

In 2020, Quote This Woman+ convened a roundtable discussion with women journalists for the State of the Newsroom report. Below is a full transcript, including the instructions given to the participants.

Instructions:

1. Please write your name/pseudonym before your answer.
2. Please write your answer in a new row below the last answer; or if you're the first person to answer, below the question. Use a new row even if you answer for a second time.
3. If you need to add a row, just left click and say 'insert row below'.
4. If you are responding to a previous answer, indicate that by typing @name, e.g. @Kathy.
5. Please feel free to contact me on 084 688 8980 if you have any queries while answering the questions or need help adding rows.
6. Please remember to answer as far as possible from the perspective of 2019. If you feel you have a burning comment to make relevant to the current lockdown environment, please **make it in red** so we can include these comments in a pullout.

ONE(compulsory)

Kathy: Please tell us about yourself - as a media practitioner, a person, and a woman/womxn/feminist.

MONICA: I'm the news editor on the on-line publication New Frame and since August I have also been standing in as the interim editor-in-chief. I've worked in media for two decades. This is probably the first publication I have worked at where I have been taken seriously. My previous employers were pretty male driven newsrooms who made very little room for women to succeed or made it very clear there were only a few spots at the top of women and we had to compete with each other.

MARY: I'm in my early 50s. I have a BA (Hons) degree. I love what I do. You couldn't stop me going to work if you tried. I love the thrill of news and the buzz of the newsroom. I manage a highly motivated team and take huge pride in what they produce. I consider myself a feminist and like to inject feminism into my columns at times and really feel I have helped to grow my female reporters, many of whom are from traditional homes, to a space where they recognise and start to believe they are not beholden to the kind nature of their fathers, spouses, boyfriends, male colleagues etc.

KERRY: I have worked mostly for progressive and non-profit media outlets for most of my 30+ year career. After many years of managing a non-profit news agency, Health-e News Service, and spending most of my time on HR and fundraising, I am currently working for an international media outlet called openDemocracy. It is progressive in outlook. The project I work for is explicitly feminist and dedicated to tracking the right-wing backlash against women and LGBTIQ communities. It is invigorating to work globally and to have colleagues in countries that I previously knew very little about (eg. I currently manage fellows in Armenia and Georgia).

ADRI: When I was a student, my dream was to write fabulous expose's for Vrye Weekblad. It took me 30 years to be employed by them (brought back to life as an online publication). I have worked mostly for mainstream media; from Beeld to Special Assignment at the SABC and Carte Blanche as well as stints as a freelancer. At Vrye Weekblad we are a very small core group of five- the model is that the vast majority of contributions are by freelancers. We all work remotely and I actually spend most of the year in London, where I double up as the UK

correspondent. Instead of focusing on fabulous expose's, I do most of the commissioning and liaison with contributors, rewriting and managing the commissioning budget. I didn't expect to be part of a new venture just before my 50th birthday - or to even be employed again.

NICKY: I'm in my early 30s and always wanted to be a reporter/journalist. I've dabbled in online journalism and business writing but now I work in radio. The immediacy and intimacy of radio is so special to me and I get a thrill every single day when I go to work. I became a feminist very early, seeing all my aunts clear the table and tidy up (after hours of cooking and cleaning) while the men sat back relaxed and continued with intellectual debates made my blood boil. Why don't they bring their part? Why were women left to do the mundane? And when I questioned why, I was shushed and glared at. I think that's when my feminism took root and it has not left me since. I still think women are the stronger sex in every single way and we should celebrate our magic.

ELNA: I'm a German South African in my late twenties, and in some ways I feel like I've done the beginning of my journalism career the opposite way around to most people. I started in niche radio shows, leading and training teams fairly quickly, and taking on a variety of skills. While I enjoyed this and am deeply grateful for it, it took me years to fully stand by the truth that I really wanted to be out on the field, chasing the news. I took the leap to go freelance and am doing my best to stay out there and chase the stories that set my vein on fire. I have been working in podcasting for a few years now, which is exciting. For me, being a woman and a feminist is deeply intertwined with everything I do.

MIRIAM: I am a financial reporter, based in Cape Town. Although, I took a long journey before actually becoming a journalist. I completed a BCom, but while my classmates were getting jobs at corporate firms, I decided to take a leap of faith and pursue journalism - which I regard as a calling. I started off as an intern in the magazine environment and thereafter joined the fast-paced world of digital news. It is by far one of the best decisions I have made in my life - my work has exposed me to people, places and situations I would not have chosen for myself. I learn something new everyday, and that is what I appreciate about it most. It has most certainly broadened my world view, by nature I am quite conservative but journalism has taught me to think differently especially in the area of feminism. In my work as a financial reporter I have seen the lack of female leadership in corporate spaces, which has driven me to seek out female entrepreneurs and female leaders in my stories. I might not be the one marching in the streets against gender-based violence, but I believe I can play my part as a feminist by passing the mic to women to share their stories.

FATIMA: I am a journalist based in Johannesburg. I've always known I wanted to work with words and once I found out what it means to be a journalist I've always known this was the career path for me. Being a journalist for me means using your words to speak truth to power, but also to inspire people. I've been exposed to many different situations and people in the short time I've been a journalist. This has all helped shape the person I am. I've been a feminist, I think, even before I knew the language. For me it is simply a choice and being allowed to decide my own future. However, in my work I've been exposed to how the patriarchy operates. This has allowed me greater nuance in my feminism and my work.

PAMELA: I am a 33 year old woman working as a presenter at a community radio station, also a freelance journalist for 2 newspapers in the Eastern Cape.

MIA: I'm the editor of Bhekisisa Centre for Health journalism which I founded in 2013. I've worked in radio, TV and print and also lectured in journalism. I consider myself more of an advocate for all human rights than a feminist.

REBECCA: I'm 38 years old and I have spent almost my entire professional career working at

the Daily Maverick, joining the staff when it was little more than a start-up launched at a time when people thought it was a crazy idea. I'm incredibly proud of how we have grown since then, and deeply value being part of an editorial team where we have fierce, robust debates almost daily over our coverage. I only began working properly as a journalist in my late 20s, after years of postgraduate study in English literature and linguistics, and also a fair number of menial jobs. I've never regretted the roundabout route I took to journalism though, because I still find that those years of academia and other experiences feed into my writing daily. Feminism is an integral part of both my personal identity and my professional output.

