

Safety Resources [Source: Global Investigative Journalism Network: https://gijn.org/resources-for-women-journalists/](https://gijn.org/resources-for-women-journalists/)

Safety is something all journalists worry about, but women face additional threats with gender-based violence, harassment, discrimination in the newsroom and in the field, and disproportionate online attacks. Below are some resources to improve security for women in the industry.

The International Association of Women in Radio & Television published a **Safety Handbook for Women Journalists**. This is a 95-page guide aimed at female reporters in conflict zones and includes sections on risk assessment, online harassment, and travel safety.

Physical Safety: Solo Reporting and **Physical Safety: Mitigating Sexual Violence** are resources created in 2019 by the Committee to Protect Journalists. CPJ conducted a survey on safety issues facing female journalists in the US and Canada, described in this [blog post](#). The new sections are additions to the CPJ Safety Notes collection, which buttresses its Journalist Security Guide.

The International Women's Media Foundation has set up an **Emergency Fund** to assist women journalists with legal and medical bills, as well as relocation costs.

GIJN has compiled a general **resource page** of safety guides and organizations that provide aid to journalists in danger. Assistance ranges from medical and legal aid to moving the journalist out of the country where their safety is threatened.

The European Center for Press & Media Freedom has launched an **alarm center** where female journalists can report attacks via encrypted messaging and seek help. The messages will be opened by female staff at ECPMF and the reports kept confidential.

For more on safety, see GIJN's Resource Center: [Emergency Aid for Journalists](#).

The International Federation of Journalists is working with the International Labor Organization on a **campaign** to stop violence against women journalists. Resources include toolkits, publications, and links to relevant policies. The IFJ provides **support and resources** to directly address problems and to pressure local governments for meaningful change. In November of 2019, IFJ launched **guidelines** to fight back collectively against online trolling of women journalists.

We now know that self-care can be as important for safety and well-being as security measures. To minimize burnout, mitigate trauma and boost your focus, check out these **yoga videos** from the IWMF for morning and evening practice, designed specifically for women journalists.

Troll-Busters.com is a global campaign that offers “online pest control for journalists,” focusing on women and specializing in identification, mitigation, and reporting of online threats and harassment. They also have resources and training specific to women journalists.

PEN America recently released an **Online Harassment Field Manual** with practical tools and tactics to defend against online hate and harassment. PEN describes the manual as “a one-stop shop of advice, guidance, and resources on cyber-stalking, doxing, hateful speech, and other forms of digital harassment.” In addition to universal advice on “what to do,” the resource includes information on relevant US state laws.

The **Byte Back** campaign was launched in 2016 by the International Federation of Journalists and partner organizations in the Asia Pacific region to stop cyber-bullying and online harassment of women journalists. The campaign provides resources, tactics, and support to combat online harassment and trolling.

Access Now's Digital Security Helpline works with individuals and organizations around the world, free of charge. They can help improve digital security practices and provide rapid-response emergency assistance within two hours in English, Spanish, French, German, Portuguese, Russian, the Austronesian language Tagalog, Arabic, and Italian.

A DIY Guide to Feminist Cybersecurity covers tools for blocking online tracking, circumvention and anonymity tools, defending against malware, strong authentication practices, privacy on social media, as well as device and communication encryption ([Spanish version](#)).

Speak Up & Stay Safe (r): A Guide to Protecting Yourself From Online Harassment, by Feminist Frequency, describes tactics for combating doxxing, privacy on social media and gaming platforms, compartmentalization practices, strengthening authentication security, personal website security, physical mail privacy, and related advice.

[Alerta Machitroll](#) is a Colombia-based Spanish-language campaign launched by [Fundación Karisma](#) in 2015 to combat violence against women in the digital environment. The group provides an [Alert Generator](#) and self-help strategies to fight online harassment with humor.

The [Crash Override Network](#)'s **resource center** lists tools, guides, and services useful in instances of online abuse, including doxing and non-consensual intimate images, and protection for personal data, passwords, and devices.

[Online SOS](#) is a nonprofit organization that focuses on US journalists dealing with any type of online harassment and provides free support regarding law enforcement, legal remedies, employment-related options, case management, escalation to platforms, expert referral, and crisis coaching.

[Take Back the Tech](#) is a global collaborative campaign aimed at taking control of technology to end violence against women. They provide assistance to victims of technology-related harassment, digital safety toolkits for devices, and resources for rights, self-care, and survivor strategies. They also support and [help launch local campaigns](#).

[The Worst \(& Safest\) Countries for Solo Female Travel in 2019](#) is a study of 50 countries by travel journalists Asher Fergusson and Lyric Benson. Plus [42 tips on how women can stay safe](#) while traveling alone.

A 200-page **resource guide “[Safety of Female Journalists Online](#)”** has been developed by the office of the OSCE Representative on Freedom of the Media (RFoM).

