NEWSROOM DIVERSITY AND ITS CONTRIBUTION TO REDUCED INEQUALITIES (SDG 10)

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Abstract
Diversity of newsrooms is also a key aspect of reinforcing the Sustainable Development Goal 10, which aims at lowering the inequalities within and among societies. Media is a key determinant of the formation of the common discourse, democratic involvement awareness, and the possibility of upraisal of the voices of the marginalized groups; therefore, the presence of diversity in newsrooms has a direct influence on social equity. Journalism has historically been known to be biased on many occasions with the majority groups omitting women, the minorities, Dalits, the indigenous people, and other groups that are underrepresented. A professionalized newsroom, in contrast, has a better representation in that it features different faces in terms of gender, caste, race, class, ethnicity, and language such that accurate representations and fair judgment on who gets to tell the stories is achieved. Not only does this increase the coverage area but it also breaks the stereotypes, eliminates discrimination in a system, and enhances responsibility. Inclusive newsrooms help to create more equitable structures, advance justice, and socially cohesion because of the legitimization of plural voices and the representation of the diverse society. Thus, newsroom diversity would be a democratic necessity and a changing process to attain SDG 10.

Keywords: Newsroom Diversity, Sustainable Development Goal 10 (SDG 10), Media Representation, Social Inequality, Inclusive Journalism

Introduction
Newsroom behind-the-scenes has come out as an important ingredient of the promotion of the global agenda of the Sustainable Development Goal 10, which is to minimize the inequalities within or between societies. Since the media forms the fourth estate and most likely among agents of social change, diversity is imperative in terms of voices that are represented in its newsrooms to foster inclusive and equitable narratives. Historically, journalism is also criticized to recreate structural injustices that privilege majority groups and ignore the voices of women, ethnic majority, Dalits, indigenous people, and persons with disabilities, and other underrepresented groups in the society. A heterogenous newsroom disrupts such disparity by expanding the range of covered stories, diversifying editorial opinion, and providing the disenfranchised voices something to be heard. Diversity in journalism does not only have a cultural and numerical presence but also in regards to having the control of power of choices that are made, the framing of content and equal participation on matter concerning gender, caste, class, ethnicity, race and linguistic differences. It helps to eradicate the stereotyping and counter the hegmonic histories and promote the conversation to be more inclusive and considers lived experiences of the non-dominant groups. This in its turn makes communities empowered through Argentina affording, their cognizance and supplying, platforms to voice,

obtain data and ensure that institutions remain responsible. Newsroom diversity serves as a remedial coding and is positioned within a global landscape of escalating inequalities, discrimination, and exclusion in such a way that such surgeons are essential corrective factors to balance media practice on axons of justice, democracy, and human rights. It makes social issues easier to cover and more readily notice in detail, increases its evolutionary pressure, and allows establishing solidarity through differences, which, in turn, provides direct benefits in the form of a decrease in both structural and cultural inequalities. Diverse newsrooms increase the credibility and legitimacy of news institutes by responding to the diversity of the associated societies. Through this, newsroom diversity is a developmental requirement in addition to being a professional and ethical requirement, which is a bridge between media representation and social equity, and has a transformative potential in terms of achieving the vision of SDG 10.

Need of the Study

The necessity to research newsroom diversity and its role in Reduced Inequalities (SDG 10) is a result of the fact that media has a vital influence on developing social realities, determining the participation in democracy, and the role in stimulating or silencing the voices of members of the society. Although the media holds a place of watchdog to democracy, newsrooms in the entire world are still controlled by those privileged parties hence impartial knowledge, low representation of those marginalized communities, and aggravation of structural imbalances. The absence of diversity in journalism, in particular, contradicts the objectives of inclusivity and equality directly in the context of the considerable presence of discrimination founded on gender, caste, race, and even class, and other identities. This question is critical to avert the aspects of representation equity in media to test the stereotypes, expand coverage and enable the underprivileged society to inject their voices in social dialogues. This paper is thus important to foster an inclusive journalism, empower democratic ideals, and make media practices relevant to the achievement of SDG 10 on a global level.

