you worked in journalism in any capacity?	1.00	5.00	2.70	1.41	1.98	148

#	Field	Choice	Count
1	Less than 5 years	22.30%	33
2	5-10 years	31.76%	47
3	11-15 years	20.27%	30
4	15-20 years	5.41%	8
5	20+ years	20.27%	30
			148

Showing rows 1 - 6 of 6

Q3 - What is your current age?

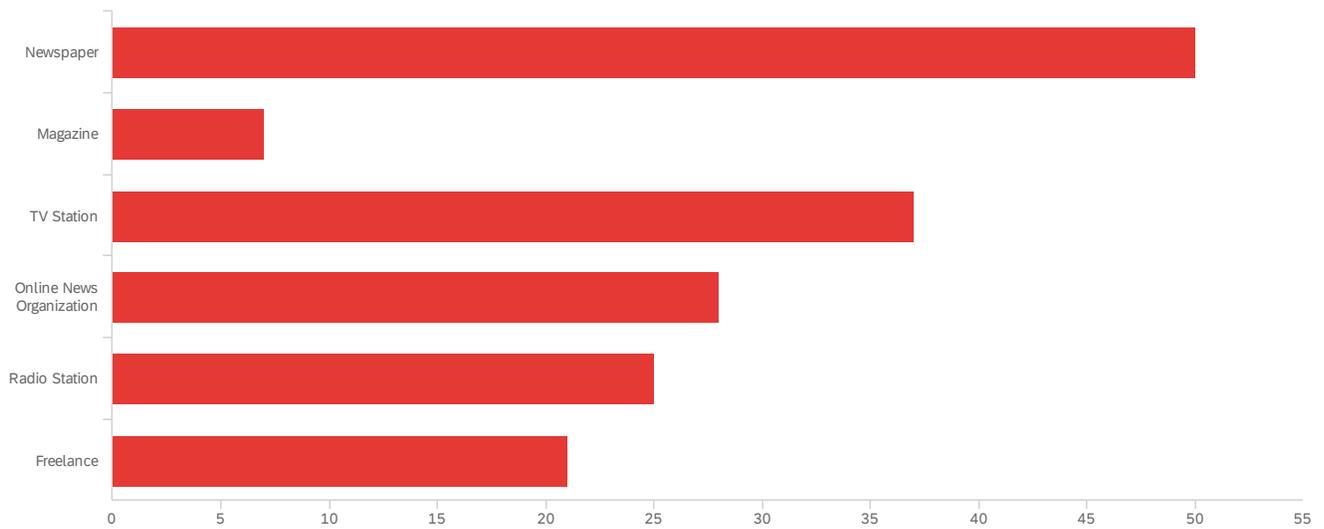


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your current age?	1.00	5.00	2.57	0.95	0.89	148

#	Field	Choice Count
1	18 to 24	4.73% 7
2	25 to 35	55.41% 82
3	36 to 46	24.32% 36
4	47 to 60	9.46% 14
5	60 plus	6.08% 9
		148

Showing rows 1 - 6 of 6

Q4 - What type of news organization do you currently work for?

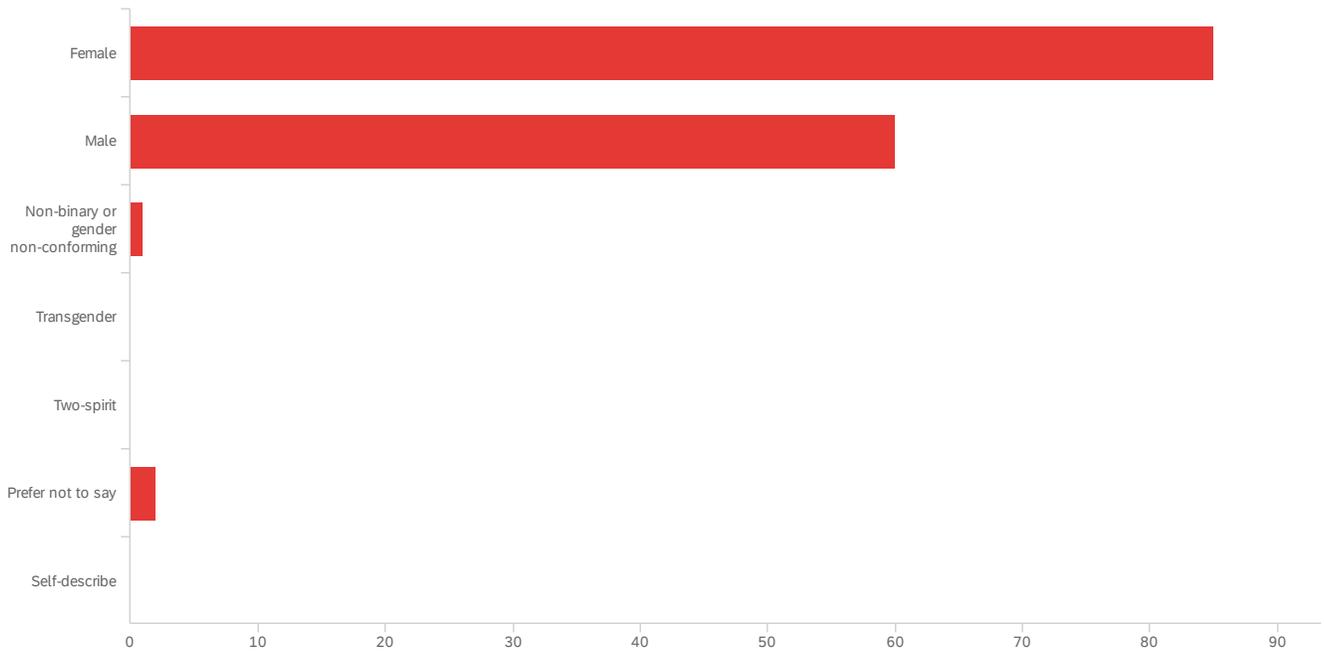


#	Field	Choice Count
1	Newspaper	29.76% 50
2	Magazine	4.17% 7
3	TV Station	22.02% 37
4	Online News Organization	16.67% 28
5	Radio Station	14.88% 25
6	Freelance	12.50% 21

168

Showing rows 1 - 7 of 7

Q5 - Which best describes your sex/gender identity?

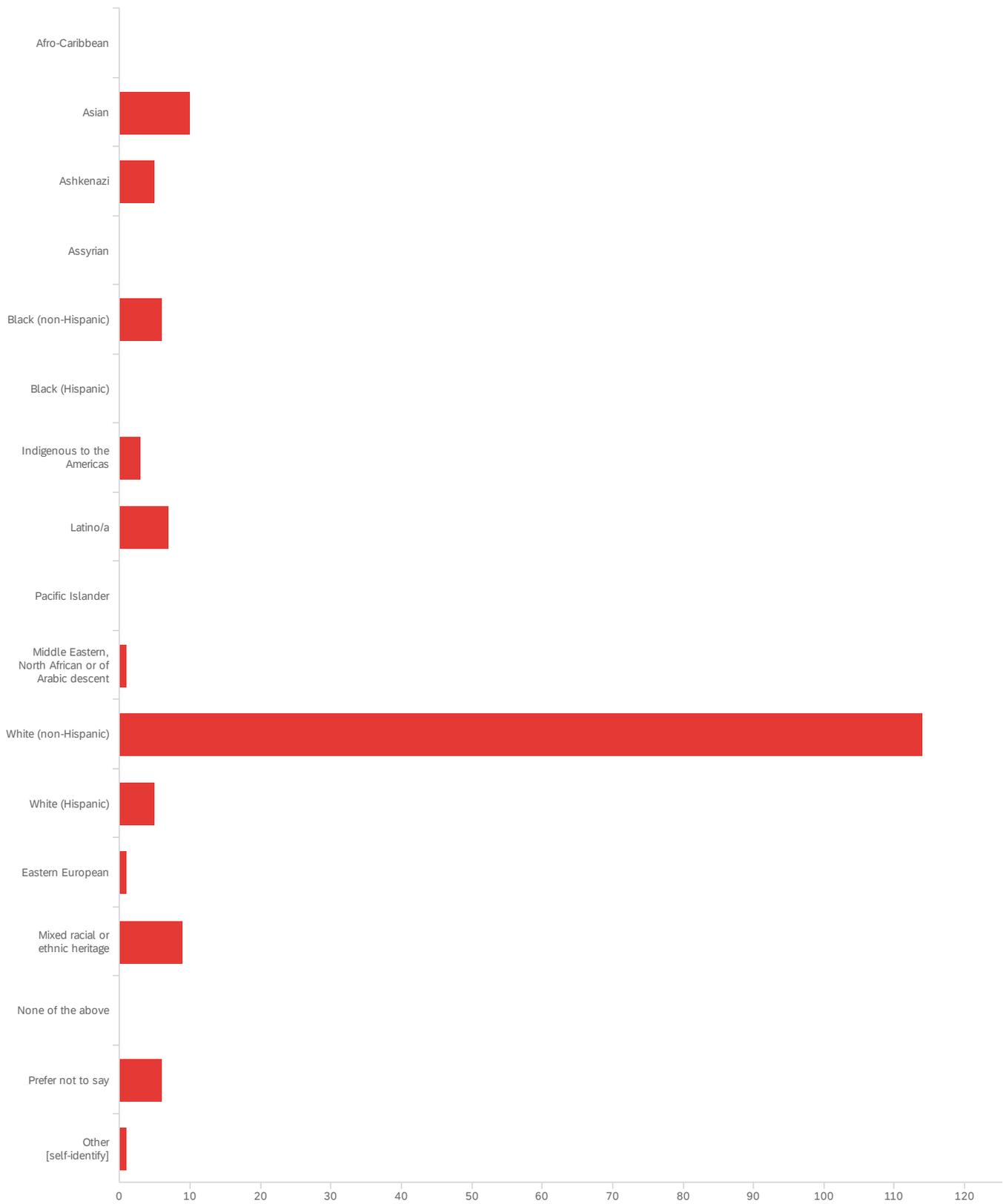


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which best describes your sex/gender identity?	1.00	6.00	1.49	0.73	0.53	148

#	Field	Choice Count
1	Female	57.43% 85
2	Male	40.54% 60
3	Non-binary or gender non-conforming	0.68% 1
4	Transgender	0.00% 0
5	Two-spirit	0.00% 0
6	Prefer not to say	1.35% 2
7	Self-describe	0.00% 0
		148

Showing rows 1 - 8 of 8

Q6 - Which, if any, of these categories might describe your race? [Select all that apply]



#	Field	Choice Count
1	Afro-Caribbean	0.00% 0
2	Asian	5.95% 10
3	Ashkenazi	2.98% 5
4	Assyrian	0.00% 0
5	Black (non-Hispanic)	3.57% 6
6	Black (Hispanic)	0.00% 0
7	Indigenous to the Americas	1.79% 3
8	Latino/a	4.17% 7
9	Pacific Islander	0.00% 0
10	Middle Eastern, North African or of Arabic descent	0.60% 1
11	White (non-Hispanic)	67.86% 114
12	White (Hispanic)	2.98% 5
13	Eastern European	0.60% 1
14	Mixed racial or ethnic heritage	5.36% 9
15	None of the above	0.00% 0
16	Prefer not to say	3.57% 6
17	Other [self-identify]	0.60% 1
		168

Showing rows 1 - 18 of 18

Q7 - In which city or town do you work?

In which city or town do you work?

Spokane, WA

North of Seattle

Seattle

Seattle

Seattle

Seattle

Seattle

Vancouver

Bremerton

Seattle

Bainbridge Island

Seattle

Seattle

Seattle

Seattle

SEATTLE

Anacortes

NA

Vancouver

Seattle

Tacoma

Ann Arbor, Michigan

In which city or town do you work?

Seattle

Seattle

Seattle

Seattle, WA

Seattle, WA

Seattle, WA

Seattle wa

Seattle

Seattle

Seattle, WA

Seattle

NA

Vancouver, WA (freelance)

Spokane

Seattle

Seattle

Seattle

Seattle

ss

Bellingham

Seattle

Seattle

Seattle

Everett

In which city or town do you work?

New York City

Seattle

Seattle, WA

Seattle

Seattle

Seattle

Cheney, Spokane Valley

Seattle

Seattle

Seattle

Spokane, WA

Vancouver

Astoria

Enumclaw

Spokane, WA

seattle

Seattle

Seattle

Seattle

Denver

Seattle

Sioux City

Seattle

Seattle

In which city or town do you work?

Seattle

Seattle

seattle

Ferndale

Bellevue

Seattle

Washington

Seattle

Seattle, Washington

Pullman

King County

seattle

Western Washington

Yakima, WA and Tyler, TX

Seattle

Seattle, WA

Seattle

Seattle

Omak

Seattle

Lynnwood

Olympia

Seattle

Seattle

In which city or town do you work?

Seattle

Seattle

Seattle

Seattle

Portland area

seattle

Seattle

Spokane

Seattle

Seattle

Yakima wa

Seattle

Woodinville

Portland, Vancouver, Olympia, Seattle,

Spokane

Seattle

Yakima, WA

Tacoma

Seattle

Seattle

Seattle

Seattle

Seattle

Seattle

In which city or town do you work?

Tacoma, WA

Seattle

Seattle

Seattle

Olympia

Bellingham

I cover Eastern Washington.

Seattle, Olympia, and Portland

Seattle

Seattle

Northwest

Seattle

Seattle

Snohomish County, Washington state

Seattle

Spokane

Seattle

Seattle

Bremerton, WA

Spokane

Seattle

New York, New York

Western Washington

Seattle

In which city or town do you work?

Seattle

Tillamook

Salem

Seattle

Ferndale

Seattle

Q36 - In which city and state do you live?

In which city and state do you live?

Spokane, WA

Washington state

Seattle, WA

Wa

Seattle

Vancouver WA

Washington

WA

Washington

Washington

Bainbridge Island

Seattle

Seattle

Seattle, Washington

Kirkland

FEDERAL WAY, WA

Anacortes

NA

Washington

Washington

Tacoma, WA

Ann Arbor, Michigan

In which city and state do you live?

Seattle, WA

Seattle Washington

Washington

Bellevue, WA

Seattle, WA

Seattle, WA

Seattle wa

Washington

Washington

Bothell, WA

Seattle

Washington

Portland, OR

Spokane, Wash.

WA

Seattle, Washington

Seattle, WA

Seattle Washington

sss

WA

Seattle, WA

Seattle, WA

Seattle

Everett, WA

In which city and state do you live?

Spokane Washington

Mercer Island, WA

Seattle, WA

Seattle, WA

Seattle, WA

Seattle

Liberty Lake, Washington

Tacoma, WA

Kent, Washington

Mercer Island, WA

Spokane, WA

WA

Oregon

Kent

seattle

Lakewood, wa

Seattle, WA

Washington

Colorado

Seattle

Iowa

Washington

Seattle, WA

Seattle

In which city and state do you live?

washington

Ferndale, WA

Bellevue, Washington

Seattle

Washington

Seattle, WA

Seattle, Washington

Washington

Washington

washington

Western Washington

Yakima, Washington

Seattle, WA

Seattle, WA

Seattle WA

Seattle, WA

Okanogan, WA

Seattle

Lynnwood

Washington

Seattle

Seattle, Washington

Seattle, WA

Seattle, WA

In which city and state do you live?

Seattle, WA

Seattle

Washington

seattle, WA

Seattle

Washington

Washington

Seattle wa

Yakima wa

Seattle

Seattle

Portland Oregon

A Washington

Seattle, WA

Yakima, WA

Tacoma

Seattle, WA

Seattle, WA

Washington

Seattle

Washington

Auburn

Seattle, WA

Washington

In which city and state do you live?

Washington

Washington

Tri-Cities

Olympia, WA

Seattle

Seattle

Washington

Seattle, WA

Seattle WA

Snohomish County, Washington state

Seattle

Spokane, Washington

Seattle

Seattle, WA

Poulsbo, WA

Spokane

Shoreline

Temporarily living in Littleton, New Hampshire. Previously Astoria, New York.