MAHLATSE: I am the Editor-In-Chief of Eyewitness news and chair of the South African National Editors' forum. I have been a journalist for more than two decades. I have worked in radio, online and television. My whole life I have had strong women lift me up, from my own mother and aunts to the women I found in the industry. I have always been aware that I am black and a woman and my age because they have been a factor. I started at the SABC as an intern and barely 19 and have assumed leadership positions where people have thought I am too young to lead, or a woman and black and I don't belong.

KARYN: I am a 40 year old specialist legal journalist, a contributing editor for Newzroom Afrika, and I write for Business Day, Financial Mail and other titles internationally. I'm passionate about the law and I'm very intent on trying to mentor as many young women as I can to get into legal journalism because I think it's one of the areas where women have shown they can really dominate and can shape the discourses in our country around key legal political issues.

#### TWO (compulsory)

Kathy: I'm interested in the newsroom/news environment and what it's been like to work there, as a woman, in 2019. I'm wondering how the division of labour works - if gender plays into it, or not? And if this is influenced by the demographics of your environment? \*

Kathy: Following on from this, do women dominate in some areas in your newsroom/news environment, and men others? If so, from your perspective, why? Is there equal recognition for good work? Are you aware of pro-equality policies in your workplace? If so, do you think they're working?

*\*I suppose this depends to a large extent on who your peers are (if you have any) and who your boss or the person/people you report to were/was - their demographics, in terms of how they either promoted women reporters/women's voices, or acted as gatekeepers in shaping news agendas, deciding who covers which story or beat / deciding which source gets interviewed, etc. This is why I asked about the demographics of your newsroom upfront - so you'd have that in mind when you answered this question.*

MARY: I have battled with male colleagues who report to me who are used to a traditional environment where they cannot take orders from women. I have had to argue my point to a stage where I feel it's unacceptable to get male reporters (and some women) to do what I think needs to be done editorially. But interestingly, some older women also don't like taking orders from women. I've experienced instances where the same request from the male editor is carried out with no questions asked. It's hugely undermining and frustrating. There is definitely a division of labour. Our newsroom is largely female with few males. Our boss is male. He is pretty jacked up on gender issues. Women's voices are important in our newsroom, and when we can use them we do. There is no problem in terms of deciding beats. Men and women have equal standing. There are many pro-equality policies in our work environment, but it's the subtleties where unequal treatment becomes evident.

MONICA: I've been rather lucky with my current job as I have been given the support that was never afforded to me at my previous jobs. I get support from my team and most of our employees are women, many of them are in senior positions. Also when we started New Frame, our policies were drafted to ensure that it addressed gender gaps like ensuring fully paid maternity leave. I think when speaking about gender we need to consider that it cannot be viewed in isolation of race and class specifically in a country like SA. I think this plays a huge role in mainstream newsrooms.

KERRY: The Editor-in-Chief of openDemocracy is a woman and the project I work for only has women staff. But some of the 'hard politics' projects are male-dominated. In the past, when I have worked on health issues in South Africa, the field has been dominated by women but when I have worked on politics, the field has been dominated by men. One of the aims of openDemocracy is to train women investigative reporters as this tends to be male-dominated globally.

ADRI: Our co-editors are a man and a woman. As the man founded the publication, there is a seniority. The production editor is a woman, as well as the lifestyle editor and deputy editor (me). Division of labour is therefore not influenced by gender and there is very much an understanding that all the women will just "get on with it". As far as our contributors are concerned, we have women writing on "hard" issues such as science and men writing on "soft" sections such as lifestyle - we also have regular LGBTI contributors who write across a wide range of topics. I do however find that men are generally more pushy when they submit proposals and less open to feedback.

ELNA: I have been surrounded by women in my newsrooms and led by men who have been for the most part excellent about making space for differently gendered perspectives or GBV issues... and yet this has always felt like I've been lucky and this probably isn't the norm.

As a freelancer I don't have enough insight into internal politics to comment confidently on the division of labour.

And yet, like anywhere, there's been its fair share of sexual harassment in the workplace, from the radio guest who kept praising me for being able to "do more than just look sexy in a skirt, to coworkers who couldn't take my opinions seriously when they were about the more typically masculine aspects of the job.

MIRIAM: Of my five line managers, I have had throughout my career, four of them were women. I really enjoyed their nurturing leadership style and always felt that they thought about my best interests and gave me opportunities to grow and develop. That said, I do feel that the male leaders in my newsroom, who I have had a direct working relationship with have also been supportive of my development as a journalist. I have not felt intimidated by any of my leaders, or felt that they are unapproachable, and I suppose that speaks to the overall culture of our organisation - which I am very grateful for because I know it is rare.

On the most part there is a fair balance of men and women represented in most teams, except for perhaps sport which seems more male dominated but that speaks to the sports journalism industry as a whole.

I work in finance news and expected it to be very male dominated- but it is not. There are a lot of young, black female journalists in this field and I am ecstatic to be one of them because I think it shows how the finance news environment is changing.

We have an equality forum in our organisation and they make such a big effort in informing us of meetings and being transparent about the organisation's transformation statistics. They also serve as a platform for us to raise issues which feel need to be addressed and then they act as a liaison to hold our leaders to account.

FATIMA: The organisation I work for is quite female-orientated. At the moment I am the only permanent member of staff. However, even when there was a bigger team, there was a good balance between the female and male members of staff. There has only been one male editor at the organisation. However, he was supportive and managed to do good work. Due to the strong female members of the team at one point, there was a strong accountability. However, it does speak to how tiring it is that womxn always have to hold people accountable. However, there is definitely an equal recognition of work.

PAMELA: I have different experiences about this at the radio station. I work as a radio presenter not in the newsroom but fortunately I work closely with the news department. For the past few years the newsroom has been dominated by females even the the HOD and the editor are women. I think it is only because we have a lot of women than men in the news department. As for the pro-equality policies unfortunately it's the first time I am hearing about them saying they are working is so difficult at this point.

KARYN: I think I'm fortunate in the area that I work in: some of the best voices in legal journalism are female. Fanny Rabkin from Mail and Guardian for example is excellent, Jeanette Tshabala from News24 is also very very good. Sindy Twala from Newsroom Africa I really respect, Erin Bates as well. Legal journalism, court journalism is dominated by females to a large degree. As a freelance media professional in my particular space I never go into a newsroom, but rather work from home or in court rooms. I am able to support and assist other colleagues in that space: particularly females.