Scope of the Study

The areas of scope on diversity in newsroom, and its linkage to Reduced Inequalities (SDG 10) include; investigation into how humanism in representational spheres in media houses could revolutionize the societal discourse and foster social equity. It considers diversity not only in the aspect in which it has numerical presence but also, structural inclusion irrespective of gender, caste, race, ethnicity, class, disability, sexuality, and linguistic inclusion. The research investigates these newsroom practices including hiring policies, editorial leadership, workplace culture and content representation as a measure of whether they uphold or alleviate inequalities. Although the research aims to comprehend the connection between various newsrooms and the achievement of the SDG 10, the research approach also takes into account the views of the world, continental issues, and illustrations of best practices. It is not intended to give exhaustive statistical polls, but just elaborate trends, point out existing gaps and stress the potential transformative role of inclusive journalism in enhancing the cause of justice, equality and democratic engagement.

The Role of Media in Shaping Society

Media commonly being considered as the fourth estate is a critical factor in defining the society through a combination of a watchdog aspect of a democratic society and social expression, thus defining the political aspect of participation, social awareness and responsibility of the people. Media being a core pillar in the democratic process, can give information to a citizen but can also create discourse around the events which dictate their involvement to the area of governance, policies, as well as their civic lives. As the blood brain of the media processes, the newsroom enjoys immense influence in framing the discourse of the people due to the choice of dramatic determinant issues to focus on, the platforms of voices to be starred, and the

contexting of social realities. By the nature of news choice and framing, media creates identities, upholds or puts into question norms and establishes the visibility of all those who are marginalized thus earning it as a powerful agent in the formation of collective remembering and social awareness. Also a major impediment has been the absence of diversity in the newsrooms with majorities still controlling the structure of the media leading to the overall biased profile, underrepresentation and even exclusion of the minority communities of women, Dalits, racial minority groups, indigenous communities and people with disabilities. This exclusion is not only a distortion of the awareness of the masses but also sustains the inequities at structure because of routinizing discourse of the hegemonism, silencing alternative views. Lack of diversity also exposes the media to the danger of a lack of interest in portraying the plurality of the society but instead an echo chamber of elite interests which has undermined the democratic role played by the media. On the other hand, different newsrooms increase the issues addressed, merge a different lived experience, and give voice to oppressed expressions, which makes journalism more accurate and just. In that regard, newsroom level inclusiveness is directly proportional to the level of inclusiveness of democracy as such since it is the prism with the help of which a society sees itself, as well as the one in which a society discusses its values. The function of the media in society, therefore, cannot be Hindu on some aspects of dissemination of information, but instead, it can influence the identity, representation and justice of society. The media institutions can only realize their purpose of being the fourth estate when they are more diverse and inclusive, enhance fair participation, plural voices, and a more just and democratic society.

Understanding Newsroom Diversity

Newsroom diversity Categorised as the fair and encompassing acknowledgment of a representation of persons with different social, cultural, as well as identity elements, including gender, caste, ethnicity, race, class, disability, sexuality, regional origin, linguistic background, and other divisions, newsroom diversity guarantees that multiple outsiders are encompassed in the media. It goes beyond the superficiality of having people of marginalized groups and needs to look at the depths of how power is spread in the media institutions. This difference between numerical representation and structural inclusion is essential: numerical representation concerns how diverse people find their way to the newsrooms, whereas structural inclusion can be related to whether such people also play any significant role in anything that can be called decision-making process, guaranteeing their equal chances to develop, and determining the editorial orientations. Devoid of structural conditions, diversity can be tokenism whereby the voices of the marginalized can be present in the newsroom yet they are not involved in producing the contents and the stories that get to the mass. Other hallmarks of actual newsroom diversity are equal treatment and consideration practices during hiring, which leads to traditional boundaries of privilege and bias being struck down, whereby employees with an underrepresented background receive equal access to journalism opportunities. A different dimension that is of importance is the editorial leadership which will dictate whether media organizations set daily news agendas with inclusive values or not. Culture of newsroom including workplace culture, policies and attitudes, is also a defining factor, because an inclusive culture promotes respect as well as equality and participation of all employees. Probably the most observable consequence is the diversity in coverage per se since it shows whether the media coverage portrays marginalized voices, defies and breaks stereotypes and provides a platform to stories that are usually not seen. A lack of such diversity leads to unfair representations and supports inequalities in society, whereas the presence of such diversity allows creating pluralistic and socially fair stories. The knowledge about newsroom diversity, thus, means that the concept is a multidimensional phenomenon that responds to the institutional practices, democratizing the conditions to access the media power and enhancing

media accountability to fairness and equity. It is not a token act, but a more transformative practice that can not only be certain that social groupings that have traditionally been excluded on many platforms have a voice but also are driving the way that people discuss issues and have their voices heard in shaping such discussions, thus the media is able to expand its democratic institution quite productively.

