



**Mission:** NAHJ is dedicated to the **recognition and professional advancement** of **Hispanics** in the news industry



**Priority 1: Advocate for equity, parity & accountability** in news organizations on behalf of Latinx journalists

*Promote the fair representation, inclusion, and just treatment of Latinxs of all backgrounds in newsrooms, using data to guide advocacy strategy and hold the industry to account.*



**Goal 1: Leadership Development**

*Enhance abilities and access of Latinxs in media via networks, trainings, and programs*



**Goal 2: Research**

*Conduct research to understand current deficits and needs*



**Goal 3: Newsroom Outreach**

*Establish working dialogue with newsroom editors around workplace issues and create accountability measures and strategies*



**Priority 2: Increase societal influence & presence** of NAHJ and its members

*Position NAHJ as a strong national leader and strengthen our voice on matters impacting journalists; empower members to speak out.*



**Goal 1: Visibility & Messaging**

*Amplify the work of NAHJ and its members and the impact of Latinxs in the industry*



**Goal 2: Internal Communications**

*Effectively communicate NAHJ actions to empower and engage members*



**Goal 3: Networking & Collaboration**

*Mobilize leaders and organizations to advocate for Latinx journalists*



**Priority 3: Empower members through training programs & services**

*Create programming and opportunities that help members at all career stages succeed journalistically and inspire more meaningful engagement.*



**Goal 1: Support Journalism Students**

*Tools and training to address distinct challenges/barriers faced by Latinx students*



**Goal 2: Provide Professional Development**

*Equip journalists with skills, training, and resources to navigate the journalism industry*



**Goal 3: Develop Membership Processes & Protocols**

*Improve and promote how members access resources*



**Priority 4: Build infrastructure & expand capacity, financial prowess, & sustainability**

*Revamp the board structure and leadership makeup and staff to achieve strong capacity and financial growth.*



**Goal 1: Expand Staff & Restructure Board Composition**

*Restructure board composition/tenure and add staff positions to support organizational growth and achieve strategic plan priorities*

NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS

**NAHJ**

ASOCIACIÓN NACIONAL DE PERIODISTAS HISPANOS