Seattle

Seattle, WA

Seattle, Washington

Oregon

Oregon

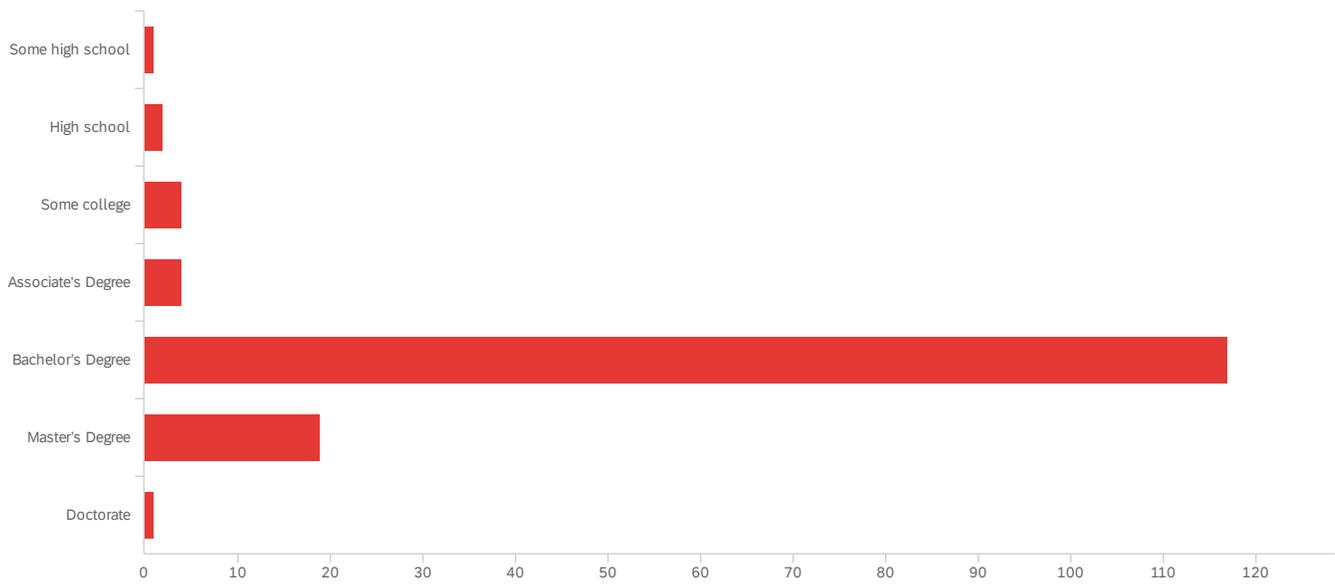
Washington

In which city and state do you live?

Washington

Seattle

Q8 - Which of these best describes the highest level of education that you have completed?

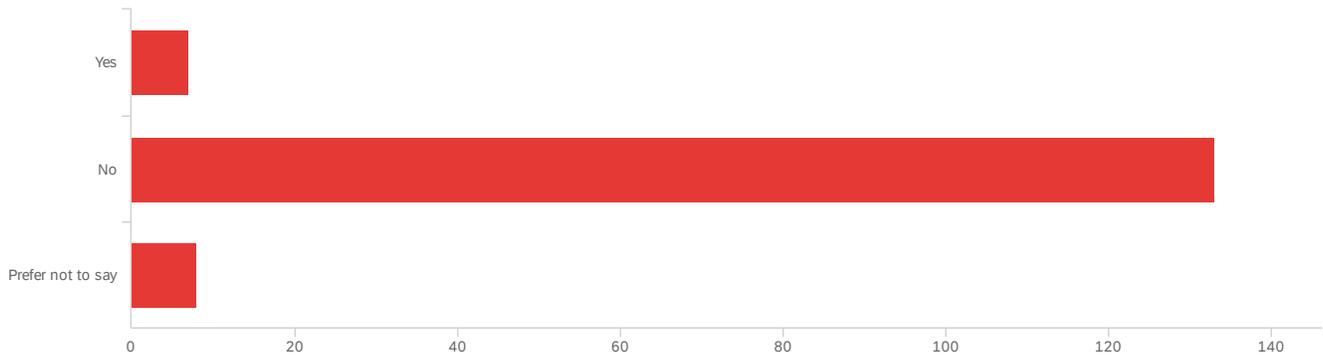


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which of these best describes the highest level of education that you have completed?	1.00	7.00	4.99	0.72	0.52	148

#	Field	Choice Count
1	Some high school	0.68% 1
2	High school	1.35% 2
3	Some college	2.70% 4
4	Associate's Degree	2.70% 4
5	Bachelor's Degree	79.05% 117
6	Master's Degree	12.84% 19
7	Doctorate	0.68% 1
		148

Showing rows 1 - 8 of 8

Q9 - Do you identify as a person with a disability?

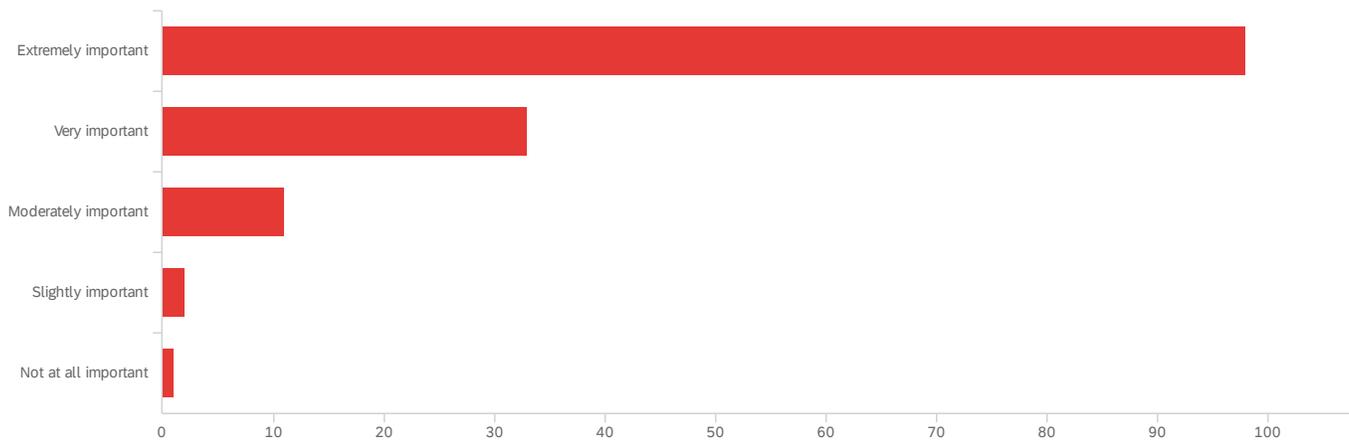


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you identify as a person with a disability?	1.00	3.00	2.01	0.32	0.10	148

#	Field	Choice Count
1	Yes	4.73% 7
2	No	89.86% 133
3	Prefer not to say	5.41% 8
		148

Showing rows 1 - 4 of 4

Q10 - How important is your income from journalism to your livelihood as a whole?

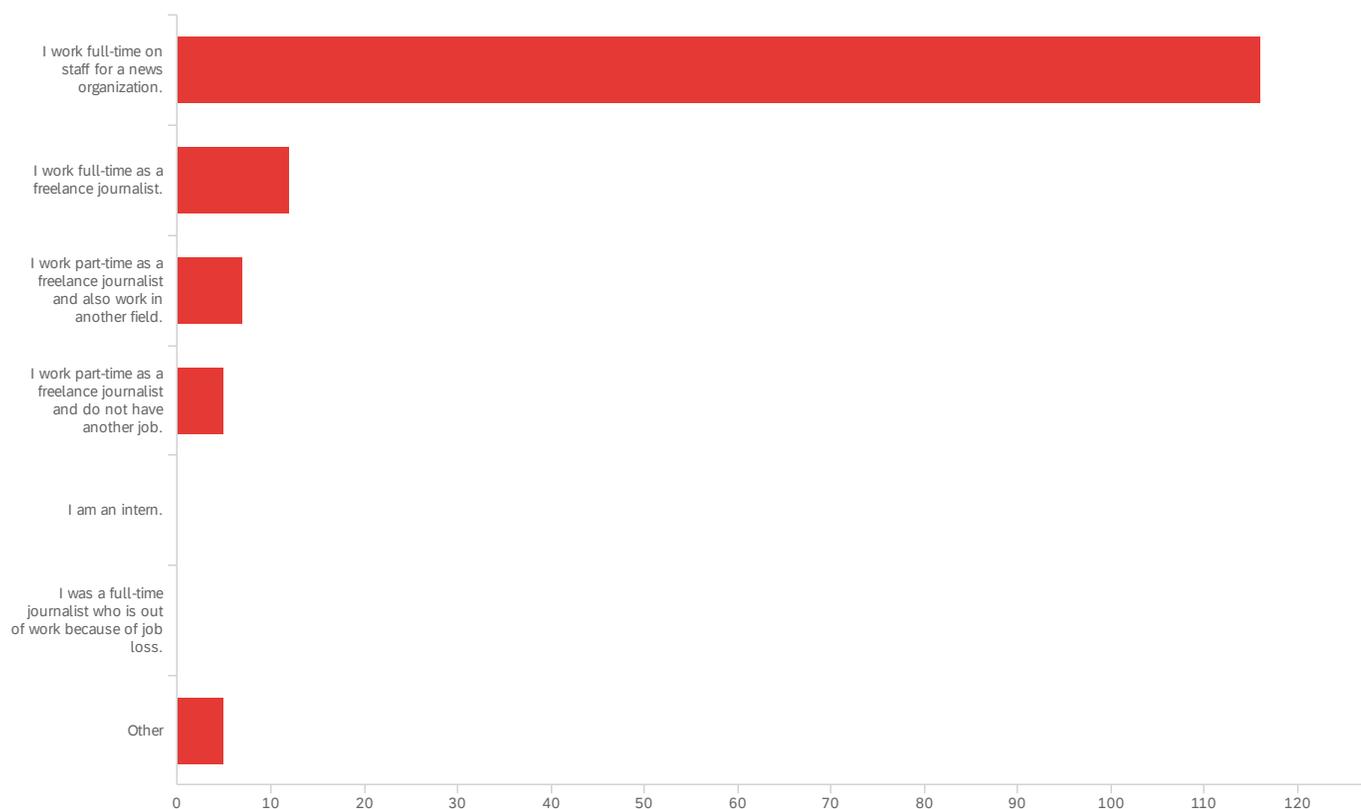


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How important is your income from journalism to your livelihood as a whole?	1.00	5.00	1.45	0.75	0.56	145

#	Field	Choice Count
1	Extremely important	67.59% 98
2	Very important	22.76% 33
3	Moderately important	7.59% 11
4	Slightly important	1.38% 2
5	Not at all important	0.69% 1
		145

Showing rows 1 - 6 of 6

Q11 - Thinking of your role as a journalist, which of these best describes your work arrangement? (Please respond according to a typical year.)

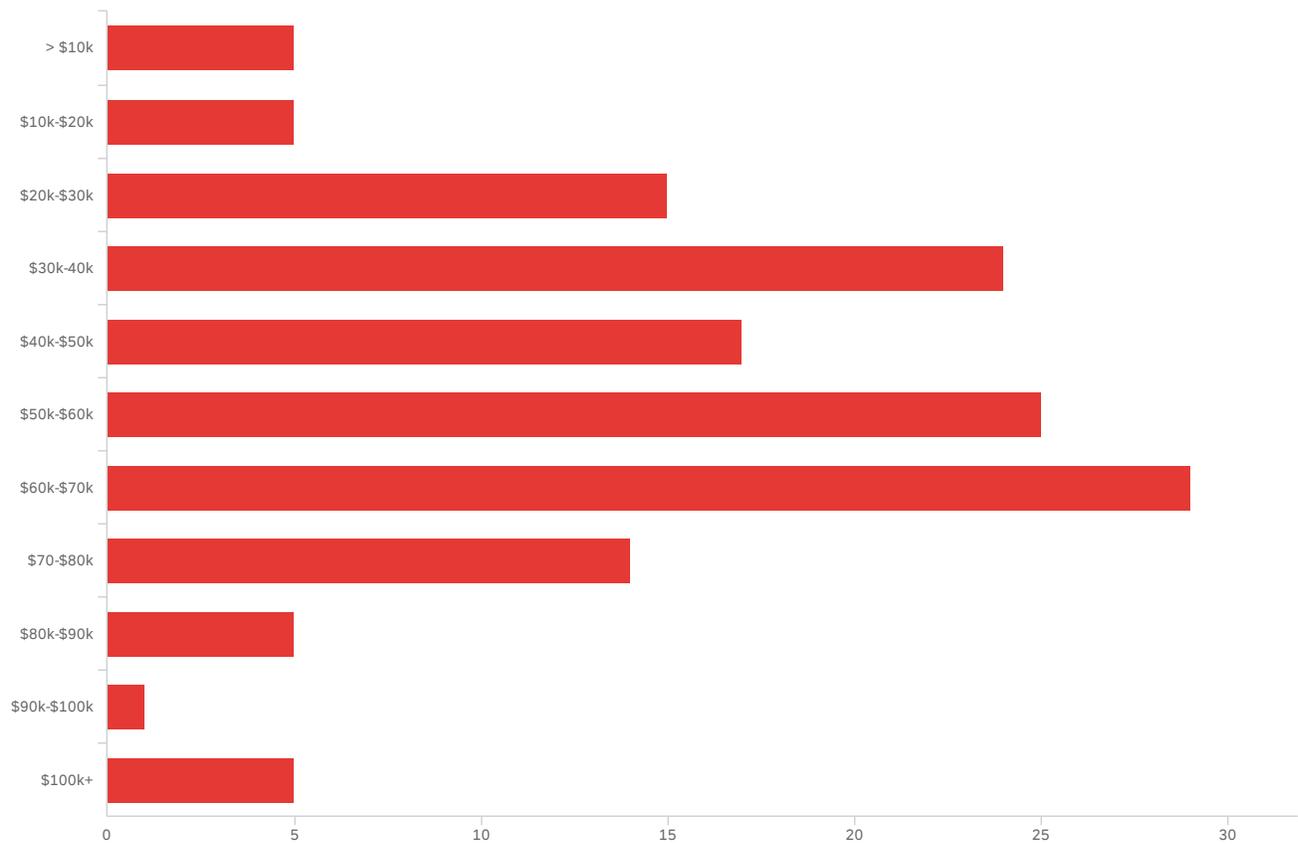


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Thinking of your role as a journalist, which of these best describes your work arrangement? (Please respond according to a typical year.)	1.00	7.00	1.49	1.26	1.59	145

#	Field	Choice Count
1	I work full-time on staff for a news organization.	80.00% 116
2	I work full-time as a freelance journalist.	8.28% 12
3	I work part-time as a freelance journalist and also work in another field.	4.83% 7
4	I work part-time as a freelance journalist and do not have another job.	3.45% 5
5	I am an intern.	0.00% 0
6	I was a full-time journalist who is out of work because of job loss.	0.00% 0
7	Other	3.45% 5
		145

Showing rows 1 - 8 of 8

Q12 - Estimate the money you personally make each year (in US\$, after taxes)?



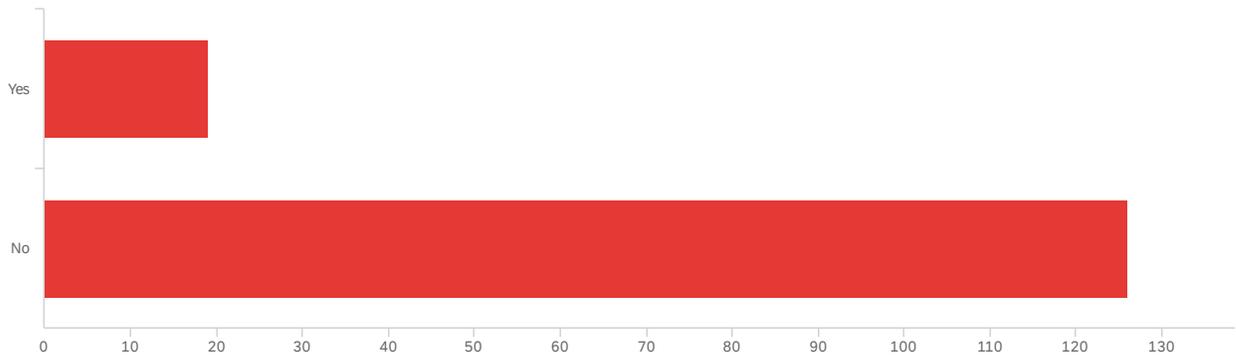
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Estimate the money you personally make each year (in US\$, after taxes)?	1.00	11.00	5.63	2.20	4.85	145

#	Field	Choice	Count
1	> \$10k	3.45%	5
2	\$10k-\$20k	3.45%	5
3	\$20k-\$30k	10.34%	15
4	\$30k-\$40k	16.55%	24
5	\$40k-\$50k	11.72%	17
6	\$50k-\$60k	17.24%	25
7	\$60k-\$70k	20.00%	29
8	\$70-\$80k	9.66%	14

#	Field	Choice Count
9	\$80k-\$90k	3.45% 5
10	\$90k-\$100k	0.69% 1
11	\$100k+	3.45% 5
		145

Showing rows 1 - 12 of 12

Q13 - Do you gain income from another industry?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you gain income from another industry?	1.00	2.00	1.87	0.34	0.11	145

#	Field	Choice Count
1	Yes	13.10% 19
2	No	86.90% 126

145

Showing rows 1 - 3 of 3

Q14 - If you gain income from another industry, can you indicate which?