I have experienced some adverse social media bullying, and abuse as a consequence of internal fights within one of the organisations that I worked in which was stressful and was quite traumatic for me. But I've learnt to kind of just shut myself off from a lot of the issues that I may face in specific environments because I'm just there to do a job. I'd love to see environments where women are supported, and when they are harassed or abused they get counselling and are supported but unfortunately that's not the reality of most newsrooms at the moment.

MIA: Bhekisisa has one non-binary person and the rest are women. The social justice and health issues we report on, naturally makes us aware of gender and sexuality. Because we have a non-binary person on staff, it's helped us all grow into understanding that gender is fluid and that pronouns are important. Our non-binary staff member uses the pronoun they. In the beginning, using they as a singular pronoun seemed like bad grammar. But we all have grown with our understanding of the importance of using a pronoun someone identifies with — in our office this has become second nature. Bhekisisa's board is 50% women and 50% men.

MAHLATSE: Our newsroom leadership is dominated by women and there is no division of role based on gender. However it used to be that certain beats were dominated by men - like politics, economics and sport and so called softer beats like health, entertainment were for women. But this has changed drastically. However in senior positions, there are still fewer women as editor in chiefs. There would also be an attempt to assign women to "less dangerous" assignments like men will go to protests likely to be violent but this is no longer the case.

The pro-equality policies are in place but I have found that people can ignore them.

### THREE

Kathy: In 2019, what were your biggest daily stressors at work? Which of these do you think were down to being a woman? (i.e men didn't have these stressors?) Which were worse because you were a woman? Which of these were stressors that were unique to the intersection of your being a woman, and also a part of another group (i.e a particular race/religion/gender/sexual orientation/something else?)

MONICA: I think my biggest stress is people. It's tough managing people and this takes a huge toll on my own health. I do think that yes gender does play a role especially if you are in a position of authority. My experience has been of some freelancer contributors who have a tendency to go over my head when I decline pitches.

MARY: I think the biggest stressor in terms of gender was the one I mentioned before where as a woman in a leadership position you are undermined when you ask for something to be done when the same request is carried out without question when it's given by a male leader.

KERRY: I only started working for oD towards the end of 2019, and my main stressor was having to learn as fast as possible how to fit into a new and a very fast-moving global organisation. Not being based with the majority of colleagues in London has been a disadvantage, but none of the stresses are gender-related.

ADRI: The sheer amount of work and learning new skills have been extremely stressful. Having said that, a major daily stressor was having to prove yourself all over again and I strongly suspect a man would not have had to do that. In addition, I still experience pressure (maybe to some extent self-imposed) to not show frustration or exhaustion as these could be interpreted as consequences of menopause. I experience a strong bias on social media and in interaction with eg. interviewees - a woman is labelled "crazy cat lady" or hysterical when she poses questions or voices an opinion or dissatisfaction whereas older men are deemed to become more authoritative and experienced. There is a strong element of ageism against women in both the UK and South Africa.

NICKY: My biggest stress and strain is trying to juggle family time and work commitments. The to-do list is never-ending and that's on a good day with no crisis or challenge. I don't think men accept so much of the mental load as women do. I don't hear my male colleagues regularly discussing what they're going to make for their family for supper that night (unless it's to braai) or how they need to get craft paper for their kids's school projects. I suppose not having to consider or even worry about such trivial yet important matters means that leaves them room to be more strategic in their thinking and more productive at work?  
It is also so annoying that many women are expected to work & do meetings back to back like they don't have children at home, but also expected to be a parent to their children during this time like they don't have work. It's impossible to do both. I can't show my frustration and anger accordingly because then I'm emotional! You may not dare be an angry black woman.

MIRIAM: One of my major stressors is safety, especially when I am out on the field. I suspect it is just a factor of South African paranoia. I have grown up always being alert and aware of my surroundings. Sometimes I wonder if my male colleagues fear for their safety too - or as much as I do. I do know of a male colleague who has figured out "safer" walking routes which he has shared with me, because he also has safety concerns for himself. I used to think being a woman makes me more vulnerable to danger, but I suppose it's equal these days.

FATIMA: One of the biggest stresses from 2019 was the elections. Covering the elections was a draining experience because it meant constant engagement with the ego and power dynamics of various political parties and politicians. The elections also took place in the Islamic

fasting month so this added an additional mental and physical strain. Other stresses included the loss of several team members and an added responsibility. In September then there was the #AmlNext events. This was another stressful and emotionally draining time.

PAMELA: In 2019 and all the other years male superiors always look down on women and that is the problem that I had and still have at my workplace.

When male superiors are addressing other male colleagues the professionalise their approach but it is the different story with women we do not get the same respect like men do. And then I know that they are treating us this was because even back at our homes men speak women listen (the culture says so).but if men speak and women listen the question is do men know what is inside the women's hearts.Even with the HOD because she is a woman she is not allowed to make decisions about her department without consulting the "Male Gods" then I ask myself why was she even given the position of heading the news department if her decision making is not trusted.

REBECCA: I'm with Miriam - definitely safety. And I'm often frustrated by how much more vulnerable I am as a woman going into certain spaces, and I regret the fact that sometimes this limits the reporting I do. I envy my male colleagues for their greater ability to move through the world in this way, and it bothers me that sometimes when covering a certain story I have to ask if a male colleague is available to accompany me for safety. Another stressor is concerns over sexual harassment. A few years ago a very distinguished public figure agreed to an interview at his hotel, and when I arrived he summoned me up to his room and conducted the interview in his dressing gown sitting on his bed. Because he was very important and I was grateful to be given the time, I didn't object - but now I think I was crazy to have agreed to that context, even though there wasn't ultimately a hint of impropriety. I have realised though that as an older white journalist I have it far, far easier in this respect than my younger colleagues of colour. In particular, again when covering 2019 elections in KZN, I was completely shocked at the approaches of men to my two younger colleagues (both WOC), including physically grabbing them in crowded spaces. At men's hostels around Durban where lots of people are also drunk, the atmosphere felt genuinely threatening. I also felt sort of powerless to assist my colleagues without coming across as some middle-aged white madam asking to see the manager.

MAHLATSE: This was a challenge in my early days as an editor, I used to lead a team of mostly men. However now I don't have that challenge. In my early years as a journalist I had women bosses who were really instrumental in my career and taught me to occupy space and were always a force for my voice to be heard. This has helped me. My biggest stressor in 2019 was managing a newsroom with limited resources because of the impact of the weak economy on media houses. It was not possible to replace positions while still expected to maintain the competitive edge. We lost a lot of senior reporters, so unable to replace them, one is left with a very junior newsroom.