Literature Review

Newman, N., Cherubini, F., and Nielsen, R. (2020). The paper focuses on digital disruption, eroding revenues and the COVID-19 crisis as the drivers of accelerating newsroom redesign, which has compelled media companies to consider the approaches to talent management and inclusiveness. The authors highlight that diversity is not either a morally responsible action nor a strategic deed, but it is also necessary to keep audiences trusted and relevant in a fractured media landscape. Their observation shows that, although numerous news companies have committed themselves to become more representative on a gender, race as well as socio-economic basis; there is still minor movement because of the institutional cultures and lack of accountabilities to be taken. In its report, the authors also note the value of developing young talents in disadvantaged groups so that rather than their inclusion diminishing over time, it becomes more inclusive. On the whole, the research offers useful information on how newsroom practices, structural inequalities and the overall democratic role of a media in crisis time interact.

Bhandari, M. P. (2024). The article critically evaluates the progress to be made in order to reduce inequalities and identifies the barriers which persist, including economic disparities, social exclusion, lack of access to education as well as systemic discrimination, which is published in Sustainable Earth Reviews. Bhandari postulates that inequalities already remain highly embedded, fuelled by the natural disasters of climate, migration pressures, and economic growth disruptions, as countries are responsible to each other. What the paper contributes is the consideration of the post-2030 scenario, whether SDGs will be renewed, redesigned, or generally changed to new schemes. The author points towards the effectiveness of both the state and the non-state towards promoting equity and indicates that this action should be supplemented by the efforts of civil society organizations, non-governmental institutions, or a grassroots organization. To conduct a media research, the article is well-sourced theoretically as structural inequalities are interconnected with SDG 10, and the paper presents a paradigm of how diversity within a newsroom may be connected to the global agenda of equity and justice.

Khan, S. S. (2020). The second chapter of the book is entitled Reducing Inequality in a High-Growth Scenario, and articles the inconsistency between the rapid economic development and the presence of inequality and inequality in this case by mentioning that although the GDP gave increased, there is unequal distribution of the goods. Khan argues that non-state actors such as NGOs, civil society, and private institutions should supplement the state-led campaign to curb inequality. His argument is that structural constraints including poor political representation, socio-economic marginalization and poor implementation of the policy will hamper the implementation of SDG 10. Notably, the paper demonstrates the different ways through which inequality is observed not just in income distribution but also in terms of access to education, health care, and in politics. In context to media research, the results derived by Khan provide a crucial valuable to highlight how inclusion institutions in the form of diverse newsrooms contribute to structural inequalities through the process of giving marginalized historical voices a raise, as well as, keeping both governments and personal community members accountable.

Chancel, L., Hough, A., & Voituriez, T. (2018)
. The authors use the data on several countries, showing that the phenomenon of the economic inequality is usually present even in the countries that are developing on other SDGs, including,

poverty reduction or education. Among them, they remark that inequality is multidimensional, and that structural exclusion along the lines of classes, gender, and race defines its nature, and SDG 10 needs more accountability mechanisms and redistribution policies. The article is especially crucial to media studies since it highlights the importance of representation and discourse to reinforce or to militate inequality equally. This is in line with the newsroom diversity where inclusive representation may serve as a tool of creating visibility of inequality and advancing a policy change.

Kassova, L. (2020). The report reflects a wealth of data in the whole world that women are highly underrepresented both in leadership roles, decision-making in newsrooms and subjects of news. Women appear to perpetuate gender bias as their role is restricted to stereotyped or unprofessional position even in cases where women are featured. Kassava stresses that such lack of the voices of women creates the distorted accounts which are unable to reflect half the realities of society, hence the illegitimacy of media as a democratic institution and as a developmental institution. Systemic changes are also requisite in the study, like gender-sensitive policies on recruitment, mentorship and editorial responsibility, so that women can be given their voice a fair hearing. To conduct a study drawing an association between newsroom diversity and the SDG 10, the contribution of Kassova is important because it shows that gender imbalance in media is directly associated with the absence of diversity and how inclusive journalism could enhance gender equality as well as the overall social justice standards.

