



MEDIANE

Media in Europe for Diversity Inclusiveness *Media en Europe pour une Diversité Inclusive*

EUROPEAN MEDIA ENCOUNTER RENCONTRES EUROPEENNES MEDIATIQUES

From Media Diversity Coverage to Media Diversity Inclusiveness

*D'une couverture médiatique de la diversité à une diversité
médiatiquement inclusive*

10 – 12.06.2013

PARTICIPANTS BIOGRAPHIES

In partnership with / En partenariat avec
CCMC – CYPRUS COMMUNITY MEDIA CENTRE
www.cypruscommunitymedia.org



Funded
by the European Union
and the Council of Europe



EUROPEAN UNION



COUNCIL OF EUROPE
CONSEIL DE L'EUROPE

Implemented
by the Council of Europe

FAUSTIN AKAFACK - *Italy / Italie*

Journaliste

Radio Asterisco - www.asteriscoradio.it



Radio Asterisco est la première radio web/digital interculturelle italienne fondée en 2005. Elle regroupe en son sein une dizaine de collaborateurs composés en partie des personnes issus de l'immigration. La radio produit plus de dix heures d'émission hebdomadaire sur les thèmes de la diversité. organise régulièrement des débats public pour une meilleure sensibilisation au sein de la population. Elle collabore en outre avec divers organismes pour l'échange des programmes (Audio DOC, RFI, Francophonie Diffusion, Agenzia AMISNET...)

Faustin Akafack est journaliste d'origine Camerounaise et vit en Italie depuis plus de 10 ans où il a fondé et dirige la Felsimedia une société spécialisée en médiation et communication interculturelle qui édite 2 radio numériques, 1 web-magazine et 1 mensuel gratuit. Faustin est en outre le secrétaire général du réseau MIER (Media Interculturel Emilia Romagna) qui regroupe tous les médias de la diversité du Département Emilia Romagna dans le centre nord de l'Italie. Ce réseau compte 2 webradio, 1 webtv, 2 magazines radio, 6 sites internet, 7 périodiques d'informations et 2 émissions télévisuelles.



HAMIDA ALI - *United Kingdom / Royaume-Uni*

Diversity Manager

BBC - www.bbc.co.uk/diversity



The BBC's mission is to enrich people's lives with programmes and services that inform, educate and entertain, and our vision is to be the most creative organisation in the world. We strive to achieve these aims across television, radio, online – regionally, nationally and internationally. La mission de la BBC est d'enrichir des vies des gens avec les programmes et les services qui informent, instruisent et divertissent, et notre vision est d'être l'organisation la plus créative dans le monde. Nous efforçons nous atteindre ces objectifs à travers la télévision, la radio, en ligne – régionalement, nationalement et internationalement.

Hamida Ali is a Diversity Manager for the BBC's Diversity Centre leading on performance against the public sector equality duty and non-employment related policy. Hamida leads for the team on a number of projects looking at how the BBC engages with and portrays diverse audiences. Hamida has worked for the Diversity Centre since 2007 and has been an equality and diversity professional for 14 years working previously in local government and the criminal justice system. Hamida Ali est un Directeur de Diversité pour le Centre de Diversité de BBC qui mène sur l'exécution contre le devoir d'égalité de secteur public et non-emploi ont relaté la politique. Hamida mène pour l'équipe sur un nombre de projets regarde comment la BBC engage avec et peint de diverses audiences. Hamida a travaillé pour le Centre de Diversité et a été depuis 2007 un professionnel d'égalité et diversité travaillant depuis 14 ans précédemment dans le gouvernement local et le système de justice pénale.



NATASHA APOSTOLIDOU - *Cyprus / Chypre*

Communications Officer

CCMC - Cyprus Community Media Centre - www.cypruscommunitymedia.org



Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages.

We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

A first class honours graduate from London Metropolitan University on BA Advertising, Marketing Communications and Public Relations, with a dissertation on "How to handle negative publicity through the social media: Case Studies analysis". Through my dissertation I had the opportunity to research the issue of social media, and engage on this new media. I have also 12 years work experience on mostly communications consulting and have been involved with media throughout my careers. Currently I work as a Communications Officer for the Cyprus Community Media Centre, which I'm familiar as I have been participating in training sessions and other activities of the centre.