#### FOUR

Kathy: [SANEF's 2018 Glass Ceilings document reports on salary discrimination in some newsrooms](#)– is this your known or intuitive experience? What about discrimination in general working deals: when it comes to job security / contractual obligations / workloads / access to benefits (education and training / maternity leave / childcare)

MARY: When I received a promotion two years ago, and was asked my salary expectation, I asked for the same as a previous male incumbent with the same experience as me. The reply I was given was that it was a contentious point I'd raised. The subject was closed. I have no

way of knowing if I did get the same as him.

KERRY: I have virtually always worked in the non-profit media environment in women-dominated organisations with very few benefits. I chose to do work I love, aimed at contributing to social justice, rather than being paid well. As a result, I have had an interesting and largely happy career. But when I started to factor in retirement (I've never worked anywhere with a pension contribution), I realised that the only way I could continue to do the work I love and get paid adequately is to work globally and get paid in foreign currency. Lack of pension and medical aid benefits are real downsides of the non-profit gig.

ADRI: I have been working without a contract for over a year. I doubt that that is down to the fact that I am a woman, although I don't think a man would have accepted such a situation. I may not have been firm enough and I suspect that is because I am rather grateful to have a job.

NICKY: I suspect I earn less than my male counterparts but I can't be sure because that's a discussion we've never had. I've spoken with my female colleagues of colour who I trust and we all earn under R18k per month (before tax). I KNOW that I'm being underpaid but there is nothing I can do to change it. The climate is extremely tough and so I know I need to trust that I have job security.

I recall we had a warm, hard-working and brilliant young woman join our company briefly as an intern - I think she had an MA in creative writing or something like that. Everyone liked her and it was clear, she would be hired. She was with us for 3-4 weeks and then she resigned. We were stunned and couldn't understand why. Her reason? - She knew she was being grossly underpaid for the level and quality of work she produced and she refused to put herself last. GOD, I admired her for that. I don't know what she does now but I was so impressed that someone so young and passionate could be so determined in putting her needs before anyone else.

MIRIAM: I think your salary is sometimes influenced by your willingness to negotiate for what you believe you deserve. As a woman, I am slowly unlearning to be modest about money. I think growing up, society has influenced us to just accept things, and not hurt other people's feelings or not leave a bad impression. Whereas I think men have been raised to be unapologetic about what they want. If a colleague doing the same kind of work as me earns more than me - then I genuinely think it is because they negotiated better. If there could perhaps be a class available to teach people good negotiation skills, that would be great!

FATIMA: I don't think there is a gender pay gap at work. However I have come to realise that as women it is sometimes easier to accept situations because that's how we've been socialised. I expect male colleagues at any news site would not have any of those issues.

PAMELA: Firstly community media has the tendency of exploiting workers. I have been working with the station for the past 11 years but I never had a contract, I am currently getting paid R2000 which is far below the minimum wage. I have 2 kids and both of them I got them during my time at the station and unfortunately with both of them I had to take unpaid leaves of a month each and go back to work.

REBECCA: I have no knowledge of a gender pay gap at my work (I suspect it doesn't exist) but I also agree that women, myself included, tend to be worse at negotiating salaries and asking for what they're worth (though I'm also aware of research suggesting that when women DO behave more like men in this respect, they sometimes get punished for it). In the past I had a sideline gig as a columnist for a weekly newspaper, though, and I was aware that my male counterparts were getting paid at least twice and in some contexts three times what I was



getting. It's a tricky aspect of writing, though, because measuring value when it comes to something as subjective as a column is difficult - I have no doubt the male counterparts in question would simply claim they were twice or three times as good as me. Obviously, I disagree :)

MIA: It's impossible to get around the impact of maternity leave. You're away for six months and you fall away in terms of influence: that's unavoidable. When women return from maternity leave, they have to work twice as hard. Men simply don't have to go through this. The health reporting field in South Africa is dominated by women - it's changed a bit, a decade ago there were almost no men, now there are a few. I'm always fascinated at international conferences to see how this is not the case in many developed countries: where health reporting is a largely medical, rather than social justice beat, and how it's often dominated by men. In our newsroom, your gender doesn't influence your salary — work experience and the value you bring to the organisation does.

MAHLATSE: This sadly is a reality. Companies still demand a current payslip to decide what to pay you. Unfortunately women are underpaid and even though you are going to replace a man, you will earn less because while they give you an increase it won't be similar to your predecessor. Ideally it should be banned that one must submit payslip.

#### FIVE

Kathy: Talk a bit about how #AmlNext? played out in your newsroom from a gender perspective. Also, about reporting on reporting rape and gender violence, health issues, human trafficking and prostitution.

MONICA: My experience as a former court reporter has been that very few men reporters cover gender based violence and leave the uncomfortable task of this on their female colleagues. I think we simply do not cover this enough. Newsrooms are happy to make politics, health or legal reporting a beat, the same should be afforded to reporting gender. I think this kind of reporting is often difficult for women who can get triggered by it because let's face it any of these women could be us. I don't think newsrooms offer their staff enough emotional or psychological support to cope.

MARY: We've had a measure of creepiness from male reporters towards female reporters. It's never been raised formally but I am very aware of this and watch out for any behaviour that crosses the line explicitly. We hardly ever report on rape. It's largely circumstantial though because police do not give information out on rape as a serious crime anymore. Unless we have a specific case number. They used to send out crime releases for serious crimes including rape, but that was stopped years ago. We do report on gender violence a lot because people talk up about it. Women's health issues are also reported on a lot in feature pages, but I think that's because I drive that. Human trafficking and sex work are also important in our newsroom.

KERRY: I work in a virtual global newsroom where we spend most of our energy identifying and reporting on how women's and LGBTIQ rights are being undermined and cover all the above issues (except we refer to sex work rather than prostitution). My job is to provide a health lens to all our work. Previously, at the SA news agency I managed, Health-e, we had a major focus on rape and developed an app (Izwi Lami) to assist rape survivors to find their nearest hospital and give them a checklist of services they were entitled to at the hospital. We had started out with a rape reporting project and didn't aim to develop the app but raised funds to do so after it became clear that most women didn't know where to go or what services to ask for after being raped. The rape reporting project was not particularly successful because our SA media clients did not want to cover rape consistently.