If you gain income from another industry, can you indicate which?

I own a food/concessions business in addition to working in a FTE journalism job.

N/a

Digital marketing g

Nonprofit

N/A

U.S. Census Bureau

Retail

Freelance

Restaurant work

marketing

Entertainment

N/A

Pension

Music

Education -- journalism lecturer at a university

no

Education

Freelance journalism

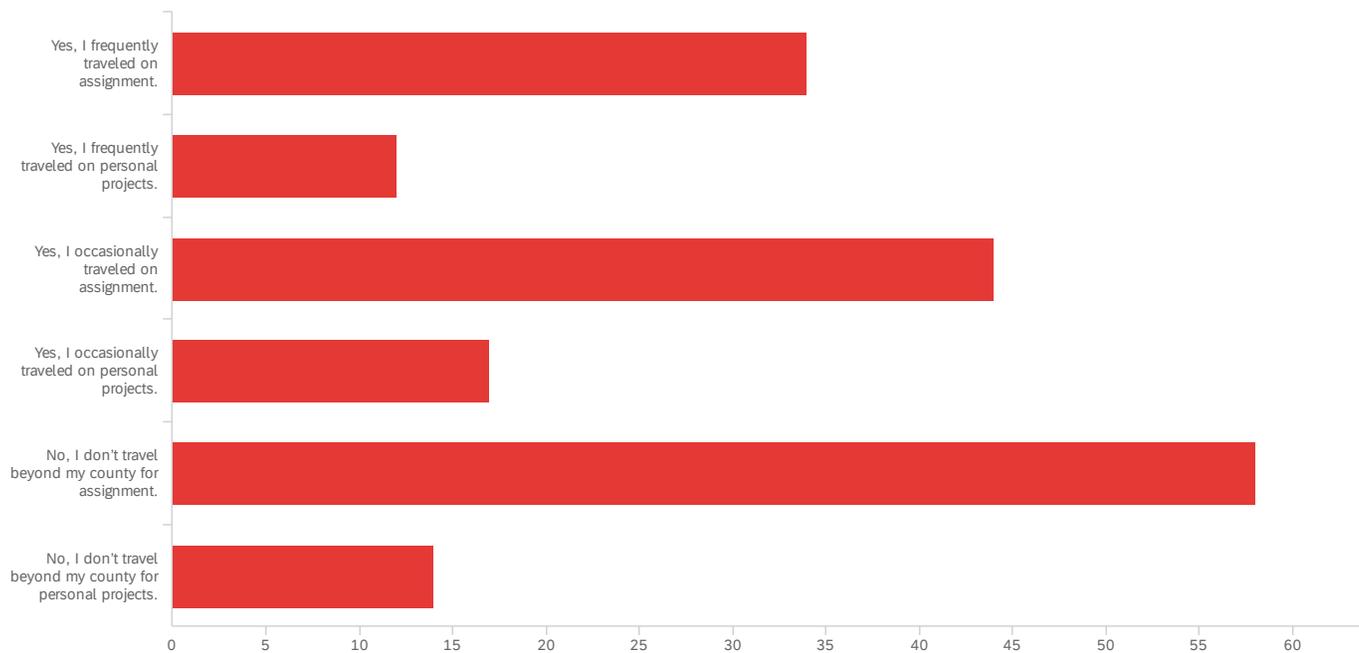
Education

Communications

Higher education

Marketing (freelance)

Q15 - Prior to the coronavirus pandemic, did you travel outside of your county for journalistic work? [Check all that apply]

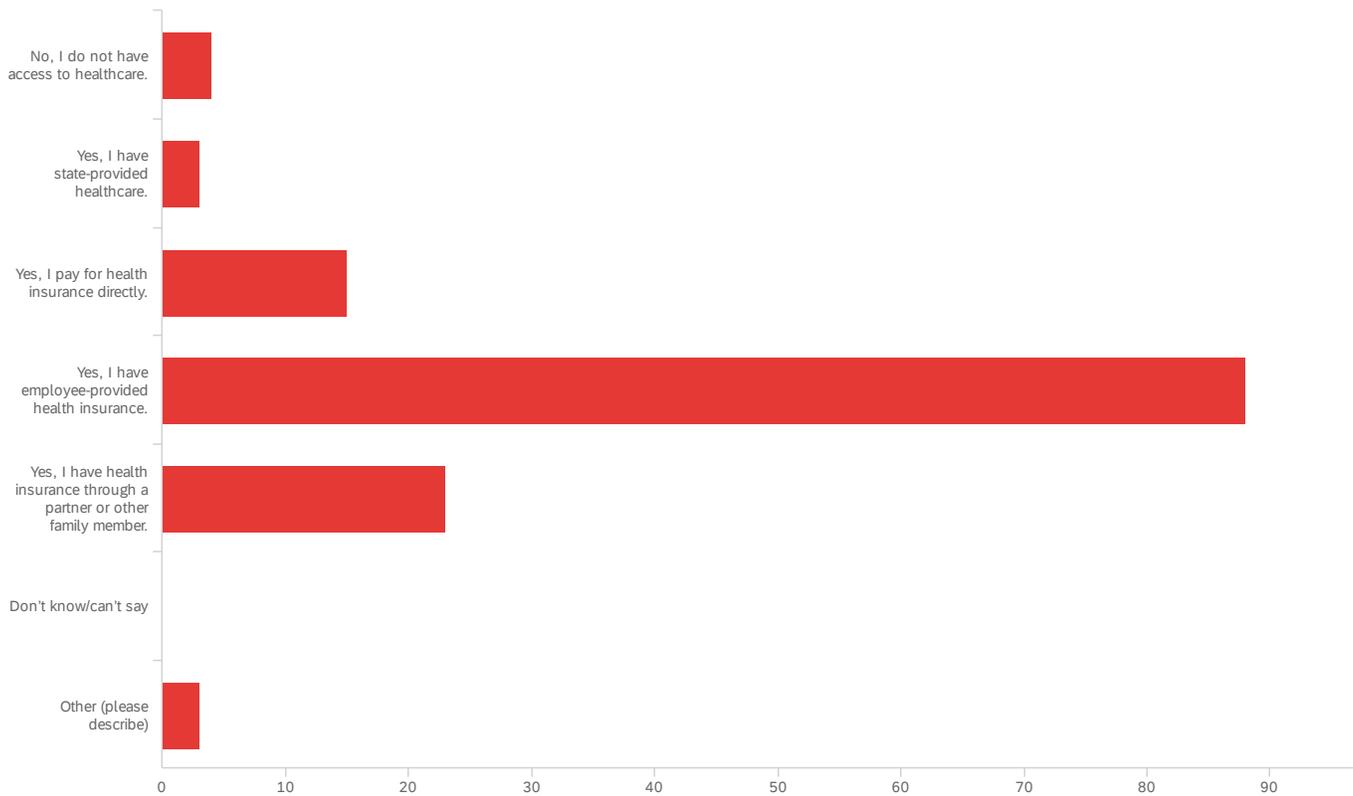


#	Field	Choice Count
1	Yes, I frequently traveled on assignment.	18.99% 34
2	Yes, I frequently traveled on personal projects.	6.70% 12
3	Yes, I occasionally traveled on assignment.	24.58% 44
4	Yes, I occasionally traveled on personal projects.	9.50% 17
5	No, I don't travel beyond my county for assignment.	32.40% 58
6	No, I don't travel beyond my county for personal projects.	7.82% 14

179

Showing rows 1 - 7 of 7

Q16 - Do you feel you have access to healthcare? [Check all that apply]



#	Field	Choice Count
1	No, I do not have access to healthcare.	2.94% 4
2	Yes, I have state-provided healthcare.	2.21% 3
3	Yes, I pay for health insurance directly.	11.03% 15
4	Yes, I have employee-provided health insurance.	64.71% 88
5	Yes, I have health insurance through a partner or other family member.	16.91% 23
6	Don't know/can't say	0.00% 0
7	Other (please describe)	2.21% 3
		136

Showing rows 1 - 8 of 8

Q16_7_TEXT - Other (please describe)

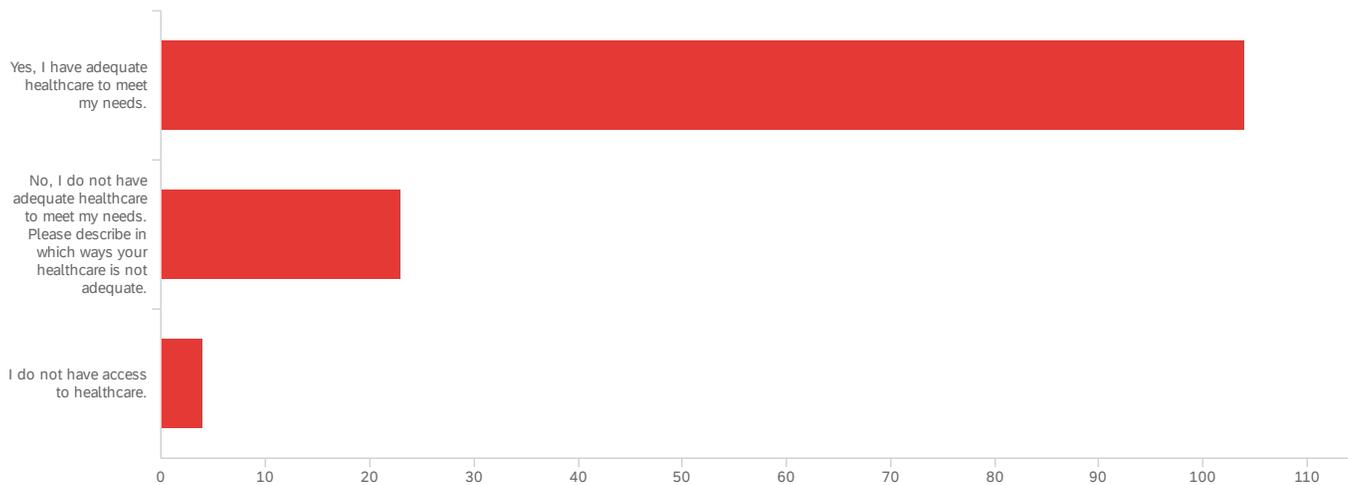
Other (please describe)

Fix survey - employER provided

I am on Medicare

I have public healthcare

Q17 - If you do have access to healthcare, do you feel it's adequate?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you do have access to healthcare, do you feel it's adequate? - Selected Choice	1.00	3.00	1.24	0.49	0.24	131

#	Field	Choice Count
1	Yes, I have adequate healthcare to meet my needs.	79.39% 104
2	No, I do not have adequate healthcare to meet my needs. Please describe in which ways your healthcare is not adequate.	17.56% 23
3	I do not have access to healthcare.	3.05% 4
		131

Showing rows 1 - 4 of 4

Q17_2_TEXT - No, I do not have adequate healthcare to meet my needs. Please describe in...

No, I do not have adequate healthcare to meet my needs. Please describe in...

Works fine til something major occurs and there's a big deductible.

Deductibles are way too high and mental health services are too expensive

I wish I had more physical therapy sessions available

poor access to mental health care, super high deductibles and copays

I do not have access to dental care and cannot visit the doctor as frequently as I would like.

No, I do not have adequate healthcare to meet my needs. Please describe in...

Does not cover all my medical costs; I had health issues where I needed surgery and many appointments. It also does not cover my therapy needs.

My newspaper's healthcare plans are too expensive to afford.

Expensive with high deductibles

Few choices for coverage and the coverage I have doesn't cover what I need it to cover.

It's prohibitively expensive for everything but catastrophic care

Healthcare premiums are higher than I would like, a lot of doctors/services are out of network.

Deductible is 1500 and still have 20% copay after. Gets very expensive. Waittimes for mental health workers (psychiatrist, psychologist) are very long.

It is expensive and doesn't cover mental health care adequately.

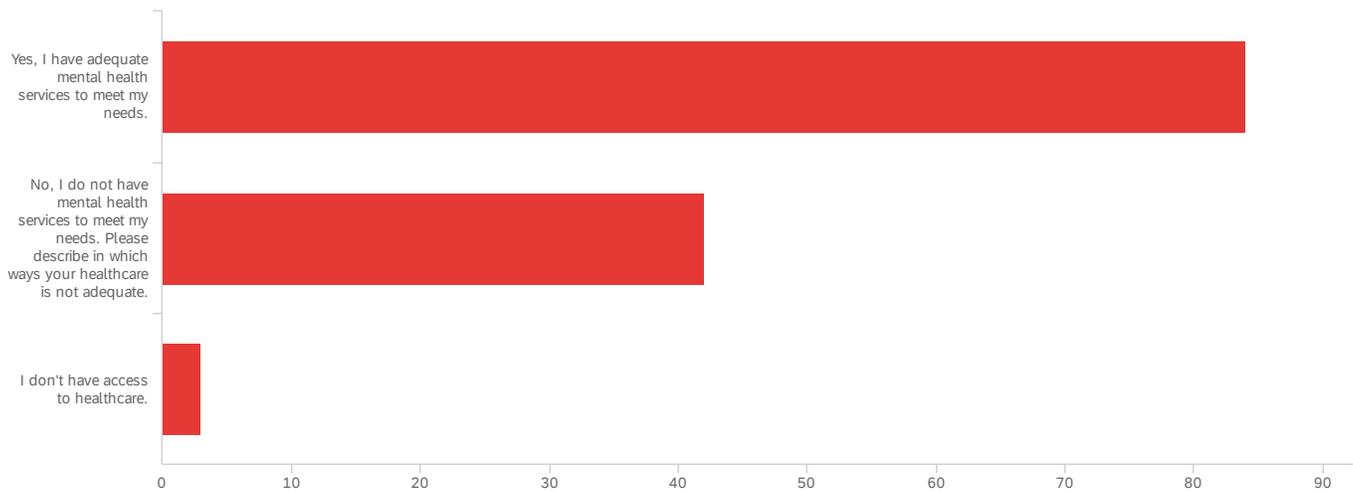
Not enough coverage for mental health care

The monthly cost of the paper's health care plan are ridiculously high, and then I never want to see a doctor because that's at least a \$40 or \$60 copay depending on if their a primary care doctor or specialist. That's before any testing or medicines. A routine visit for preventative woman-related health care cost me \$100 with insurance. The system is broken.

Without employer support or tax breaks "quality" plans are difficult to purchase

expensive to use

Q18 - Does your healthcare insurer provide adequate mental health services?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Does your healthcare insurer provide adequate mental health services? - Selected Choice	1.00	3.00	1.37	0.53	0.28	129

#	Field	Choice Count
1	Yes, I have adequate mental health services to meet my needs.	65.12% 84
2	No, I do not have mental health services to meet my needs. Please describe in which ways your healthcare is not adequate.	32.56% 42
3	I don't have access to healthcare.	2.33% 3
		129

Showing rows 1 - 4 of 4

Q18_2_TEXT - No, I do not have mental health services to meet my needs. Please describe...

No, I do not have mental health services to meet my needs. Please describe...

Not currently covered

It's too expensive

I am in Michigan primarily because of the COVID pandemic - my health insurance is from the state and is only for an emergency. I am currently looking for full time work that would allow me to ensure my insurance would cover mental health care.

My insurance covers mental health services. I have been unhappy with finding a provider that I like,

No, I do not have mental health services to meet my needs. Please describe...

I do not know if my insurer provides adequate mental health services because I've never used it.

Culturally appropriate behavioral health providers are not available through insurance

I cannot afford therapy with my insurance.

I have a primary care doctor who is great. When I shared being dysfunctional and profoundly affected by stress, he told me "It's part of the human condition," and did not refer me to mental health help. Help through my employer is primarily offered anonymously by phone.