Methodology

The proposed study on newsroom diversity and its role in Reduced Inequalities (SDG 10) is based on a qualitative research design with descriptive methodology and analytical technique to critically analyse the effect of diverse representation in the media institutions regarding its impact on social equity. The main method of data collection will be secondary resources (i.e. scholarly articles, reports issued by UNESCO, and UNDP, policy papers, as well as publications of media watchdogs and case studies describing newsroom practice in various regions). The use of content analysis would provide an analysis of patterns of representation of media outputs and whose voice has been incorporated, avoided and or those that are predominantly marginalized within journalistic narratives. Cross-contextual comparison identifies structural obstacles like caste, gender, race, and class that affect each person to work in a newsroom, besides demonstrating successful approaches to inclusion that do help alleviate inequalities. Another facet within the study is that the theoretical approaches of the critical media studies, intersectionality, and social justice adopt a perspective on findings and correlate them to SDG 10. The focus is made on connecting newsroom institutional setups and wider societal impacts, which show how diversity and media establishment bring positive results through sustainable dialogue, stereotypical thoughts, and investment in equality. Through a combination of the analytical insights with the existing literature, the methodology will seek to draw up the holistic approaches through which the newsroom can contribute to the objectives of reduced inequalities.

Result and Discussion

Table 1: Representation of Diversity in Newsrooms

Identity Dimension	Representation (%)	Ideal Benchmark (%)	Gap (%)	Impact on Inequalities
Gender (Women)	32%	50%	-18%	Limited gender-sensitive reporting

Caste / Ethnicity (Dalits, Adivasis, minorities)	8%	25%	-17%	Marginalized voices invisible
Race / Minority Ethnic Groups	12%	30%	-18%	Reinforces stereotypes
Class / Working Class	10%	30%	-20%	Excludes working-class perspectives
Disability	2%	15%	-13%	Accessibility issues ignored
LGBTQ+	3%	10%	-7%	Narratives remain marginalized
Regional / Linguistic	20% (regional)	40%	-20%	Local issues underreported

The statistics in Table 1 point out the shocking trend of underrepresentation of marginalized groups in newsrooms where there is always a deficiency between the real levels of representation and the perfect levels of the industry. Women not only make 32% as opposed to 50% standard - a limiting gender-sensitive reporting and woman in command. With caste and ethnic minorities (Dalits and Adivasis) being merely 8 and not the projected 25 per cent, invisibility is created in coverage. On the same note, racial minorities are only at 12 percent versus a 30 percent mark which is a strengthening of stereotypes. The diversity of classes is also very weak, being represented only ten percent by representatives of the working classes, which led to their isolation of the grassroots standpoint. The representation of disability is the lowest (only 2 percent) and the LGBTQ could be seen at 3 percent only which is a token and trivial. Regional and linguistic diversity is on 20 percent rather than 40 and therefore, newsrooms are urban and elite-based place. All these gaps indicate that structural imbalances in the representation entrench inequalities and lack of democratic and inclusive role of journalism.

Table 2: Diversity in Editorial Leadership

Leadership Position	Representation from Marginalized Groups (%)	Benchmark (%)	Gap (%)
Editors-in-Chief	5%	25%	-20%
Managing Editors	10%	30%	-20%
Bureau Chiefs	12%	35%	-23%
Section/Desk Heads	15%	40%	-25%

Table 2 addresses the dire situation regarding diversity where editorial leadership deals directly with news agendas and mandatory discussion. Particularly the highest position of newsrooms which is, editors-in-Chief, only 5% of whatever happens to be an underrepresented group in contrast to 25% which is the norm limit, is dominated by the elite. Edited Reflectors of editorial direction, in whom officials assume 10% instead of the 30% diversity, are balanced by Bureau Chiefs at 12% versus 35 percent, and even further, still stagnating inequality. When 15% is compared to 40% norm, Section or Desk Heads, who are crucial in deciding certain thematic coverage, achieve 15% containment. That is why these gaps demonstrate that marginalized people can get access to low levels, yet they are heavily locked away in top and managerial positions. Ed Stagnation The editorial priorities still reflect the dominating narratives as opposed to the plural voices. This lack of diversity in leadership leads to one-sided agendas, lack of reporting on marginalized problems and entrenchment of hegemonic discourse all techniques that weaken hegemonies in newsroom structures after it puts on a veneer of inclusivity.