ADRI: As we are mostly women in a virtual newsroom there is no problem in principle with covering any of these issues. We have experienced and skilled freelancers who are willing to report on rape and gender violence as well as health issues and we regularly commission them. We have probably not focused enough on human trafficking and prostitution; this is probably due to the amount of time it will take to cover these issues properly and budgetary constraints for freelancers. We have rejected contributions from a small minority of male freelancers who have not shown the necessary awareness in their writing.

NICKY: When I worked with female presenters previously, there never was a need for me to 'pitch' a GBV story or explain how we should broadcast it on air. They 'got it' and displayed that intrinsic understanding of showing the necessary sensitivity and kindness extended with no second-guessing of their experiences. We've done very few in-depth interviews on human trafficking and we should remedy that. Sex work was not an issue we could discuss in the time slot we broadcasted in even when we has disclaimers for parents.

ELNA: This is one of the biggest moments in the news cycle and personally as a feminist for me during 2019. It shifted something in the discourse so fundamentally, and made it possible to have conversations in the mainstream media that seemed reserved for private spaces previously. This also happened within the newsroom, where more male colleagues became aware that they can do their jobs in easier ways at times, although simultaneously there was a sense from some that the issue was perhaps taken too far or shouldn't disrupt normal work.

I was lucky to work in a newsroom during that time that was very open and focused on GBV issues, thankfully.

MIRIAM: Our response to the #AmINext campaign cut across the entire company, with different newsrooms each responding in their reportage of the campaign. While I work for the financial news section, our general news section set up a separate site dedicated to not only telling the stories of women affected, but also ways in which they can get help. I was part of a team of people- who volunteered to go through letters from the public expressing their views on gender-based violence and telling their stories. So even if we did not report directly on the gender based violence, there was an opportunity available to us to volunteer in some small way to the newsroom's response to the campaign. The momentum for reporting on gender based violence has not slowed down as the newsroom appreciates the gravity of the topic.

FATIMA: In all my time working at the organisation, I have never come across any such situation. However, the #AmINext was a big story for our organisation. GBV issues are generally something that has also dominated our news site. We even put it at the front of our reporting on the elections. Reporting on GBV is never an easy task, especially because it affects womxn more intimately. It might be difficult but we also know it is our responsibility to ensure that these issues always remain in the national discourse.

PAMELA: The #AmINext? affected everyone in 2019 because honestly the killings were rising up everyday and in our area we had lots of cases as well, so working with NGOs that oppose Gender based Violence and SAPS and featuring them in our current affairs and programs and that made it easy for the victims of such violences to access law.

REBECCA: I don't think I did much reporting on #AmINext personally, but I have been covering GBV for years. What posed a much more profound ethical challenge to me was the #MeToo movement, and the allegations of sexual harassment that started emerging. On several occasions I had potential stories brought to me by women (or friends or colleagues of women) who wanted their alleged harassers exposed, and after serious consideration and consultation with female colleagues I felt I couldn't write the stories because there simply was not enough evidence. Managing he-said-she-said reporting is horrendously complex and there

are no adequate simple solutions. As a feminist who has devoted much of my professional life to trying to tell women's stories and expose gender injustice, I nonetheless felt deep discomfort with some reporting carried out in the South African press on #MeToo allegations, particularly when the claimants are allowed to remain anonymous even to the journalists writing the stories. (I'm aware this point might be controversial: I'm fully on board with the concept that women making sexual harassment claims should be granted a level of anonymity due to concerns over repercussions and safety. I certainly don't believe their identities have to be made publicly known, but I do think that any journalist doing due diligence has to have a certain amount of verifiable facts at their disposal in order to make informed decisions about their coverage.) I'm also interested by the fact that the biggest #MeToo story in the South African press in recent years has been News24's (excellent) coverage of former media exec Willem Breytenbach. It is intriguing to me that this was a story where the victims of sexual abuse in the workplace were men, when we know that women are far more likely to be victims, and it made me wonder if the gender of the accusers (and, of course, social homophobia) played a role in the story being taken more seriously .

MIA: Bhekisisa has always written about rape and gender violence - and our google analytics figures show that they are our best read stories. We're aware that our reporting needs to look at the evidence behind the statistics - the victim-perpetrator cycle. We've used #AmINext hashtags to repromote GBV stories we've done - because we report on GBV so often, we didn't make a special thing of it with #AmINext, we rather use it as an opportunity to repromote features we had done previously.

KARYN: When I was working in a particular broadcast media house which I subsequently left, I had a male editor question my insistence on reporting on intimate femicide. He asked me basically what was special about another woman being murdered. This was at a time where I wanted to do a story about the police in Pretoria looking for a missing woman who had then found the body of another murdered woman in the place where they thought they would find her body and he felt that it was really not worth covering. In some of my news environments I would just basically write the stories and hope they would get used. But generally speaking you have to find allies in these spaces and particularly you have to find women managers who understand why stories on intimate femicide, gender based violence etc are important. Nkepile Mabuse from Checkpoint was immensely supportive of me in doing stories on Karabo Mokoena and we showed in the coverage that we did for Checkpoint, (two episodes that we did on that particular story) that the public do care, this is a public interest issue and media houses must focus on these things and not be driven around and not be deterred by men who, you know, are completely defensive about things like #menaretrash and concentrate on tearing apart slogans rather than dealing with the reality of GBV.

MAHLATSE: It had a major impact on our newsroom. The newsroom gave women the day off to give them a voice to go and protest and we left the men. It was their way of supporting women. It was a difficult period as we realized also that a lot of women reporters also were victims and the stories about other women were triggering personal experiences. We arranged for a psychologist to come through and hold a group session to allow them to speak but also to get coping mechanisms.

SIX

Kathy: National elections, state capture and corruption were big issues in 2019. What were the other big issues, from your perspective? And, from your perspective, how (if at all) were the issues we mentioned, and you mentioned, gendered?

MARY: For us GBV was a big story. We had many spousal murders and abuse that grabbed the headlines locally. Everything is gendered - our politicians are largely male, the council

hierarchy, the business owners are all male.

KERRY: Documenting the global rise of right-wing Christian organisations, emboldened by Trump, and very strong in parts of Europe, Eurasia, Latin America and Africa, has been a major focus. Their main aim is to restore “Christian values” which means that men are the heads of households, abortion is outlawed and LGBTIQ people do not exist. It was chilling to realise that these organisations are very active in South Africa too.