Mental health copays feel too expensive - about \$50 per visit.

Not sure if it's included

I am not sure if they do.

It's so hard to find a therapist and my psychiatrist is not covered

Unsure, lack of information about therapy options

My health insurance doesn't cover counseling.

I have not been satisfied with mental health services from my healthcare insurer and generally pay out of pocket instead.

It's prohibitively expensive

Kaiser doesn't offer many out-of-network options for in-person therapy at convenient locations. All that's often offered is video counseling.

therapy is not covered

Mental health coverage was hard to acquire through insurance, so just stuck with my usual therapist and pay out of pocket, on sliding scale, thanks to therapist.

It is difficult to find a provider I can connect with, via my employer-provided insurance network. My employer does offer an EAP that gives three appointments per year, which is far from adequate from someone struggling with anxiety and depression.

Very few eap. Long wait times for counselors, psychiatrists.

Therapy is too expensive.

Kaiser is limited in that they only allow 10 visits and most of their providers are white and not a good cultural fit

Insurance doesn't cover therapy. Free sessions from employer are barely scratching the surface. Therapy is too expensive for me to keep doing longterm

I do not know the co-pays.

I am guessing I would need a referral from a primary care doctor (so a copay to begin) in order to receive services. I am unsure that I would even get that referral since my mental health has been relatively stable until this year. I am trying to use an online counseling service instead that will literally cost the same per session as my copays.

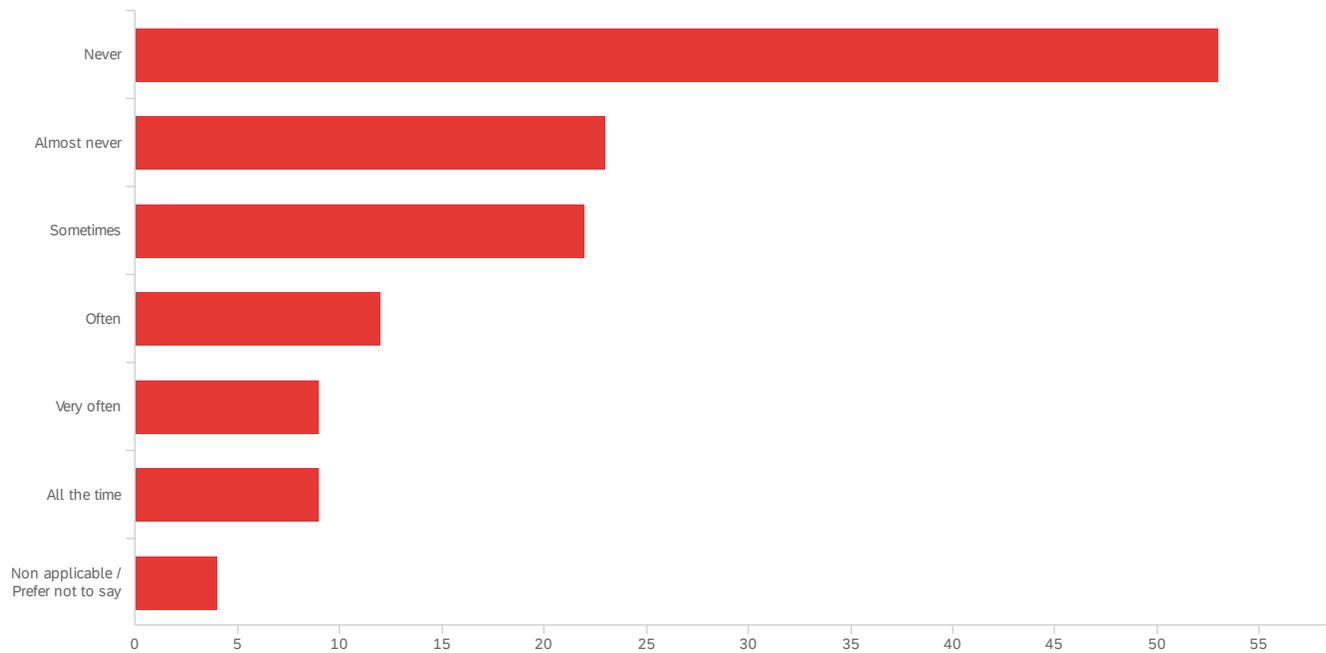
No, I do not have mental health services to meet my needs. Please describe...

Lack of mental-health resources within network

Few offerings for evening or weekend sessions, outside of the work day

Very prescriptive

Q19 - How often do you use mental health services (i.e. psychiatric or psychological counseling)?

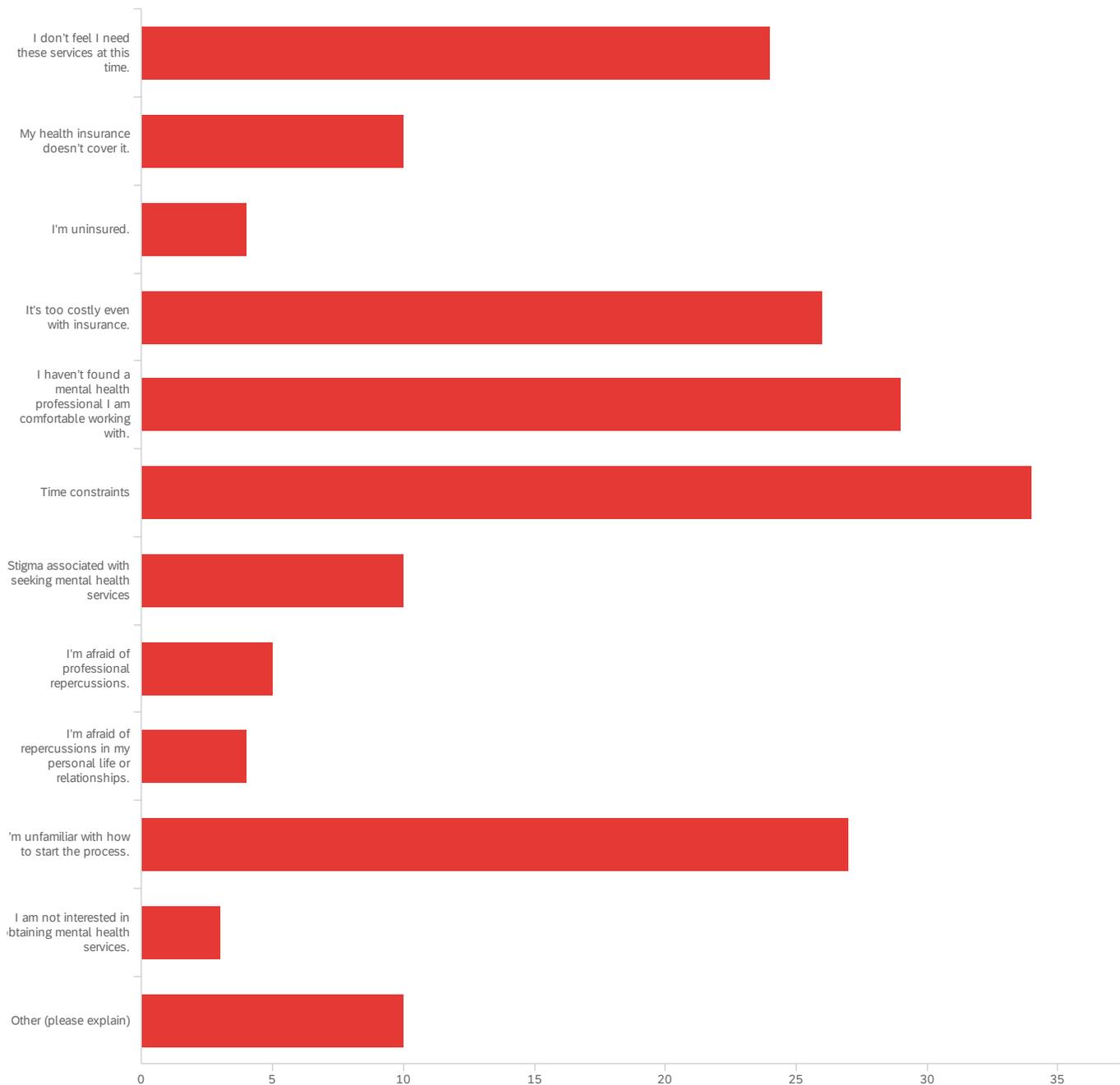


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How often do you use mental health services (i.e. psychiatric or psychological counseling)?	1.00	7.00	2.58	1.75	3.06	132

#	Field	Choice Count
1	Never	40.15% 53
2	Almost never	17.42% 23
3	Sometimes	16.67% 22
4	Often	9.09% 12
5	Very often	6.82% 9
6	All the time	6.82% 9
7	Non applicable / Prefer not to say	3.03% 4
		132

Showing rows 1 - 8 of 8

Q20 - If you do not use mental health services, why? [Check all that apply]



#	Field	Choice Count
1	I don't feel I need these services at this time.	12.90% 24
2	My health insurance doesn't cover it.	5.38% 10
3	I'm uninsured.	2.15% 4
4	It's too costly even with insurance.	13.98% 26
5	I haven't found a mental health professional I am comfortable working with.	15.59% 29

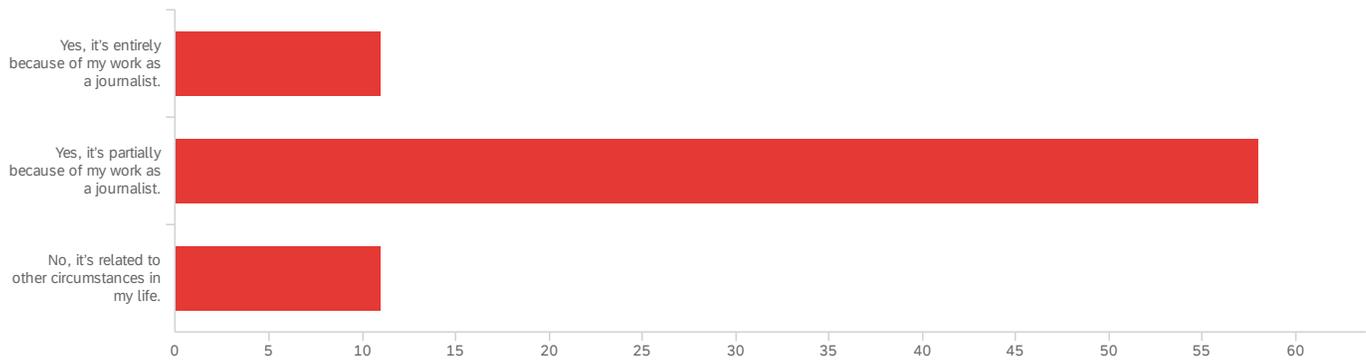
#	Field	Choice Count
6	Time constraints	18.28% 34
7	Stigma associated with seeking mental health services	5.38% 10
8	I'm afraid of professional repercussions.	2.69% 5
9	I'm afraid of repercussions in my personal life or relationships.	2.15% 4
10	I'm unfamiliar with how to start the process.	14.52% 27
11	I am not interested in obtaining mental health services.	1.61% 3
12	Other (please explain)	5.38% 10

186

Showing rows 1 - 13 of 13

Q20_11_TEXT - Other (please explain)

Q21 - If you are utilizing mental health services, do you feel it's because of your work as a journalist?

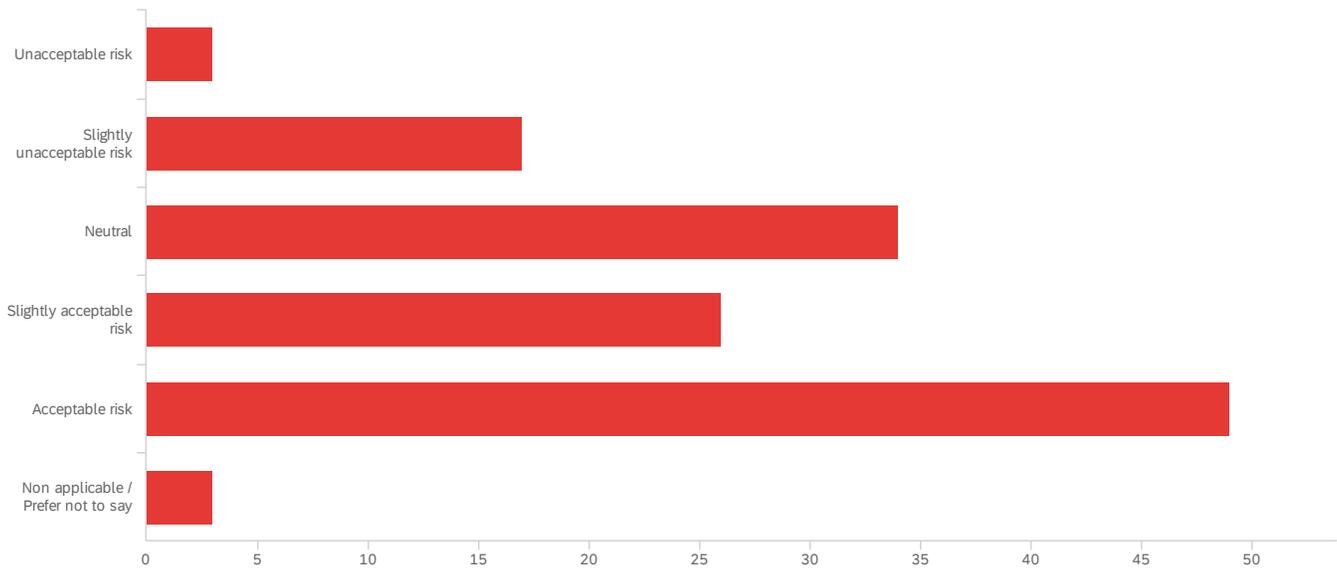


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you are utilizing mental health services, do you feel it's because of your work as a journalist?	1.00	3.00	2.00	0.52	0.28	80

#	Field	Choice Count
1	Yes, it's entirely because of my work as a journalist.	13.75% 11
2	Yes, it's partially because of my work as a journalist.	72.50% 58
3	No, it's related to other circumstances in my life.	13.75% 11
		80

Showing rows 1 - 4 of 4

Q22 - How much risk did you feel you faced while working as a journalist prior to the coronavirus pandemic?



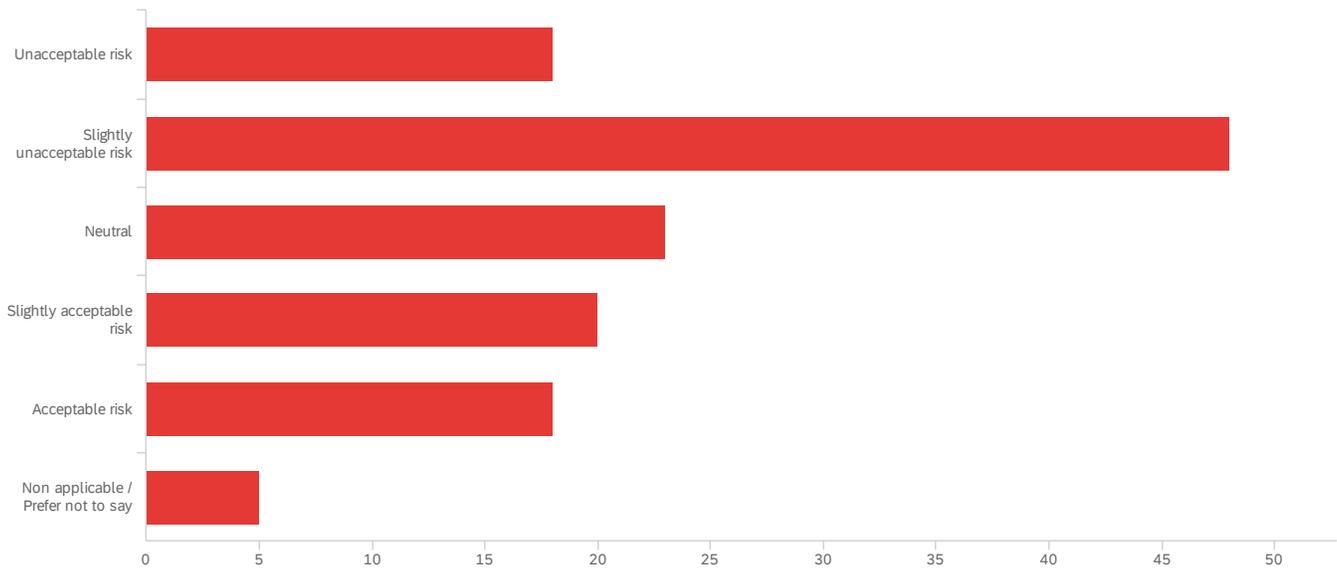
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How much risk did you feel you faced while working as a journalist prior to the coronavirus pandemic?	1.00	6.00	3.83	1.19	1.41	132

#	Field	Choice Count
1	Unacceptable risk	2.27% 3
2	Slightly unacceptable risk	12.88% 17
3	Neutral	25.76% 34
4	Slightly acceptable risk	19.70% 26
5	Acceptable risk	37.12% 49
6	Non applicable / Prefer not to say	2.27% 3

132

Showing rows 1 - 7 of 7

Q23 - How much risk did you feel you faced in working as a journalist during the coronavirus pandemic?