Resources on Discrimination and Harassment

Discrimination and harassment in the workplace are common problems plaguing many industries, [including journalism](#). According to a [recent report](#) by the Council on Foreign Relations, 18 countries still require women to have their husband's permission to work, 59 provide no legal protections against sexual harassment in the workplace, and 104 restrict the kinds of jobs women can hold. [Pay discrimination is global](#). Below are some resources currently available to help address gender discrimination and sexual harassment in the workplace.

[Women in News](#) has developed **a toolkit** for employers and employees to deal with (and prevent) sexual harassment in their media organizations, also translated in Arabic, Spanish, French, Vietnamese, Burmese, and Russian. The toolkit includes a practical guide, awareness posters, sample policies, surveys, and communication templates. WIN also has **various resources** to help managers create better working environments for women. The organization works in sub-Saharan Africa, the Middle East, and Southeast Asia. Their podcast, [The Backstory](#), explores issues of women leadership in newsrooms.

UNESCO and the International Center for Journalists (ICFJ) together [published a survey on online violence against women journalists](#). The survey, “the most comprehensive and geographically diverse survey ever undertaken on the theme of online violence,” received responses from 714 women journalists across 113 countries.

The [International Federation of Journalists](#) is working with the [International Labor Organization](#) on a [campaign to stop violence](#) against women journalists. Resources include toolkits, publications, and links to relevant policies, including on the gender pay gap. The IFJ provides [support and resources](#) to directly address problems — including harassment — and to pressure local governments for meaningful change.

In the US, the **[TIME'S UP Legal Defense Fund](#)** connects women who experience sexual harassment and retaliation in the workplace with attorneys and media specialists.

Washington-based [Press Forward](#) has a **step-by-step guide** for female journalists being sexually harassed in the workplace, plus [other relevant resources](#). These are designed with US laws and policies in mind, but can be helpful elsewhere.

In France, **[Prenons la une](#)** is an association of women journalists advocating for fair representation of women in the media and professional equality in newsrooms. The network provides support to women facing discrimination and harassment.

The [Brazilian Association of Investigative Journalism](#) (Abraji) conducted research into challenges faced by women in the industry. Based on the findings, **[Mulheres No Jornalismo Brasileiro](#)** lists recommendations for Brazil's media outlets to address gender-based harassment, discrimination, and violence. In 2018, 50 Brazilian female journalists also **released a video manifesto** against sexual harassment and discrimination using the hashtag #DeixaElaTrabalhar on [Facebook](#) and [Twitter](#). The hashtag phrase translates to “Let Her Work.”

Cameroon Media Women launched as a WhatsApp group and a closed **Facebook page** in 2018 in response to the #MeToo movement. With the #StopSexualHarassment237 hashtag, referring to Cameroon's country code, women journalists held a Twitter discussion and shared videos discussing the issues facing women in the newsrooms.

The #MeToo movement has made a mark in Asia. At a [GIJN panel at Uncovering Asia 2018](#), women journalists shared stories and tips on investigating and covering sexual harassment and assault in China and Japan. Also, [here's a series](#) on investigative journalists' role in covering the #MeToo movement in China from GIJN's Hong Kong bureau.

The Second Source in the UK was set up to tackle harassment in the media. The organization aims to promote awareness, inform women of their rights, and create change in the industry.

A recent study by [Women in News](#), "**Glass Ceilings: Women in South African Media Houses**" identifies common issues of sexism in media organizations, and provides recommendations to address them.

Digital Women Leaders offers women journalists free one-on-one coaching for 30 minutes, including on issues such as workplace discrimination, harassment, and the pay gap.

The Totem Project, in partnership with the International Women Media Foundation (IWMF), has created several online courses on harassment in different languages.

Women deserve better. The WHO could lead the way. by professor Sheila Tlou and Former Prime Minister of New Zealand, Rt. Hon. Helen Clark. (2022)

Gender & Language. How do highly gendered languages affect non-binary people and how does society see them? (2022)

Reporting on Sexual Violence in Conflict (Dart Centre Europe). (2022)



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Finding Mentors

Mentors come with experience and knowledge that [can help you](#) with a wide range of issues, including moving forward with your project, negotiating a fair salary, or navigating an unhealthy work environment or a difficult relationship with a colleague. It can take time to find the right match, but a number of resources are available specifically for women journalists.

Digital Women Leaders offers women journalists free one-on-one coaching for 30 minutes. While most of the coaches listed work in US media, there are a few based around the world. Still, some issues — like workplace discrimination and the pay gap — are universal.

In the UK, **The Second Source** has launched a [mentorship scheme](#) "aimed at women who are starting out as professional journalists, who are considering dropping out of the industry or who feel like they need more direction." It's intended to provide not only career advice, but also advice for dealing with work-related challenges.

The US-based **[Journalism & Women Symposium](#)** has a year-round **[mentoring program](#)** for members. Mentees are paired with mentors based on needs and location and establish their own schedule and mode of communication. The program provides support on topics including career coaching, resume writing, job interviews, management and leadership, writing coaching, asking for a raise, and more.