ADRI: Land, immigration and the economy (downgrades etc) were also big issues. I agree that the big issues are gendered, but there have also been excellent women voices on the land issue. Criticism of women in power tends to focus on their gender rather than their actions.

FATIMA: For us GBV was the big issue as well as the ongoing issues in the higher education space including arrested FMF activists and NSFAS protests. Higher education is gendered because of the GBV that takes place there. There is no story which is not gendered as all stories involve power relations and the patriarchy.

PAMELA: The shocking acts of Gender based Violence like I mentioned earlier. Women pleading with traditional leaders to let them be part of the initiation process because women believed that their young boys die because of negligence and women wanted to help but they were never given that chance even today

MAHLATSE: Gender Based Violence was a big story. The others were the economy, land and xenophobia

## SEVEN

Kathy: [The Glass Ceilings report is a deep dive into email trolling, hate mail, and online harassment as an additional layer to the previous forms of discrimination faced by women journalists, Please write about harassment, intimidation, and discriminatory practices from your perspective. I do not want to define or confine the topic, but please feel free to contact me if you want more guidance.](#)

MARY: We have had a few very nasty incidents of female reporters being bullied, both physically and emotionally, by men. A reporter covering a taxi protest was manhandled by male protesters, we have had female reporters shot with rubber bullets by police in the line of their work. One of our reporters has also experienced abuse serious enough for a police case to be opened by a high ranking legal professional who did not like what she wrote in the line of her work.

KERRY: My colleagues are routinely trolled by right-wingers (mainly for being pro-abortion) and oD is derided by the right wing as a “Soros magazine” by those organisations and individuals that we expose. We assume that there is a high level of online surveillance by the organised right and take a lot of precautions. I am circumspect on Twitter especially as I find it a toxic space. I mostly tweet stories we have written and hop right off again without engaging.

ADRI: There is a level of online harassment of women journalists that certainly makes me nervous to post any opinion on twitter. It is a vicious belittling from especially the right and alt-right where younger women are called “girls” or older women “batshit crazy”. That does not even include the overt threats of rape and violence. If anything, this is where I suspect many women journalists are silenced.

NICKY: I do not post on Twitter for that reason because I’m scared of the backlash and hate

directed my way. Because we live in a digital, connected world, I fear it is too easy to find out what I do, where I work and where I stay so I try and keep that information private for my child's sake. I have received emails from entitled men that 'we don't know what we're talking about and we need to do our research properly' especially when we've had a woman in authority talk on a matter. We never get those same emails when the guest is male. I often wonder if my male colleagues get the same heat and flack as often as I do. Part of my job involves screening content before it is put to air. On the daily, I have to deal with rude, arrogant and flippant men (and sometimes old, white ladies too) who DEMAND to go on air and share their thoughts. It is one thing to allow someone to share their opinion that bucks the norm, but when that opinion is misguided, racist, sexist or classist then I need to draw the line. And when the line is drawn in the sand, in my experience men get very defensive, divergent even threatening because they cannot imagine that they are 'wrong' or unimportant. I've had some listeners then call 20-30 times in a row expecting me to take their call after I didn't entertain their viewpoint. But with women I often need to convince them to go on air and share their experiences. Like their story needs 'validation' first.

FATIMA: My colleagues and I have gotten trolled sometimes. However, personally it has not been considerable. This could be due to the fact that I don't have a presence on social media.

REBECCA: No question, there is a vast discrepancy in the reception of pieces written by male and female journalists, even if they are taking similar positions. I see this all the time at my workplace, where online commenters tend to give my male colleagues a far more respectful ear, while we women are routinely shot down and mansplained to. I get emails all the time from male readers (mainly older and white) condescendingly explaining errors in my work which in fact are the result of their own mis-readings. I left Twitter and Facebook three years ago because I couldn't handle how toxic people were. The worst insult I've ever received online referred to me as a "rug-munching cunt with a wasted Oxford education". Unfortunately, those tend to stick in your memory more than the compliments.

MIA: Women undoubtedly get treated differently on social media than men. Men don't get told they'll get raped or should dress better. I've been trolled by anti-vaxxers and HIV dissidents, but strangely, gender hasn't played a role in the comments I got.

MAHLATSE: I am often trolled, usually labelled as a black woman who is a stooge for white males.

KARYN: I have experienced some of the worst levels of trolling in probably the last two years on different levels. Not this last New Year's a person contacted my sister on Twitter to tell her that he'd kill me on New Years Eve and proceeded to describe the gun and said that I'd just gone to sleep and his Twitter name was DeathtoKM and his bio was "Eradicating evil in 2019". That was very horrible. I've had someone say that myself and Thuli Madonsela, who I was reporting about, should be raped and necklaced on the street. There is often a discussion on my body and how I look. And Ja It's very, very difficult, I always say, I try my best to filter my responses on social media as much as possible. I've had men send me pictures of their penises while they were busy masturbating over pictures of me. I had someone do a whole Twitter series on that. And its debilitating. It's very exhausting so I try my best not to see it. I don't find Twitter to be immensely supportive of women in those situations. They don't really do anything to help find the people that are doing this to you. I've also had to go to the police in terms of incidents of intimidation. But generally speaking, our newsrooms don't talk about the psychological impact of this kind of abuse on us as human beings, as women, and as journalists. And I think that's a huge issue that needs to be addressed.

## EIGHT

Kathy: What do you know about MMA and SANEF's reporting tools for intimidation and harassment? Have you used them? Do you know anyone who has? Did they find either or both of these tools useful?

MONICA: Haven't used them

MARY: We haven't used them.

KERRY: Haven't used them.

ADRI: Haven't used them.

NICKY: I had no idea such a thing existed.

MIRIAM: Unfortunately not aware of it.

FATIMA: not aware of them

REBECCA: Haven't used them

KARYN: I haven't heard of them

## NINE (compulsory)

Kathy: Based on your answers to 7 and 8 – if you or your women peers experience gender-based trauma, how do you cope with it? Would you consider that you normalize gender-based trauma? Or are you getting help/support for it? If you are getting support, can you explain what type, and whether you think it's adequate?

MARY: We have good communication channels and a good support system for the reporters, but we also refer them to psychologists for professional help when required. We also hire lawyers for staff when needed and help them in this regard. I do think its adequate. But it is a really hard part of the job.

KERRY: We do debriefings but need to be more systematic. It's hard as we are a 100% virtual global newsroom and that lack of personal contact means you are not necessarily in tune with what is happening to your colleagues all the time. A fair proportion of our team is LGBTIQ and that brings another level of discrimination and trauma.