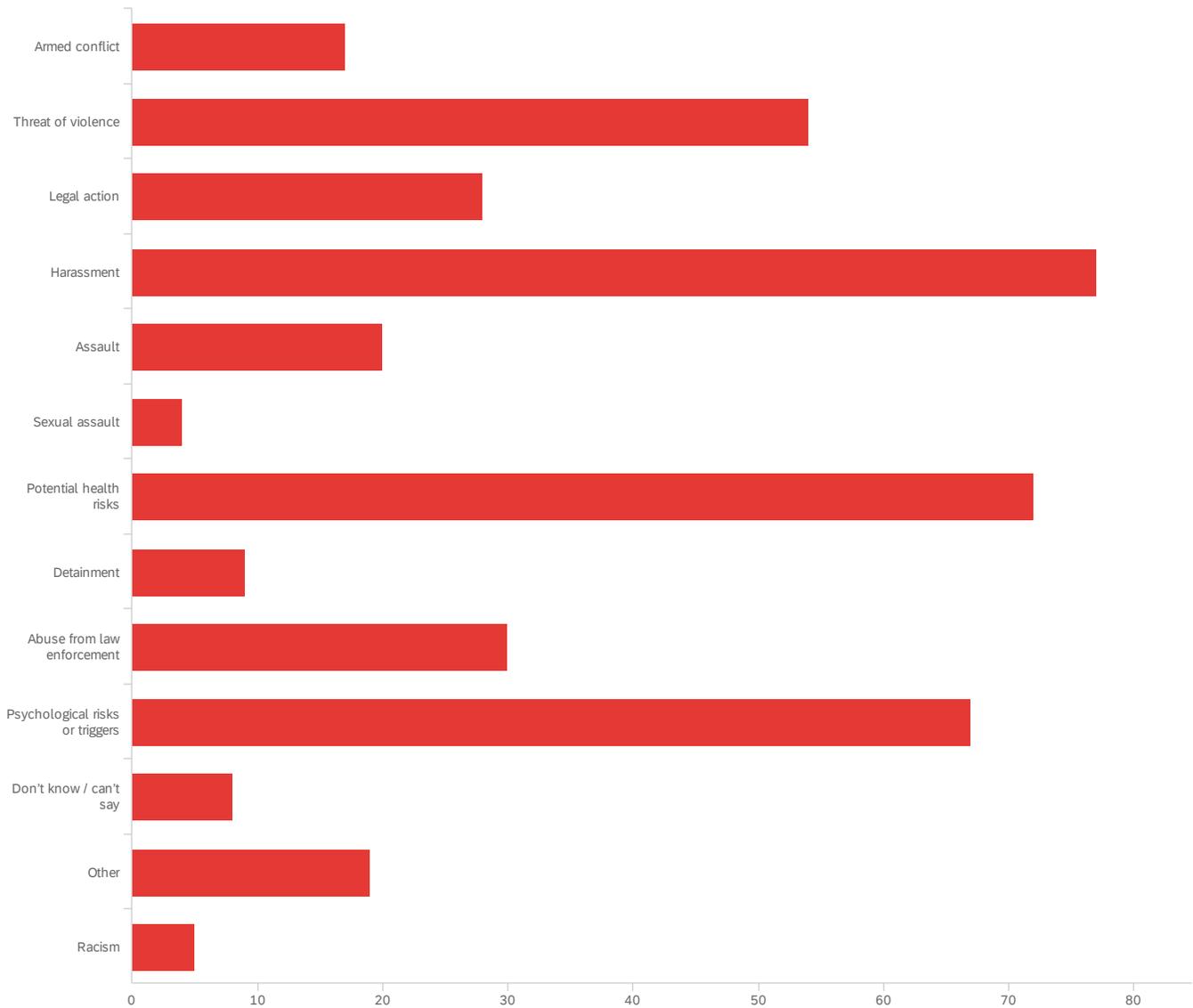
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How much risk did you feel you faced in working as a journalist during the coronavirus pandemic?	1.00	6.00	2.90	1.39	1.94	132

#	Field	Choice Count
1	Unacceptable risk	13.64% 18
2	Slightly unacceptable risk	36.36% 48
3	Neutral	17.42% 23
4	Slightly acceptable risk	15.15% 20
5	Acceptable risk	13.64% 18
6	Non applicable / Prefer not to say	3.79% 5

132

Showing rows 1 - 7 of 7

Q24 - What types of risk have you encountered or been subjected to in your work as a journalist, if any? [Check all that apply]

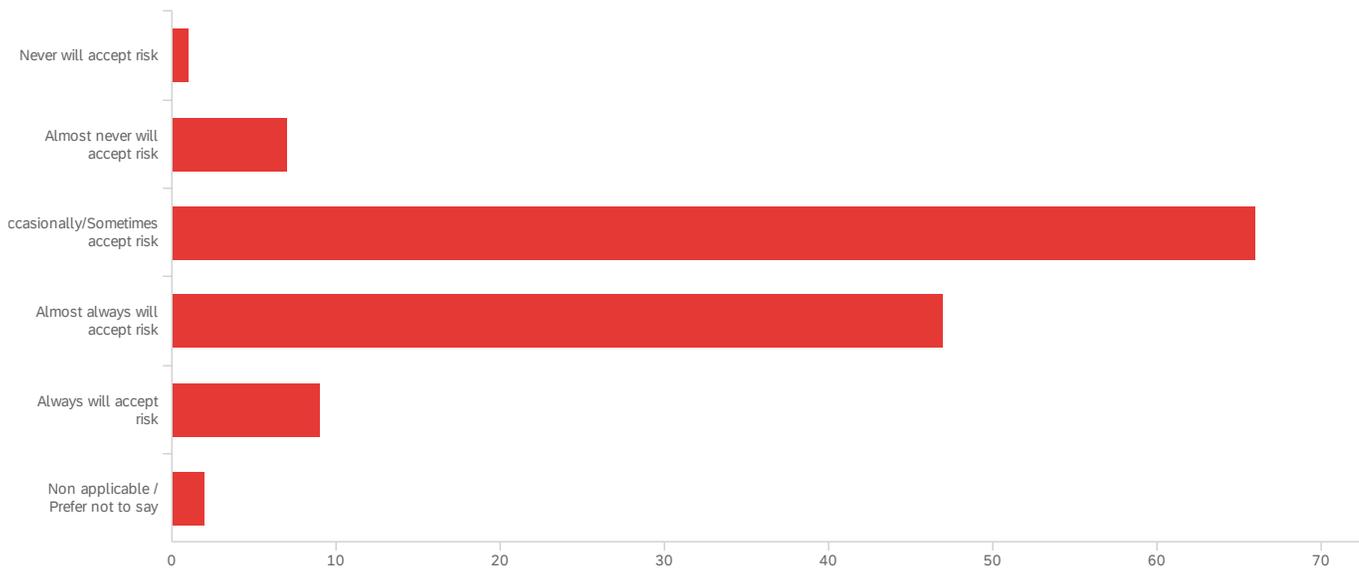


#	Field	Choice Count
1	Armed conflict	4.15% 17
2	Threat of violence	13.17% 54
3	Legal action	6.83% 28
4	Harassment	18.78% 77
5	Assault	4.88% 20
6	Sexual assault	0.98% 4

#	Field	Choice Count
7	Potential health risks	17.56% 72
8	Detainment	2.20% 9
9	Abuse from law enforcement	7.32% 30
10	Psychological risks or triggers	16.34% 67
11	Don't know / can't say	1.95% 8
12	Other	4.63% 19
13	Racism	1.22% 5
		410

Showing rows 1 - 14 of 14

Q25 - How much risk are you generally willing to accept to do your work as a journalist?



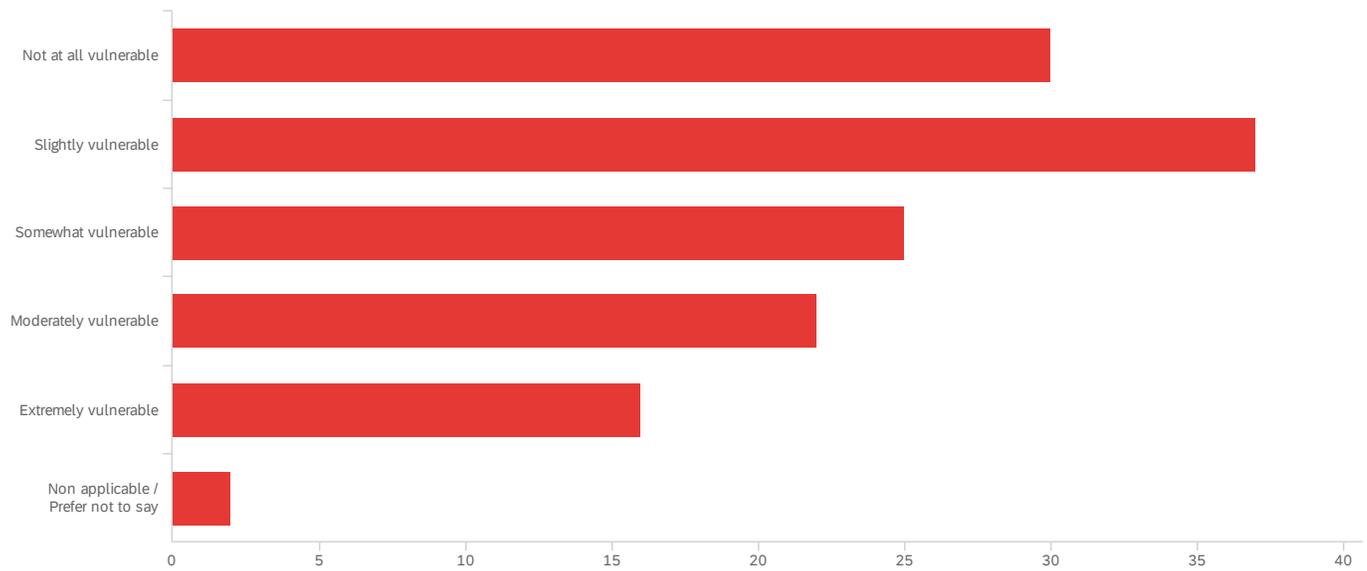
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How much risk are you generally willing to accept to do your work as a journalist?	1.00	6.00	3.47	0.79	0.63	132

#	Field	Choice Count
1	Never will accept risk	0.76% 1
2	Almost never will accept risk	5.30% 7
3	Occasionally/Sometimes accept risk	50.00% 66
4	Almost always will accept risk	35.61% 47
5	Always will accept risk	6.82% 9
6	Non applicable / Prefer not to say	1.52% 2

132

Showing rows 1 - 7 of 7

Q26 - Do you consider yourself particularly vulnerable to Covid-19 infection?



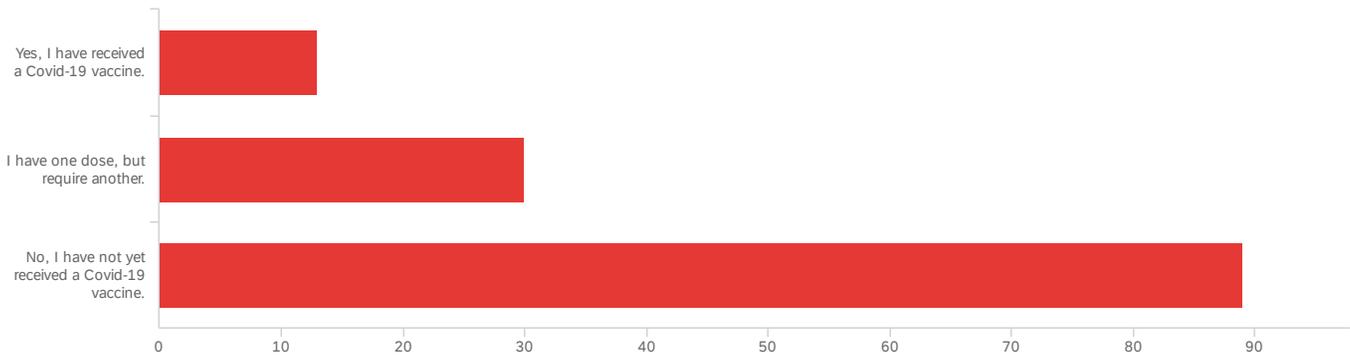
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you consider yourself particularly vulnerable to Covid-19 infection?	1.00	6.00	2.72	1.38	1.90	132

#	Field	Choice Count
1	Not at all vulnerable	22.73% 30
2	Slightly vulnerable	28.03% 37
3	Somewhat vulnerable	18.94% 25
4	Moderately vulnerable	16.67% 22
5	Extremely vulnerable	12.12% 16
6	Non applicable / Prefer not to say	1.52% 2

132

Showing rows 1 - 7 of 7

Q27 - Have you received a complete Covid-19 vaccination yet?

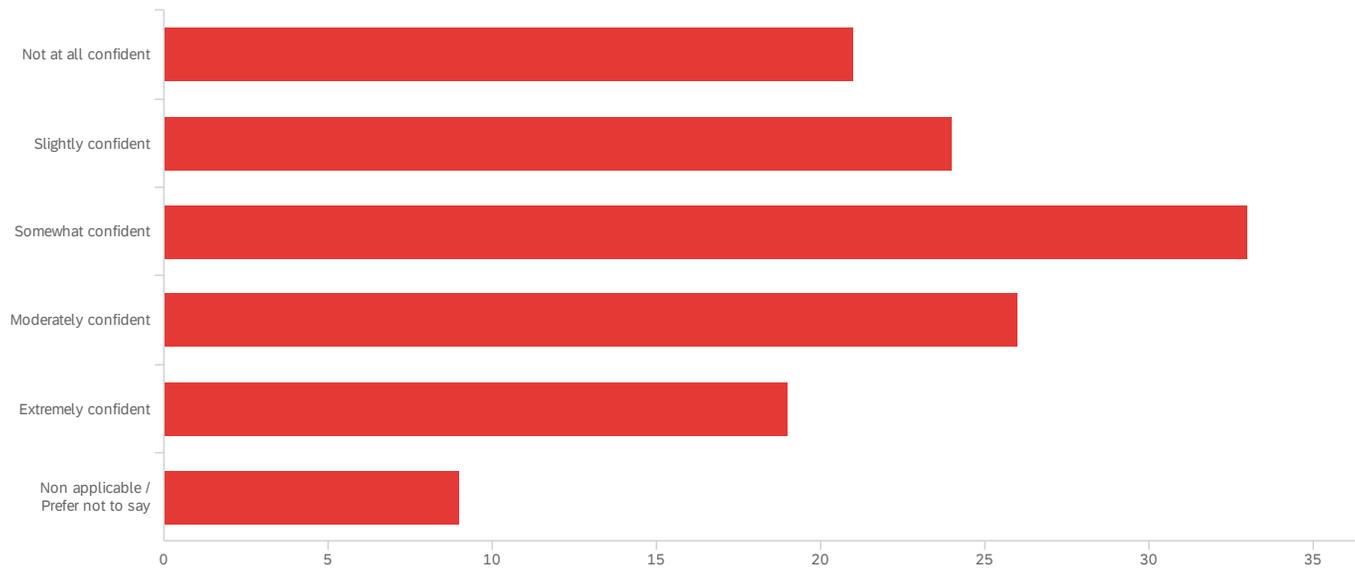


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you received a complete Covid-19 vaccination yet?	1.00	3.00	2.58	0.66	0.44	132

#	Field	Choice Count
1	Yes, I have received a Covid-19 vaccine.	9.85% 13
2	I have one dose, but require another.	22.73% 30
3	No, I have not yet received a Covid-19 vaccine.	67.42% 89
		132

Showing rows 1 - 4 of 4

Q28 - What is your degree of confidence that you have received the training and equipment that you need to do your job safely during the coronavirus pandemic?