The **[Coalition for Women in Journalism](#)** offers **[mentoring](#)** from experienced female journalists in Mexico, Latin America, and Asia.

[Chicas Poderosas](#) has chapters in 16 countries and organizes investigative journalism workshops and hackathons; trains women in leadership, digital, and new media skills; and facilitates mentoring and fellowships.

The London-based **[Women in Journalism](#)** is a professional network of women in the media in the UK. WIJ has a **[mentoring program](#)** for emerging journalists as well as established journalists who want to reach more senior positions.

[Women in News](#) provides facilitated group mentoring and coaching for women journalists in sub-Saharan Africa, the Middle East, and Southeast Asia.

[Journalistinnenbund](#) has a **[mentoring program](#)** for emerging women journalists in Germany.

The US-based **[Latinas in Journalism Mentorship Program](#)** is for Latina women and non-binary Latinx journalists working in news and seeking mentorship from fellow Latinas in the industry.

Grants and Fellowships

Below is a list of grants and scholarships designed specifically for individuals identifying as women and/or for stories about women.

For a general list of grant and fellowships available to both men and women, visit the **[GIJN resource page](#)**.

The **[International Women's Media Foundation](#)** has a number of grants for women journalists around the world, with varying deadlines throughout the year. These include **[Women's Health Reporting](#)** on reproductive health, rights and justice in the Americas, in partnership with the Women's Equality Center; **[Reporting Grants for Women's Stories](#)** for gender-sensitive coverage of under-reported topics, in partnership with The Secular Society; and the **[Kim Wall Memorial Fund](#)** for reporting on subcultures, in partnership with the Wall family. The IWMF also runs the **[Howard G. Buffett Fund for Women Journalists](#)**, which supports projects including educational opportunities, investigative reporting, and media development initiatives.

[WanaData](#) is a network of female African journalists, data scientists, and techies collaborating to produce data-driven stories. The network and its partners recently offered a **[digital journalism training program](#)** for Ugandan women journalists.

Headquartered in Lagos, Nigeria, the **[Wole Soyinka Center for Investigative Journalism](#)** hosts the **[Female Journalists Leadership Fellowship](#)** with support from **[Free Press Unlimited](#)**. The program is **[aimed at empowering Nigerian female journalists](#)** with at least three years of experience through skill-building, support, and tools to take leadership positions at their publications and to mobilize a network of female journalists.

[Women in News](#) annually selects 50 women from sub-Saharan Africa and 30 women from the Middle East and North Africa, who are mid-to-senior-level editors or senior journalists, to further their newsroom management, leadership, and editorial skills. The program offers online leadership and media management training, one-on-one coaching support, peer mentoring, and national and regional networking.

[Chicas Poderosas](#) has chapters in 13 countries in Latin America and Spain and has facilitated **[fellowships](#)** in US newsrooms. The organization's **[New Ventures Lab](#)** also provides guidance and funding for women-led independent media ventures.

[Foreign Policy Interrupted](#) offers a **[fellowship program](#)** to women in the foreign policy arena. The program focuses on building media and branding skills through an online educational module and editorial connections. The program is open to women globally.

[The Doria Feminist Fund](#) (MENA region) gives grants to both new and established feminist groups in the MENA region to continue and establish their work.

Awards for Women

Awards can be a great way to get recognized and have your work spotlighted. For a general directory of global and regional awards open to international entries, check out [GIJN's resource page](#) for dozens of opportunities. Below are awards available only to women, or individuals identifying as women.

One World Media Award includes the "[Women's Solutions Reporting Award](#)". (New)

The International Women's Media Foundation sponsors the [Courage in Journalism Awards](#), which honor female journalists who face danger to uncover the truth and raise the bar for reporting under threat or duress. The prizes are open to women journalists worldwide and they consider nominations.

For more on awards, see GIJN's Resource Center: [Global Awards](#) and [Regional Awards](#).

The IWMF's [Lifetime Achievement Award](#) honors trailblazing women leaders who have demonstrated extraordinary strength and a commitment to press freedom and to advancing women's voices around the world. These candidates can also be retired journalists.

The Women in News [Editorial Leadership Award](#) is awarded to one woman editor in sub-Saharan Africa and one woman editor in the Middle East and North Africa. The award recognizes women who have made an exemplary contribution to their newsrooms and, under their leadership, the contribution of their media to society.

The International Association of Women in Radio & Television is a global network for women working in broadcast and electronic media, with chapters in Africa, Asia, Europe, and North America. The [IAWRT Documentary Awards](#) give out a \$1,000 prize every two years in three different categories, including Social Impact, Innovation, and Emerging Talent. Entry is open to women producers, directors, and journalists working with radio, television, and digital media anywhere in the world.

The annual [Caroline Jones Women in Media Young Journalists Award](#) recognizes young women working across rural and regional Australia. Winners are awarded a personal learning fund, mentoring, and travel to receive an intensive experience of journalism, politics, and government in Canberra.