ADRI: We are very supportive of each other and if necessary we would take it further - get legal advice, lay charges etc. We have not done so yet. Traditionally it was very much a case of suck it up or fight your own corner so gender-based trauma has been normalised. I do think there is more awareness now, but there should also be more support.

MIRIAM: Our organisation has made available a counselling service, which we can use for any issues including gender based trauma and we have also been encouraged to use it. I know colleagues who have successfully used the counselling services and have recommended it.

FATIMA: With a fellow journalist who used to be at the organisation, we would often be each other's sounding boards to cope with reporting. There are good communication channels available if support is needed but I suppose those could be made more available.

NICKY: Mostly, my peers and I debrief over coffee or chat over whatsapp so that we feel heard and understood. My manager is a woman and understands the gender-based

microaggressions we've faced but sometimes (not very often) she fails to see the 'intersectionality' in certain issues.

REBECCA: Our editors are extremely considerate and sensitive to the possibility of trauma, and I believe we're getting counselling services at some point in the near future. But as journalists I think we are all desensitised to some degree and often it's only some time later that the full trauma hits you. I was in a dangerous protest situation in 2011 and it was honestly years before I realised how deep the impact was. I think we're getting better as an industry, but I also notice that my younger colleagues sometimes seem shocked at how battle-hardened us older hacks seem to be (or pretend to be) - it's also a kind of perverse badge of honour in our industry, and I think that needs to be done away with.

MAHLATSE: We talk about it openly and repeatedly refer reporters for debriefing sessions. We are also conscious to not allow one person cover a traumatic story for a sustained period of time.

KARYN: I've experienced harassment as a consequence of my journalism, as a consequence of people not enjoying my reporting and as a consequence of internal of internal dynamics within a particular organisation that I worked at. In an instance where I had to obtain a protection order against someone I did not find the organisations that I worked in to be supportive at all. And I think the reality is that, and I think Qanitah Hunter is very outspoken about this, is that a lot of journalists do battle with mental health issues as a consequence of that. I am very militant about talking about what's happening to me, seeking support, seeking counselling, and I honestly think that this needs to be drummed into young journalists - seeking help is not a sign of weakness, it's actually a sign of strength.

TEN

Kathy: Culture, prejudice, patriarchy and sexism in media and in news machinery: Are things getting better, or are they getting worse? (If you feel like you've answered this question, no problem)

MARY: They're generally getting better but they still exist. Culture is still a huge problem. Workplace policies don't seem to be much barrier to men playing up in their cultural frameworks

ADRI: Things are generally definitely much better than 30, 20 and even 10 years ago but there is still much room for improvement.

MIRIAM: This is hard to say. I think there is definitely more reportage of these issues, but I do not think it means these issues are going away. For example, with all these public marches against gender based violence, and all the reporting that went into it ... women are still being raped, beaten and killed.

FATIMA: I can't speak for the past because I am not aware of how things were but I believe there is a lot of sexism and prejudice in the industry. Especially in the way male reporters are treated by politicians or other higher ups.

MAHLATSE: They are definitely getting much better. There are more and more women in newsrooms doing jobs previously seen to be for men. I find that the more women in a newsroom, there is less and less sexism as they speak up and

ELEVEN (compulsory)

Kathy: Women make up only one-fifth of news sources – and in finance and sport stories, it's close to half of that. When women are interviewed in news stories, it's often in terms of gender stereotypes – research shows that where women appear in news stories, they're associated with submissive words and portrayed in stereotypical roles – this means that women's perspectives are not portrayed with the same agency that men's are even when their voices are heard.

This issue is often spoken about in terms of the reversibility test: when writing about a woman - would you write in the same way about a man? Then there's the issue of markedness: when an article describes a man who does experiments in a lab as a "scientist" and a woman who does the same as a "woman scientist."

Why do you think that newsrooms fall into these gender biases? Is it possible for this to change any time soon? What needs to happen for this to change?

MARY: We are very aware of this and I am proud of the way we represent women. We would NEVER say a female scientist. Do newspapers do that? We have a very switched on chief sub who catches anything if it gets past other gatekeeping.

KERRY: This is the 'default' position that reflects the status quo and will only change when there are enough women and younger reporters in positions of power who don't think like this. It certainly helps to have projects like Quote this Woman to remind us of bias and to help us to identify women experts.

ADRI: We have had instances where women from different backgrounds submitted stories on scientists describing them as "blonde" or "attractive". I did not think this still happened, but it seems to be deeply ingrained.

MIRIAM: I do not think this is necessarily the case. My experience has been that prejudices in copy are called out by subeditors. Personally I have had a sub-editor correct my prejudices in my writing, and discuss it with me and I am grateful for that. As a financial journalist I also try my best to quote female analysts because I am conscious of finance being perceived as a male-dominated field.

FATIMA: I think our newsroom doesn't really fall into gender biases. We've been educated on the nuances of language. A previous sub would also always correct those types of mistakes. However, in the broader news space things definitely need to change. Especially with language prejudices.

NICKY: I feel proud to say that I'm intentional in not doing that. I specifically write my scripts with 'spokesperson' or scientist or CEO so as to remove that bias. I also don't describe people by their appearance because it can be ableist and frankly is unnecessary. Lastly I make sure to specifically look for analysts or commentators that are people of colour or female - so that we offer a range of voices and to specifically change the narrative of who people of colour are and what they will become.

REBECCA: I'm deeply aware of this in my own writing. And I'm very grateful to projects like Quote This Woman for proactively assisting newsrooms to find female sources. I will say, though, that a source of personal frustration to me in the past has been that on many occasions I have sought out female academics in particular to try to bring their voices into



articles only to find them unwilling to be featured in the media, whereas their male colleagues are all too eager. That definitely contributes to the situation where we find the same male talking heads cropping up again and again in SA coverage.

MIA: At Bhekisisa, we're really aware of gender. We wouldn't describe a male scientist in any different way from a female one - it's a conscious decision. In our stories, we're also conscious of making sure we use the preferred pronoun for the people we write about. Having a non-binary person on staff has made me very grateful - it has changed the way I think.