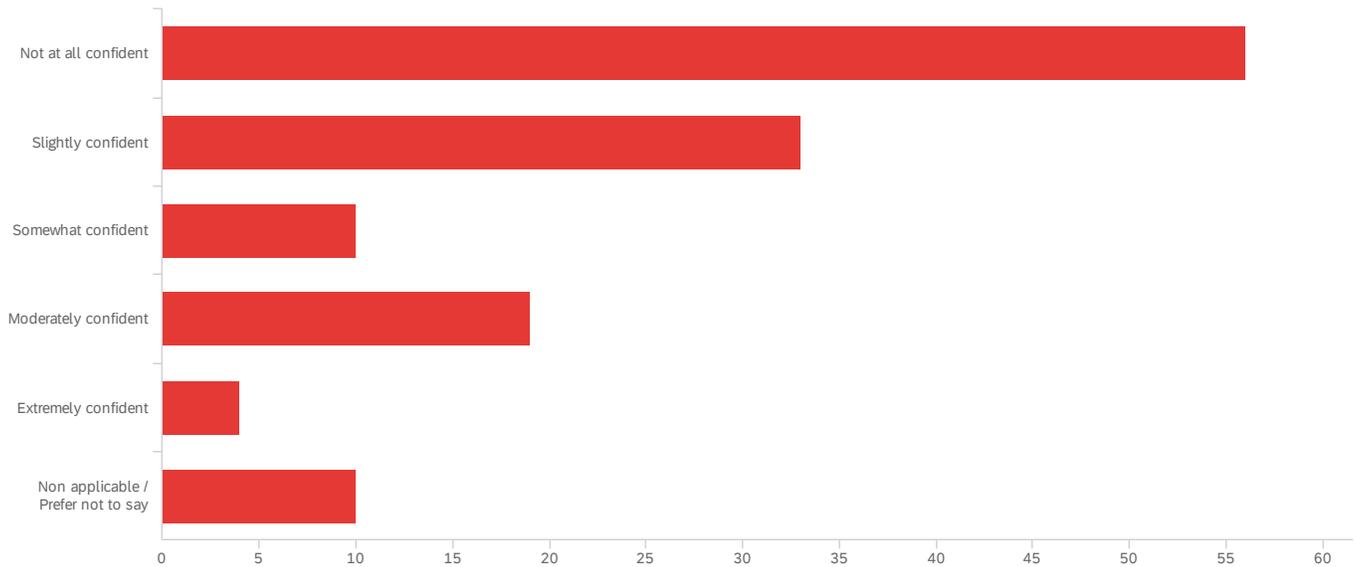
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your degree of confidence that you have received the training and equipment that you need to do your job safely during the coronavirus pandemic?	1.00	6.00	3.19	1.47	2.17	132

#	Field	Choice	Count
1	Not at all confident	15.91%	21
2	Slightly confident	18.18%	24
3	Somewhat confident	25.00%	33
4	Moderately confident	19.70%	26
5	Extremely confident	14.39%	19
6	Non applicable / Prefer not to say	6.82%	9

132

Showing rows 1 - 7 of 7

Q29 - What is your degree of confidence that you have received the training and equipment that you need to do your job safely in situations of civil unrest or political conflict?



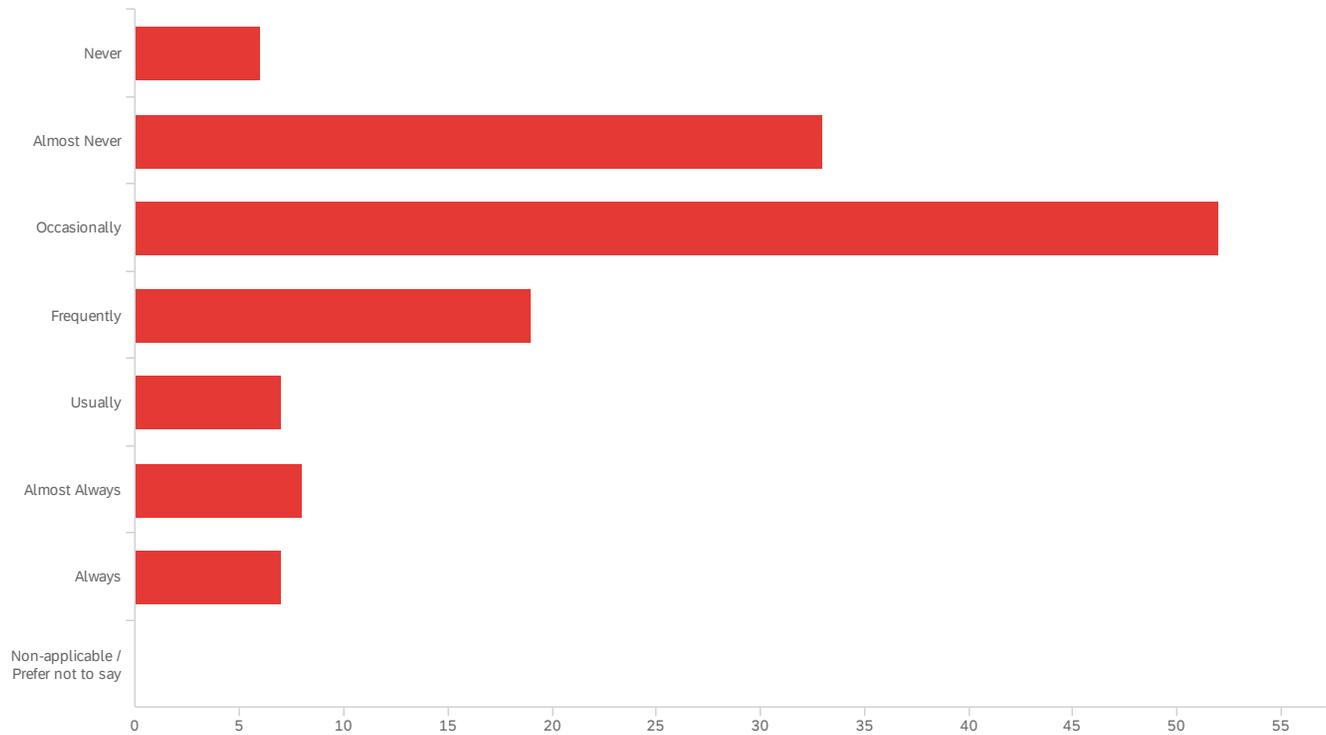
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your degree of confidence that you have received the training and equipment that you need to do your job safely in situations of civil unrest or political conflict?	1.00	6.00	2.33	1.57	2.45	132

#	Field	Choice	Count
1	Not at all confident	42.42%	56
2	Slightly confident	25.00%	33
3	Somewhat confident	7.58%	10
4	Moderately confident	14.39%	19
5	Extremely confident	3.03%	4
6	Non applicable / Prefer not to say	7.58%	10

132

Showing rows 1 - 7 of 7

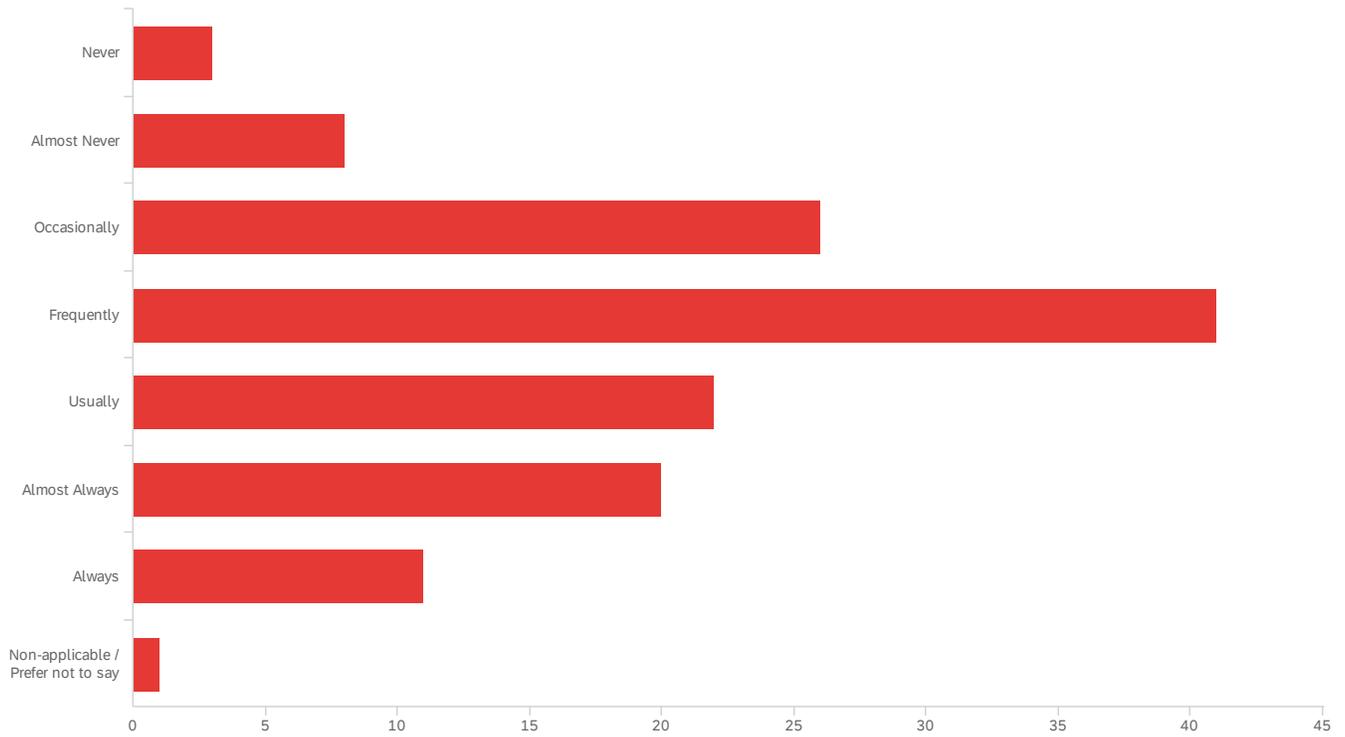
Q30 - To what degree was mental health and wellness a struggle for you before the pandemic?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	To what degree was mental health and wellness a struggle for you before the pandemic?	1.00	7.00	3.30	1.45	2.09	132
#	Field						Choice Count
1	Never						4.55% 6
2	Almost Never						25.00% 33
3	Occasionally						39.39% 52
4	Frequently						14.39% 19
5	Usually						5.30% 7
6	Almost Always						6.06% 8
7	Always						5.30% 7
8	Non-applicable / Prefer not to say						0.00% 0
#	Field						Choice Count

132

Q31 - To what degree is your work in journalism co-related to your mental health and wellness being a struggle for you right now?

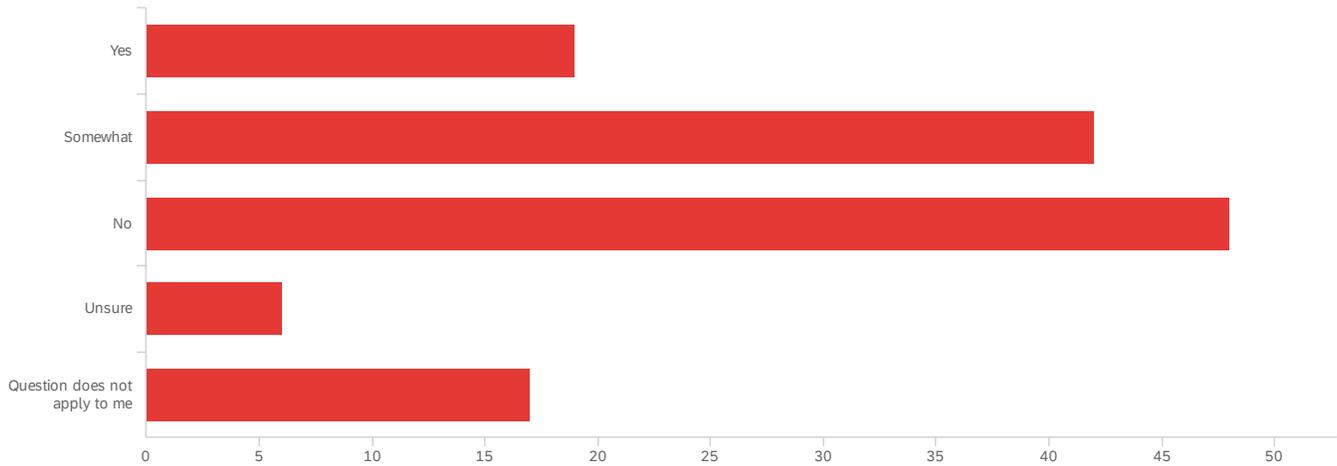


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	To what degree is your work in journalism co-related to your mental health and wellness being a struggle for you right now?	1.00	8.00	4.36	1.47	2.16	132
#	Field						Choice Count
1	Never					2.27%	3
2	Almost Never					6.06%	8
3	Occasionally					19.70%	26
4	Frequently					31.06%	41
5	Usually					16.67%	22
6	Almost Always					15.15%	20
7	Always					8.33%	11
8	Non-applicable / Prefer not to say					0.76%	1
#	Field						Choice Count

132

Showing rows 1 - 9 of 9

Q32 - Does your newsroom leadership prioritize the mental health of its journalists, photographers, and others involved in producing the news?

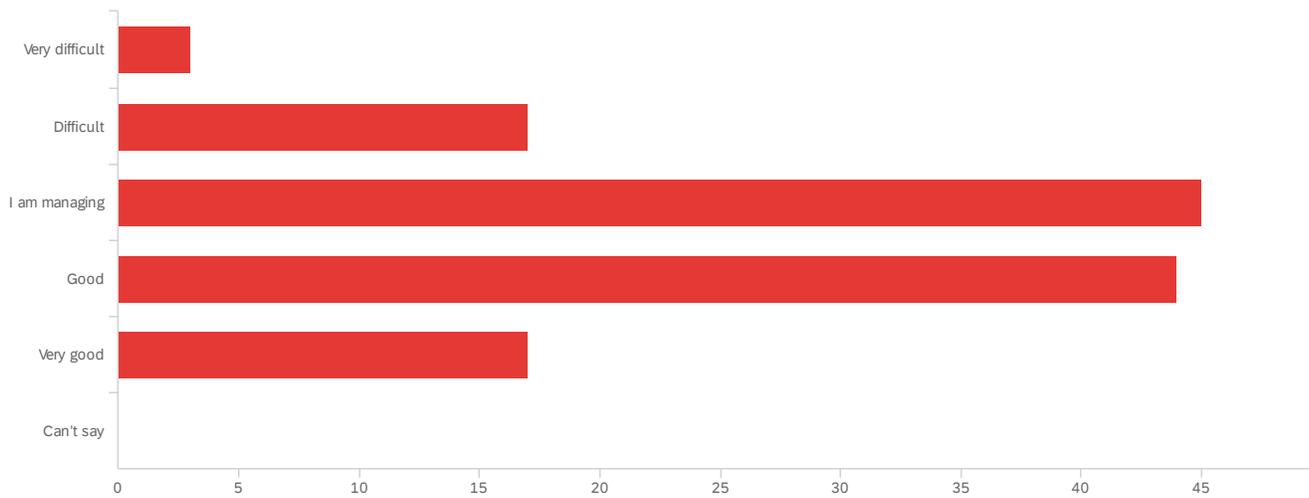


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Does your newsroom leadership prioritize the mental health of its journalists, photographers, and others involved in producing the news?	1.00	5.00	2.70	1.17	1.36	132

#	Field	Choice Count
1	Yes	14.39% 19
2	Somewhat	31.82% 42
3	No	36.36% 48
4	Unsure	4.55% 6
5	Question does not apply to me	12.88% 17
		132

Showing rows 1 - 6 of 6

Q33 - How would you describe your current financial situation?