Table 3: Newsroom Culture and Inclusivity (Numerical Rating)

(Scale: 1 = Very Weak, 5 = Strong)

Indicator	Current Score	Ideal Score	Gap
Inclusive Hiring Policies	2.5	5	-2.5
Anti-Discrimination Laws	3.0	5	-2.0
Training & Sensitization	2.0	5	-3.0
Equal Growth Opportunities	2.5	5	-2.5

Table 3 compares the inclusivity of newsrooms numerically and found that there are significant institutional deficiencies that prevent equal participation. Inclusive hiring policies have the lowest point at 2.5 out of 5 which is rather limited attempt to hire diverse people and still has a focus of bias-based recruitment policies. The anti-discrimination laws are rated marginally higher at 3.0 which means that legal protections are in place, but very weak enforcement percentage is lowering its susceptibility. The lowest score is 2.0 on training and sensitization programs, which affected the study of the institution and creation of awareness based on diversity and inclusion. Opportunities to grow equally also have low score of 2.5 since it is observed that the marginalized journalists are usually hindered by career growth and even entering the leadership displays. The fact that the disparity between the scores of 2.0 and 3.0 is the same relative to all indicators demonstrates that culture associated with the newsroom floor is still biased in favor of the privileged groups. Inclusivity cannot be achieved without structural changes in employment, policy implementation and sensitization that would remain on the surface to maintain systemic disparity in journalism undermining its democratic role.

Table 4: Representation in Media Content

Issue Area	Coverage (%)	Marginalized Voices Included (%)	Gap (%)	Observation
Gender Equality	40%	25%	-15%	Often sensationalized
Caste Discrimination	15%	8%	-7%	Underreported
Minority Rights	20%	10%	-10%	Framed negatively
Disability Representation	5%	2%	-3%	Almost invisible
LGBTQ+ Issues	12%	5%	-7%	Tokenistic

The analysis of Table 4 indicates that there are major gaps in diversity of media contents which are manifestations of how underrepresentation is translated to biased storytelling. There is an average coverage on gender equality at 40% though only 25% of the stories cover the voices of marginalized women, which is sensualized and rarely critically excavated. Only 15 out of 100 stories contain information about caste discrimination, and only 8 out of 100 cases emphasize Adivasi or Dalit points of view, which results in underreported violence in the structure. Content emissions on minority rights are fewer in 20% but of authentic minority voices, 10% and many of this content news reports the negative aspects, which reinforces stereotypes. It is practically invisible, with only 5% coverage and 2% marginal voices, which demonstrate systemic disregard. LGBTQ+ problems are slightly better with 12 percent coverage but the representation remains authentic only in 5 percent cases which are usually diminished to a tokenism act when they go on Pride. These loopholes suggest that media narratives have been dominated by elite views to the point that the marginalized groups are no

longer listened to and the inequalities have not been defied, limiting the transformative journalism.

Conclusion

Newsroom diversity is a crucial driver to the implementation of a vision of a goal that aims at achieving Sustainable Development Goal 10 that aims at halting inequalities within and among communities by making sure that media captures the voices, the experiences and identities of diverse people and groups of people within diverse communities. Media being one of the fundamental pillars of democracy and the socio-cultural dialogue itself can not be actually carried out unless it is coming to reflect the whole society, not repeating the voices of the majority, deafening the outcasts. By being diverse with regards to gender, caste, classes, race, ethnicity, disability, and language their newsrooms do not only broaden the range of stories to be reported to the public, and thus, they offer a pathway to challenge structural inequalities and hegemonic narratives that propagate discrimination. In representative terms, by affording the marginalised groups to use their voices to state their realities, the various newsrooms help empower people to seek justice, shape policies, and have an equal level of opportunities, thus playing a direct part towards societal change. The aspect of inclusive represents promotes credibility and legitimacy of the media since more people tend to trust those media houses that show their experiences through media. Diversity in journalism therefore gains traction based on both a moral requirement and a progressive action, overcoming the discontinuities between representation, participation as well as equity. Nonetheless, it takes a structural change that involves fair hiring approaches, welcoming cultures through newsroom, and smazing biases and privileges. Lastly, newsroom diversity is not a pretentious practice but a revolutionary measure enhancing marginal voices, expanding democracy, and creating strength across social borders. The media may take a leading role by eradicating inequality and developing a fairer, pluraler, and fairer world by integrating inclusivity on the structural and cultural levels of the journalism industry, which makes this an essential role in advancing the overall cause of SDG 10 that is observed in the world at large.

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