KARYN: I don't experience that at all in my environment and certainly some of the people that I regard as the most professional and proficient within the legal space are females. I find that it's easier to have frank and honest discussions with them about the issues in play. And definitely I think that if you tried to pull that kind of thing in today's environment where there is such awareness in terms of gender dynamics. I think that social media would just tear you apart more than anything else. We've seen that happening when Dr Nkosoza Dlamini Zuma is referred to as Jacob Zuma's ex-wife when she's a doctor and a very proficient politician in her own right. I think that thing of referring to people as someone's wife is quite problematic and I think that needs to change. But I think it is. And I think that is the democratisation of the news space through social media is one of the most positive aspects of social media.

TWELVE (compulsory)

Kathy: When you think about your newsroom or workplace structure – what do you wish you could change from a gender perspective?

KERRY: Too early to comment.

MIRIAM: We live in such a hectic news environment, so it might be hard to find the time to implement this - but I think if we can get leaders to share more about their experiences and perhaps encourage mentorship programmes that would be so useful, for both men and women.

FATIMA: Nothing I can think of at the moment.

NICKY: That there would be a greater consideration for the struggle moms face in being a good, thorough journalist and being a conscious, present mom. Also that travelling to and from work (and to a story/ live broadcast) is not always easy and safe for us as women. Street harassment and cat-calling is an irritation I've had to deal with while travelling far too many times.

REBECCA: I don't think much from a gender perspective, but we certainly have stuff to deal with around race.

KARYN: Because I work on a kind of freelance basis I don't typically work in newsrooms but I do find that when I do interact or go into offices that there are a lot of women who are in positions of power and who are very easy to work with so I'd rather see more women in managerial positions and I want that to be the norm because that I think that that brings about a lot more, generally speaking, empathy within those environments and actually increases productivity.  
From my career prospects I just want to stay in the space I am in because I love what I do but I think that ideally should be some sort of a drive to get women into management and as into

editor positions.

MIA: We're all women and non-binary. I've often thought I should appoint a man, so we contribute to men's understanding of sexual and reproductive health issues in South Africa. But I haven't found the right man (yet). And we're a happy newsroom the way we are.

#### THIRTEEN (compulsory)

Kathy: We know it's a difficult time to ask this question – but what do you think your career prospects are, in your chosen media field? Do you want to climb the ladder further, and if so, putting aside other issues related to economic disruption, do you think you stand a fair chance? Or is a man always going to get the new-market equivalent of the corner office?

MONICA: Again, I'm lucky, but if I hadn't been employed at New Frame, I'd still be working endlessly, vastly underpaid and not afforded the same opportunities as my male colleagues.

MARY: I think there could be a male bias for senior posts. Our organisation has only ever had one female editor.

KERRY: Age is more of an issue than gender in the global progressive media sector.

MIRIAM: I think my prospects are no different to that of a man. The course is often for a reporter to become an editor. But I also know of some colleagues who prefer to write, even though they are seniors. So a career path taken really depends on the person and their goals.

FATIMA: I think at reporting level perhaps there is an equality with male and female reporters being able to climb the proverbial ladder without any bias. However, at management or editorial level, this might be different. I can't really speak to that.

NICKY: Before this time, I felt excited about career growth. As a woman of colour I felt like I stood a good chance to be mentored and trained. With things so shaky, I'm not sure any more. I do believe there is a male bias for senior posts because management might not like the disruption of maternity leave and all that encompasses.

#### FOURTEEN

Kathy: What keeps you awake at night?

Monica: The fact that I could get murdered by man

MARY: The fact that as an industry we still exploit young writers. Their salaries are shocking given the levels of responsibility we place on them. I think we need to introspect as an industry and find the money to pay better salaries. EG a mid-level journalist gets less than R20 000 TCTC. I think it's appalling. They are all battling. Things like paying lobola or saving for a rainy day are completely out of their league

NICKY: If I'm a good mom and imparting the right legacy to my child. I wonder if I will ever be able to own a home and break free from economic curses and black tax. I'm VERY, VERY concerned with GBV and the manner in which we fail boys. Am I unlearning enough - or is some of my thinking still patriarchal and misogynistic? But on the same note, why is it always women doing the unshackling? When will men and boys start calling out unacceptable behaviour more regularly?

KERRY: Economic apartheid persists. We live in the most unequal country in the world and the living conditions of many South Africans have not improved since 1994. Young people have few prospects and youth unemployment is the highest in the world. Our economy is faltering and the government and the private sector seem to be out of ideas about how to address this. Weaknesses in the media reflect the general economic and racial imbalances in the country.

ELNA: I agree with Mary, and think this contributes to the juniorisation of newsrooms and reporters not being taught and mentored as they should be.

As a freelancer and a podcaster I am saddened that it seems so difficult to create in-depth and beautiful work in South Africa for South African media, because resources are often so thin, and even the editors that would like to support this work often can't.

When I became a freelancer, I realised that I had very few role models for what I wanted to be that were female and balanced risk with creativity and wisdom. I have now found some colleagues and mentors who could guide me towards this, but it took a very intentional rethinking to understand what it means to be a woman in harder news scenarios.

FATIMA: Many things including the shrinking media space, the fact that media organisations are losing funding, how to accurately report on inequality in South Africa, GBV and the patriarchy and what the future holds for me as a journalist.

REBECCA: In terms of media specifically, I'm so worried about the economic state of the industry. The biggest problem is money.

MIA: Stress. The sheer amount of work that never gets done. The women I know definitely work harder than the men that I know.

## FIFTEEN

Kathy: Any final comments?

MARY: The fact that as an industry we still exploit young writers. Their salaries are shocking given the levels of responsibility we place on them. I think we need to introspect as an industry and find the money to pay better salaries. EG a mid-level journalist gets less than R20 000 TCTC. I think it's appalling. They are all battling. Things like paying lobola or saving for a rainy day are completely out of their league.

MIRIAM: Gender inequality is something which has been ongoing for centuries and the situation is not going to flip overnight. But it is the small things which make a difference and we need to keep at it, no matter how hard it may seem or even if it seems like nothing is happening. I am well aware that there are female financial journalists, including my previous bosses, who walked this path before me and faced obstacles which I can now just run past. I certainly hope that the path I am walking today will allow someone else in the future to fly.

NICKY: Please, please pay journalists (esp female journalists) more money - we're gatekeepers of society and do invaluable, critical work. This is not about greed, but giving us the tools to break bad financial lessons learnt as a child and to break poverty cycles. We can't preach financial literacy if we're not doing it ourselves...

REBECCA: What Nicky said! Sometimes it's hard not to be resentful when I look at friends my age in different industries making twice as much as me simply due to the nature of journalism being generally under-compensated.