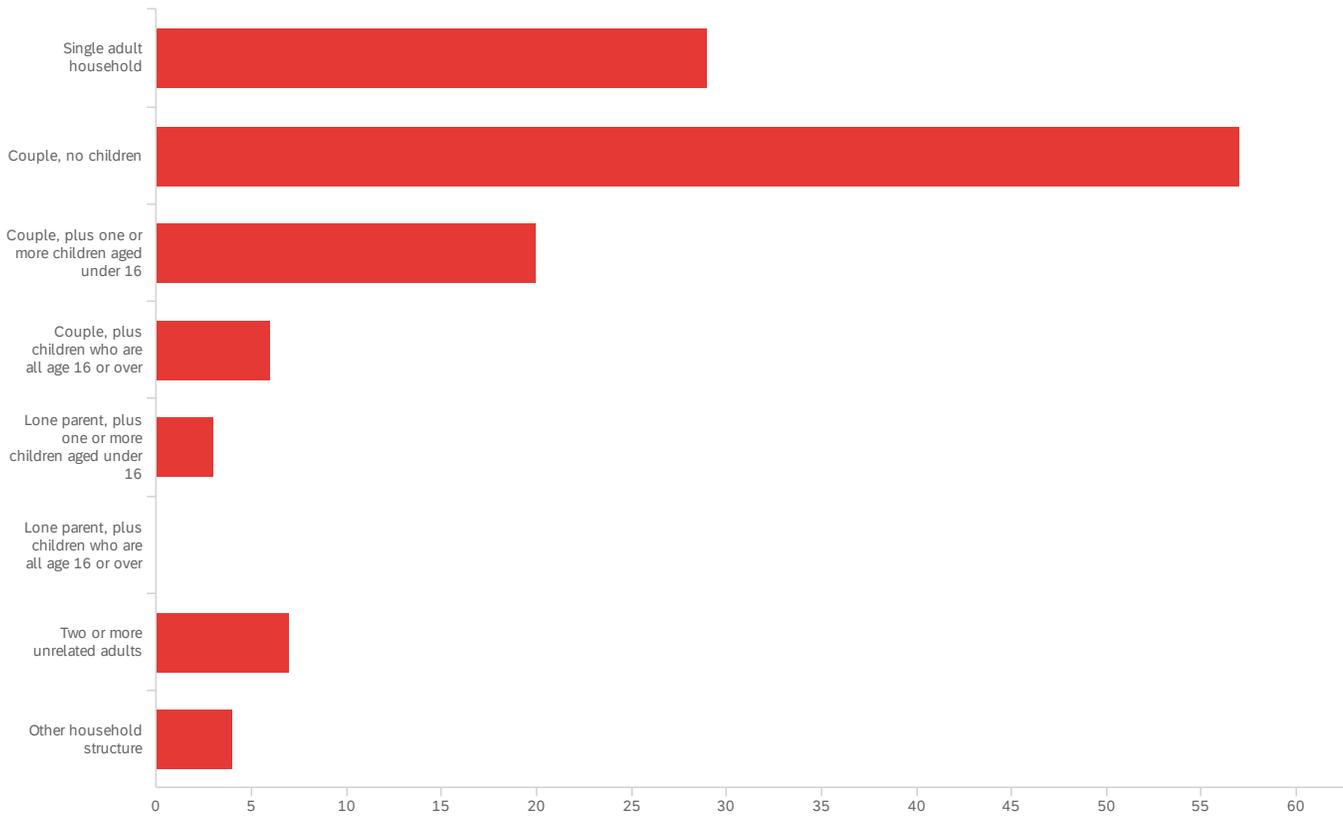
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How would you describe your current financial situation?	1.00	5.00	3.44	0.96	0.93	126

#	Field	Choice Count
1	Very difficult	2.38% 3
2	Difficult	13.49% 17
3	I am managing	35.71% 45
4	Good	34.92% 44
5	Very good	13.49% 17
6	Can't say	0.00% 0

126

Showing rows 1 - 7 of 7

Q34 - Which of these best describes the household in which you live:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Which of these best describes the household in which you live:	1.00	8.00	2.56	1.73	3.01	126

#	Field	Choice Count
1	Single adult household	23.02% 29
2	Couple, no children	45.24% 57
3	Couple, plus one or more children aged under 16	15.87% 20
4	Couple, plus children who are all age 16 or over	4.76% 6
5	Lone parent, plus one or more children aged under 16	2.38% 3
6	Lone parent, plus children who are all age 16 or over	0.00% 0
7	Two or more unrelated adults	5.56% 7
8	Other household structure	3.17% 4

#	Field	Choice Count
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Q35 - Can you describe any obstacles in your path to success in your profession?

Can you describe any obstacles in your path to success in your profession?

I do not make enough money and likely will never earn more than \$35k-\$40k as a journalist. It makes me sad but that's life. I plan to leave journalism soon for a job in K-12 teaching or general coms and I have mixed feelings about that. I graduated college less than 2 years ago. If I had the money I might stay, but the long hours, bleak earning potential, and the attitude of most news people are driving me away despite liking the work.

Time off and struggle with burnout

No opportunity for growth, general lack of respect for newsroom staff

Once I had kids I could not travel, and so aged out of fellowships that would have greatly affected my career. My kids also mean that I have to be flexible geographically and time-wise, which makes salaried work very difficult. This questionnaire asks all about my mental health, but honestly the biggest struggle has been to support the mental health of my children. It is difficult to work when my kids are suffering and all my focus is on how to help them. Me, I am OK. It's worrying about my kids that gets me down.

Lack of mentorship. Lack of diverse leadership. Lack of real investment in my goals/taking my goals seriously.

I do not feel like there is a future in what I do. I could do what I do every day for years, but I am not sure there would be training or growth or development of me as a person, leader, human or otherwise. It is up to me, on my own to get things done. I do not feel my company will "invest in me." It just isn't going to happen.

Took a career detour

Shrinking industry has led to fewer chances to jump to higher-paying jobs within the profession, either at current company or elsewhere.

I graduated college during a major recession and struggled to find employment in the industry. I basically worked for free for several years until I found my first paid job - freelancing exclusively for one publication. That contract ended and in spite of my networking and looking for work, I have not been able to find full time work. I had been accepted to a master's program but financial issues impeded my ability to pursue it. I am trying to keep a roof over my head, as well as my mom and my sister - I am receiving unemployment and have done some short term freelancing, but I am still trying to network and find a job. I'm scared, discouraged and depressed - and it's been hard to secure care especially during the pandemic. I feel like I'm back at square one, and I don't have a lot of support from the industry.

First paying job was so low I couldn't afford to move out of my parents' house. But I needed that entry job to get another one that paid a better wage.

My own insecurity.

Sexual harassment and manipulative leaders at my old job before this market. Some really cruel people choose this business. The vetting process is too weak.

money, access to training

Can you describe any obstacles in your path to success in your profession?

There are so many obstacles when it comes to being successful in journalism. 1.) Money is always an issue, as we're not paid living wages and most of us, particularly the younger journalists, are being priced out of the communities we're expected to live in and cover. I've resigned myself to the fact that I will never own a home unless I win the lottery or leave this industry, which I'm incredibly passionate about and don't want to have to do. So instead, you make sacrifices. 2.) As the news industry gets increasingly smaller and jobs are cut, it becomes increasingly harder to effectively cover our communities. Even as our newsrooms shrink, we're still expected to produce more and cover more with less and less resources and people. It's a recipe for unavoidable burnout, especially when you have a boss or leader who doesn't understand, realize or take into consideration that very real likelihood of burnout. This was all exacerbated by the pandemic and civil unrest throughout the past year as newsrooms were scrambling to cover that, among everything else happening in their communities. 3.) Mental health challenges are a real issue and one that is not often discussed openly in the journalism industry. For me personally, I felt like I couldn't, and then later, didn't know how or have the time to address those issues. I needed help, I needed to take time off to care for myself, but that wasn't a realistic possibility while still being able to keep my job, so instead I pushed through the burnout until I broke, and that in itself nearly cost me my job. 4.) There are no resources, or it feels like there are little to no resources, for journalists to cope with the trauma they see, experience and cover and how that affects them. There are also what feels like no resources or people, other than other journalists, who understand the hate we receive on a near constant basis from the public simply for doing our jobs. All of this boils down to caring deeply and passionately about this industry and wanting to remain committed to working in journalism, particularly local journalism, but it's at the expense of our personal well-being and health. And the pandemic has only made this worse. The constant stress of always being on call/the never-ending news cycle, of being perpetually working poor/broke & living paycheck to paycheck, the constant threat of job loss due to never-ending layoffs, the coverage of traumatic stories, having traumatic experiences, the hate from the public, a non-understanding boss, being consistently overworked and the safety issues that come from reporting during a pandemic & civil unrest, it's a lot to take in, handle and deal with. And all of that impacts your success in this profession.

Three major obstacles have impacted my journalism career: 1). Shrinking budgets for all print entities on which I've worked; that means staff cutbacks. 2). Decided shift away from longer feature stories and investigative work toward brief, "newsy" click bait stories. 3). Ongoing reliance by management on lower paid, less experienced staff to replace assignments traditionally given to senior staff.

It would take more time and space than is made available here. Bigotry, personal bias, political bias interfering in news judgement and treatment towards coworkers, poorly run and financed company, etc.

Here's an obstacle.. I had to jump over a pile of human waste when I came to work today because my work station has moved "out" of the building (i.e. relegated to the basement) because of COVID. I get to walk into a semi-secure location on our property instead of the regular work area that I need (and would prefer) to do my job on a daily basis. I'm sick of working remote, I'm sick of working in a basement that is not very secure, I'm sick of worrying if I walk out the door that I'll get jumped by a protestor or vagrant, or if I have to watch where I step. So yes, I have some obstacles. Daily. Today was a pile of human waste left in front of the door me and a handful of other co-workers have to enter.

Obstacles are lack of opportunity, ageism, sexism, racism, importance placed on conformity and hierarchy/gatekeeping. Hours and duties that cause injury or illness. As well as advancement that is subjective to management, not about tenure or ability. Biggest issue I've had in relation to the pandemic and protests is lack of seriousness taken about the risks. No support in terms of mental health, the newsroom managers convey a message of "toughen up" and that I shouldn't feel anything less than grateful for just having a job that "so many others" want to have.

Long contracts (3 years), no flexibility in scheduling. No opportunities for growth outside of the position.

not taken serious, overlooked for stories and series, favoritism.

Ageism

Lack of resources/staff, unsatisfactory pay, unrealistic workloads

Oh my God where to start? This is a tough goddamned business, and the snowflake generation is going to have to accept that it's risky, unappreciated, grinding, sometimes heartbreaking and hard. Sorry. It is nothing BUT obstacles. I've moved a half dozen times, faced discrimination and abuse you'd never believe - but persevered and fought to win. That is what it takes kids.

Lack of formal education

White Men

Salary

Can you describe any obstacles in your path to success in your profession?

I'd like to be making money from my free-lance blogging.

no clear path to advancement in my organization

Loss of momentum due to pregnancy and parenting a small child, and now COVID-19/reduced childcare

Age. I feel editors devalue my pitches and work because I have "too much" experience. I enjoy working with younger editors but I feel like many of them expect me to push back harder than younger people do. (I am a part-time editor myself and have found that some younger people actually push back harder than I ever have.) I don't mean to sound defensive here, but the journalism world is in my experience extremely ageist.

severe anxiety

No raises, unable to pay off student debt, lack of care from management, rampant sexism/misogyny from the white men who run all of the media organizations in the greater Portland area.

Age related discrimination. Industry contraction.

Freelance means 0 medical benefits. Very little community support without a staff/newsroom.

Gender inequities; fair pay

Lack of opportunity in roles I'd like to grow into, lack of managerial/leadership opportunities for younger journalists

Being a college student. I lost two college newspaper jobs when the pandemic was declared, the quarter before my graduation from a 2 year college, and my attempted transfer to a 4 year university for journalism. My transfer was not completed properly, despite my taking the necessary steps, which has put me behind a full year in developing a professional path through education.

I have worked at two media organizations in WA during the last year and the first was so damaging to my mental health I had to leave. The second has allowed me to stay in journalism and managing my mental health has been much easier. At my prior news org, the work was sometimes traumatizing, and the newsroom in many ways was also traumatizing and ostracizing due to the workplace culture. Those factors together paired with the stress of the pandemic made me consider leaving journalism altogether, but I ultimately decided to try another news org. I don't think my mental health and struggles with anxiety were ever a barrier, I think working under bad management was.

As a first generation college student about a decade ago, I had to work multiple jobs to afford school. As a result, I had to turn down unpaid internships that could have helped me gain necessary experience and skills and possibly move my career ahead faster.

Speaking personally, I took on debt to work lower-paying jobs to be able to stay in journalism and live in cities where I found jobs. Luckily I've been supported by my current job to be able to pay off that debt, but that means that I'm now at net zero. I have some retirement savings but do not own a home and have no prospect for homeownership where I live due to astronomically high prices.

Money in the industry, layoffs

Second-guessing my skills as a journalist. Some impostor syndrome related to mental illness.

The relentless pace with few people to do the work. We're all just trying to keep our heads above water and that gets very stressful. We don't have the money to greatly outfit our staff based on the needs of remote work and (seemingly more dangerous) field work. And our managers are also just trying to make things work, so it feels like nobody has time for anyone else right now. Just a whole bunch of people in constant triage/crisis mode.

I'm a video producer, and we've had to completely rethink our work during COVID. I also got in a major bike accident last summer and broke my hip, so faced some major mobility issues that limited my work.

Lack of available jobs.

Can you describe any obstacles in your path to success in your profession?

Opportunity to move up, changing leaderships, poor power analysis from managers when it comes to equity and actual change

Job openings being available for advancement. Strapped finances of news org.

Misogyny in pay structure and pay generally. Old guard editors who will be here until they can retire who are unwilling to change the way we cover certain topics and communities.

Lack of financial stability and seeing what the future is, a favoritism toward white men that would prevent me from moving to other positions

Lack of open positions in ideal markets, lack of pay in higher markets.

I needed mental health resources but didn't have time to seek the help

I'm financially stable now, but that is because of a well paying job and years of pretty intense frugality. But before this everything was extremely financially difficult, including journalism school.

I feel like the work/life balance in journalism makes it difficult to have a personal life outside of work. I worry that raising a family would be both financially and emotionally impossible for someone young in this industry like me. It is difficult to find supports, and there is an expectation to work through the risk or challenges because "you're a journalist 24/7". Ironically, there are few affordable and schedule-reasonable opportunities for professional development or workshops to help young journalists navigate those challenges.

I am an Asian-American adoptee with no connection to my birth culture. Employers, peers disapprove of me not embodying the racial and ethnic stereotypes they typically demand to be a qualified candidate for jobs and or support.

Some toxic co-workers.

Q36 - How satisfied are you with the following? A larger number denotes a higher amount of satisfaction.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Success in journalism	0.00	100.00	65.60	19.54	381.92	126
2	Income from journalism	0.00	95.00	44.94	23.87	569.88	126
3	Career prospects in journalism	0.00	100.00	45.26	25.59	654.97	126
4	Relationships with colleagues in the industry	0.00	100.00	66.10	25.85	668.38	126
5	Support from newsroom managers	0.00	100.00	48.92	31.11	967.58	126

Q37 - If you feel comfortable sharing your experience with mental health as it pertains to your work as a journalist, please do so here.

If you feel comfortable sharing your experience with mental health as it pe...

Email-induced anxiety is real, as everyone inside and outside of journalism can likely attest. Constantly searching for stories. Being chronically underpaid and overworked. Family questions why I work the way I do. Feeling guilty for entering overtime hours despite working around the clock. Colleagues that don't produce as much work as I do yet we're both paid the same. I really do like my work and the community I cover but I would be naive to say that this is sustainable. I am lucky I've gotten to do it this long though.

Deadlines & unreasonable production expectations make it hard to get out of bed some days, especially Mondays. I love journalism, just not this much of it. Demands for daily production hinder my ability to work on bigger, more meaningful projects.

The past year has been incredibly difficult for me. First, when the pandemic took hold of our city my managers did not listen to staff when we asked for proper PPE, our managers shrugged it off and said they would decide what we needed. We continued to work and purchased some of the gear on our own. Then when unrest erupted we requested proper safety gear and were met with ambivalence and the same answer that they would determine the risk and provide us with gear if necessary—it was already necessary and those answers started my downward spiral with mental health. I continued to have the same amount of work and when I was struggling to meet deadlines was told that I needed to make it happen or face the consequences. This was all happening while I started to realize that I'd need to take care of my child because school was all remote. When I explained the need for flexibility management said they would help but then made remarks that indicated they did not appreciate the gravity of my situation. I ended up using a mix of FFCRA leave to take care of my child, and FMLA because my mental health was still in dire straits. I was seeing a therapist weekly for help and every appointment was a discussion about work and the situation I was in. My boss made it difficult for me to return from leave, they wanted me to work full time and wouldn't be flexible with my schedule. At one point they agreed with me when I jokingly said it'd be better if I wasn't around. I was dismayed. My boss was later investigated for his narcissistic and borderline abusive behavior with our team and he resigned in the face of what many believe was possible termination. Things have been better in the past month but I've decided that I need to leave the profession when I get the opportunity with a new job. It's the sad reality for many who have given their heart to this profession, placing their self worth in their ability to report tirelessly while not being respected by leadership. My therapist has helped me to realize that I am hurting myself by continuing down this path and it needs to end.

Again, because of my kids' needs during the pandemic I feel that I cannot take on work that is as ambitious, nor can I travel to do field reporting and build relationships. I am very privileged in many ways, so I am sure others will have more pressing and important comments here, but it is very difficult to find the kind of mentoring relationships that build people's careers when working as a freelancer and parent whose kids mental health is suffering. I also deeply miss in person conferences--the only time, really, when I get to entirely my professional self, separate from my role as a spouse or parent.

The secondary trauma from covering mass shootings, natural disasters, sexual assault and abuse, social injustice, etc - it all stacks up and we are expected to keep going. Photojournalists have to be empathetic and have to absorb these stories we are telling. We are meeting people where they are at in the world. And then not even considering our own personal traumas we are carrying with us into our work. Our industry has normalized this expectation of swallowing it down, suppressing, and still pushing on.. get the work done.. don't stop... if you're not over pushing yourself, then you don't care enough about the work. Yes, there are conversations starting about fixing this - but reversing the conditioning in our brains and redefining norms is not done quickly. And we are still here suppressing and chugging forward because it's what we know and it's how we were trained.

I expressed in my review this year that I had a very difficult year and brought up social and political issues I disagreed with. A week later I was basically put on probation and had a magnifying glass put on me for a few weeks. That helped me not be stressed! Then I called the EAP to get help and have been waiting for at least a month for any kind of call or update from anyone. We see death and crime and bad things every single day. Every day. It gets to be a lot. Plus the political landscape right now is nuts.

I find it hard to "shut off" my work brain when technically not on the clock, which frequently leads to 3 AM anxiety.

I've always viewed journalism as being a job that can be stressful. Like customer service, you are often exposed to insults. There's also harassment from readers and those whom we cover. While I sometimes struggled with this in my early 20s, I learned to not take it personally view it as part of the job. I'm fortunate in that my wife and I are financially comfortable and have two wonderful children, which greatly helps me shrug off any stress the job might bring. But I realize this is not the case for many young journalists entering this fast-changing industry, where attrition, layoffs and low pay are the norm.

If you feel comfortable sharing your experience with mental health as it pe...

During my career as TV reporter I became an active alcoholic. It was excruciating and difficult to move past the stigma and fear of admitting my disease and eventually getting help. I can say the MOST terrifying part of getting treatment was having to ask my News Director for 30 days time off for treatment. I feel I was incredibly lucky, because my N.D. was supportive and kind and told me to take the time I needed and not to worry about my job. That encouragement was a HUGE relief and took away one of my biggest concerns-losing my job. I am now in long time sobriety and every year I reach out to that New Director to thank him for his role in my journey.

It is harder than I thought to find a mental health professional who can address the confidence issues that I encounter as a journalist. I find a little bit that therapists get caught up in the novelty of the industry, rather than focus on what's I believe is the problem. I have had luck with one person in the past, but unfortunately, that person has left the mental health profession. Another mental health professional in the past helped me deal with the stress and grief that resulted when my employer was laying people off -- so that is journalism-related, but it's a situation that's not specific to any profession.

I've had struggles with mental health, but the sheer amount of bad news we had to face this year was definitely overwhelming at times. The bulk of my first year in journalism was during the covid-19 pandemic. It's hard to remind myself sometimes that it won't always be like this

10 years into my career, I finally have enough pay to feel okay and enough ability to take time off to not fall apart. But there are so many problems with our industry that I despair we will lose it for future generations.

I have always struggled with anxiety, but the pandemic has made that anxiety worse and the ongoing harassment, racism, sexism and abuse I receive makes everything much more challenging. We need many more widely available supports and strategies to address online harassment - particularly for women, women of color, nonbinary and trans journalists.

I shared most of my experiences up above, but I'll elaborate here. I think post-college I've always had some underlying mental health issues, but haven't ever addressed them. The pandemic changed that and 2020 broke me. Getting out of bed became a near-daily struggle. When I was out of bed, I was often extremely depressed or would sob uncontrollably. I think I had bottled up everything I had been covering for much of last year, until my body/brain forced me to deal with it and no longer compartmentalize it. I also was incredibly burnt out, with absolutely zero recourse in being able to deal with that. 10 days off is not enough to get over years-long burn out. When it became apparent that I could barely function at work and wasn't able to do my job, I sought out professional help for the first time in my life. While I'm happy to report that things are getting better and looking up, there are still challenges. I have a boss who thinks you can just snap out of it/things with mental health get better the next day, which adds its own frustrations. We're still held to unattainable standards as an incredibly small newsroom with no consideration for how the constant pushing and demanding of newsroom staff to do more may impact us as human beings. There has to be a better way, there has to be a better balance. Our industry needs to recognize the toll our profession takes on journalists, and we need better resources and the ability to be able to address and heal those personal issues.

COVID has made work-at-home the norm. As a result, I spend 90% of my time working alone, without either input or support from colleagues and/or managers. That is highly stressful, as my primary source of satisfaction throughout my career (up until 2020) was the teamwork and camaraderie found among the writers and editors with whom I worked. That collaboration feels like it's disappeared, and most days it feels as if you're a nameless, faceless employee expected to robotically crank out copy, with the emphasis on quantity, not quality.

I have created my own coping mechanisms over the years, dealing with seeing death and tragedy up close, and dealing with crushing deadlines with few resources, but nothing prepped me for the pandemic. I interviewed people who survived ventilators, and long-haulers, and people who lost people they love, and I was somehow expected to tell COVID stories for 7 months straight and not worry all of those things would happen to me. The riots in Seattle were impossible for us to cover without being direct targets for assault. I was hit with full bottles, umbrellas, and targeted with insults and threats by nihilistic egomaniacs who were convinced I was an instrument of a capitalistic conspiracy to advance a racist fascist agenda.

Going to CHOP daily during a pandemic with protesters threatening you, A planned interview turns ugly on a dime when others see my camera. Luckily I had an armed guard who removed me from the situation. Managers treating it as just another story. Still expecting the same product at the end of the day. A guard at my side doesn't make me invisible. No de-briefs or communication of support. Definitely PTSD from last summer. Journalists deal with PTSD regardless of viruses or autonomous zones, it's just not talked about nor are proactive measures taken. To top it all off you're always worried about losing your job because of the pandemic and the financial decline of the business.

Since the pandemic, our management has used it as an excuse to not re-hire positions when people leave, and force a larger workload on those who are still employed. All the while, we don't have access to the normal resources because we are working remotely.. either from home or in our cars, or in an alternate location on our property. Is it affecting my mental health? Yes. I'm fucking tired of it and pissed off. I want to do my job properly. The viewers we serve deserve it.

If you feel comfortable sharing your experience with mental health as it pe...

If too much PTO is taken it is seen as a problem. Speaking up about a need for even more consistent hours/exhaustion related to shift work and turnarounds is brushed off. We are supposed to be the ideal worker, where we are grateful to work any shift, any OT, and work out of our cars with no access to bathrooms, and not need any breaks. Mental health I feel is seen as a weakness, I do not feel comfortable speaking up about any issues here or advocating for myself. There is no empathy for physical health, and communication about it is criticized, so you know mental health is not accommodated. HR does send those emails about using the EAP, but that's not a long-term solution. No one actually cares to ask or listen about how we are doing. In my work as a journalist, and especially in this last year, I have seen a lot of death and trauma. I feel like my work as a visual journalist is invisible to the newsroom, they don't keep track of what stories I'm covering and try to give easier stories after covering death or violence. So those consistent heavy stories really pay a toll. I've also had to deal with a lot of extra work and harassment from my supervisors, where they do not want me to work from home and have access to a restroom or frustration with me because the remote workflow takes longer. Dealing with depression and anxiety myself, the added layer of a lack of empathy and bias against my age and gender, it's all too much. For example, I had an issue where I went to the doctor and got a note that I could not wear a mask for the next few days, so I asked to work from home (which a manager said I could) because I did not want to go out in public without a mask. HR and my boss tried to get me to disclose more specifics about my private medical information, and threatened that I would be seen as "refusing an assignment" if I would not go out in public without a mask, even though my manager for my shift already said I could work from home. I got my union involved and their was no reprimand, but that's just some insight for how they treat physical issues. So imagine how they treat someone with an "invisible" issue with mental health.

Managers do not care for the mental health of our staff. At our station, it's everyone vs the managers. Managers often take side of corporate who show no sort of care. A recent culture survey conducted within the newsroom indicated a high number of dissatisfied workers and managers said "Tell us what's wrong" and no one wanted to speak up for fear of persecution.

Before the pandemic I haven't really experienced anxiety/panic. During I have had mental health experts help through my company and have started taking SSRI's as a result. I'm doing much better now.

Toxicity in the newsroom. Managers play favorites. Cliques and gossiping. Never a team working together, it's about an individual.

No

Having trouble staying motivated and increased procrastination during the pandemic. Occasional impostor syndrome that is sometimes exacerbated by lack of support from management. Harassment from sources and readers.

During the pandemic, there's a lot of bad news to share. This weighs on me. I worry about depression. I laugh and smile less. I get irritated and angry easier.

I had a monthlong breakdown once. But then picked myself up and set a course for the next ten years of my career that was awesome, award winning and fulfilling. I never accepted a job that wouldn't pay what I required. Journalism was either going to work for me or it wasn't, and I through sheer force of will and perseverance made it work. This is a bitch people. A real bitch. Deal.

Some of my fellow colleagues constantly write articles that demean my cultural and racial background and that of others in the quote, minority. It is emotionally triggering but I have learned to adapt a thick skin about it and just continue on minding my own business in order to do my job efficiently.

I faced discrimination during the 1980s when I was beginning my journalism career because I was a woman. I interviewed for a newspaper reporting job and was told the "woman's" slot was full. I worked in two newsrooms, one as a part-time correspondent and the other as a full-time columnist and reporter. At the time, most of the people in the newsroom were men. I had to move to Alaska to get a job as a reporter.

Feels very isolated in the current environment working as a freelancer from home.

I've covered mental health extensively, and know the importance of dealing with problems at the beginning. When I was working for a large and successful organization I went to Haiti after an earthquake and saw some terrible things. Immediately upon my return, I got a note from the managing editor describing the company's employee assistance program, and telling me if I needed to take time off that would be fine. I got similar notes a week after my return, a month afterwards, and three months after. I thought that was all very good, and was happy to be working for a company that knew how to do the right thing. (That said, I didn't take advantage of what was offered, and the very same company put all reporters under a lot of stress with a 'star system' and favoritism.)

Anxiety keeps me from pitching or finding work as a freelance journalist, which makes my financial and professional situation worse, which makes my anxiety worse. It's a really bad cycle. I'm kind of close to breaking down, to be honest.

If you feel comfortable sharing your experience with mental health as it pe...

Misogyny is a huge issue in Portland-area and Southwest Washington journalism and it has impacted my desire to go forward in this industry. I feel held down and deliberately at times neglected and it impacts my psyche so much that it's a huge reason why I am depressed and seek therapy.

At the end of 2020 my mental health left the building. I had a complete nervous breakdown and was hospitalized multiple times. I haven't recovered actually and because of my insurance situation I wasn't able to get the mental health care I needed. I seriously worry for my mental and physical health moving forward with this career.

EPA offered through work only seems to cover those with diagnosable disorders, not including anxiety or depression. Lots of work is put on individual to find covered therapists. I gave up and just stuck with who I liked, and pay out of pocket.

I think the biggest issue I face is stress — and I know that's just part of the job. But it's stress that I carry when I'm not in the office or even after I close my computer for the day. In audience engagement, I feel a different level of being "always on." I consume news constantly for fear of being behind and because I feel like it's expected of me. I fear for my job security, even when my company is reportedly in a good financial situation. One of the unspoken struggles, I think, for women and journalists of color is the impostor syndrome and gaslighting we face when trying to make improvements or better company culture in our newsrooms. It's draining on a whole other level.

I struggle with significant depression. These are depressing times. I've lost people and connections; the job is hard enough without being alone with it constantly.

I've struggled with anxiety and depression in different ways since I was about 20, but working in journalism has made it worse, sometimes very difficult to manage. At my old newsroom, sometimes what I covered gave me anxiety, flashbacks and etc., but mostly I was able to process that in my own time and work through it. What was unsustainable was the toxic, misogynistic environment in that newsroom culture. When you pair pandemic stress with an already bad work environment, it's really hard to keep going. Toward the end of my time there, I told a sympathetic editor how much I was struggling and he helped me connect to an employee mental health resource, which I used. I eventually sought regular therapy. Therapy has helped a lot but I didn't want to be in a situation where I was doing therapy to make my work situation livable, so I looked for other jobs and tried to screen out management with red flags to make sure I didn't take a worse job even farther away from my support network. I'm much happier and less anxious where I am now.

I have contemplated suicide multiple times during the pandemic due to stress and emotional/psychological strain on the job. I've also contemplated quitting journalism all together, perhaps disappearing without a word and never coming back. I'm doing better now, thanks to support from friends and family. My workplace has also been supportive.

I've been in the industry for 13 years now, so I feel like I struggled a lot more when I was a younger journalist, figuring everything out. I've been through a lot and I've learned who to lean on and how to look for support when I need it. I've done counseling in the past but it's not something I need at this time. I'm lucky to have healthy relationships and lots of personal and professional support.

I feel unstable in my job outlook and money. For job outlook, I'm not guaranteed my position so I'm constantly trying to prove myself which can cause burnout. I feel constant anxiety that I won't get to follow my desired career or afford a house someday. At times, I get so overwhelmed that I suffer from heart palpitations which is a result of stress and anxiety.

I feel as though some journalists, including me, are very hard working, or feel they need to be constantly working to be a good journalist. It can be detrimental to mental health in that whenever you're not working, you feel you're not doing enough.

Most people have had the ability to turn off the news when needed. We don't have that. My job specifically is to anchor local inserts for a national radio program, which means every day, like it or not, I'm listening to several hours of news — often steeped in anger, sadness, death, despair, and violence. On top of that, I'm one of few employees in my organization who must report to the office in person. A double-edged sword. It's been very isolating to work via Zoom and/or in an empty office suite for the last year. There's so much news we want to cover, and so little we actually can. Plus wages are NOT keeping up within the market. It's dispiriting and makes it hard to see a future in the business much longer — even though I desperately love the work and want to stay in.

My mental health has taken a huge hit since I started covering protests and right-wing rallies last year. I never expected to feel so beat up emotionally after covering these events. It's hard enough that I can't talk to some of my family and friends about it because they don't agree with it, but I can't even afford visits to a therapist who I know I desperately need to see. After being almost completely sober for several years I actually started drinking heavily again because of not having a proper outlet.

If you feel comfortable sharing your experience with mental health as it pe...

I'm never going to forget the first time I got caught between the police and tear gas came out during the summer of protests. My hands started shaking so bad I couldn't type on my phone. A random guy saw me and despite the screaming and blasts he talked to me calmly, repeating 'you're going to be ok, it's alright you're going to be ok.' That memory still makes me want to cry. I was so afraid. He probably was too. I was so ill prepared. I spent months with coworkers covering this. Watching livestreams, gathering supplies, sharing this bullet proof vest. There's so many details that never made it to the newscast. And yet we've never talked about it really. It was just all "self care" like that's actually something I'm going to do. I love reporting but I'm pretty sure this past year took something from me. I don't regret it but I don't know I'd do it again.

Have none.

Management would tell us we could use services but never provided work hours for help or brought in counselors. It was hard to figure out what mental health services were provided

There is very little support from throughout the industry from my experience.

I spend my off time angry, having trouble sleeping, thinking only about work and have no one to talk to. I feel tired and upset all the time and I don't know who to trust.

End of Report