MINDAUGAS AUGUSTIS - *Lithuania / Lituanie*

Sports reporter

DELFI - www.delfi.lt



DELFI.lt is online news site launched in 1999. Currently it is the biggest and most popular website in Lithuania. DELFI group also includes number of news and leisure websites in Lithuania, Latvia, Estonia and Ukraine. DELFI is owned by the Estonian company Ekspress Group. DELFI.lt was the first online news site in Lithuania which offered a possibility for readers of free and uncensored expression of opinions

through comments. Every day there are more than 10 thousands of readers' comments published in DELFI.lt. DELFI.lt is also considered as a standard of objectivity, impartiality and quality of relevant news. DELFI.lt content is presented not only in Lithuanian but also in Russian, Polish and English. It has special rubric dedicated to European news which is prepared in cooperation with EP.

Started working as a national weekly sports newspaper's Sportas journalist in 2006. Wrote articles for magazines SPO, Lengvoji atletika, Sporto zmones, Futbolo ekspresas, Valstybe, national daily Lietuvos zinios. In 2009-2010 worked in daily Vilniaus diena. Since 2010, working in the biggest Lithuanian online news site DELFI.lt as a sports reporter. Earned bachelor's degree in journalism (2009) and master's degree in European studies (2012) from Vilnius University. Winner of Lithuanian Federation of Sports Journalists award for the best works of the year in 2010. Member of Lithuanian Federation of Sports Journalists and Lithuanian Union of Journalists.



NADIA BELLARDI - *Switzerland / Suisse*

Vice-President

CMFE - Community Media Forum Europe - www.cmfe.eu

CMFE

COMMUNITY MEDIA FORUM EUROPE

Founded in 2004, CMFE links various members of the Third Media Sector at the European level. The "Third Media Sector" is made up of non profit-making media serving a local community and has as such a clearly distinct identity alongside the national public service sector and private commercial media. The CMFE is a common platform for networks, national federations and projects active within this sector. It has an observer status with the Steering Committee on the Media and Information Society (CDMSI) of the Council of Europe and is part of the CoE International Non-Governmental Organisations (INGO) Conference. Currently, CMFE has 107 members (of which 26 are National Federations) from 25 European countries. Among its affiliate members it counts also individuals and organisations from Africa, Asia and North America. Community media, taking the form of broadcasting and/or other electronic media projects, as well as print format, may share to a greater or lesser extent some of the following characteristics: independence from government, commercial and religious institutions and political parties; a not-for-profit nature; voluntary participation of members of civil society in the devising and management of programmes; activities aiming at social gain and community benefit; ownership by and accountability to the communities of place and/or of interest which they serve; commitment to inclusive and intercultural practices.

Nadia Bellardi (43) is a public relations and intercultural communication specialist with experience in both the corporate and NGO sector. Her project work and research focuses on intercultural, migration and gender issues. Nadia is currently Vice President of CMFE (Community Media Forum Europe) and following the work of the Steering Committee on the Media and Information Society (CDMSI) of the Council of Europe as observer. Until 2010 Nadia was a member of the collective management team of Radio LoRa, a community radio station in Zurich, Switzerland. Nadia holds a BA Degree in Political Science from Università Cattolica, Milan and a MA Degree in Intercultural Mediation from Venice University.



HANAN BEN RHOUMA - *France*

Rédactrice en chef

Saphirnews.com - www.saphirnews.com



Saphirnews.com, fondé par Mohammed Colin et Mourad Latrech, est le premier quotidien en ligne sur le fait musulman en France, le plus ancien puisqu'il existe depuis plus de 10 ans (+750000 visites par mois). Nous couvrons l'actualité du fait musulman dans toute sa diversité (politique, social, économique, culturel....) en donnant la parole à toutes les opinions en toute indépendance. Plus de 20000 articles de qualité sont en libre consultation. Les fondateurs de Saphirnews sont aussi à l'origine, en 2008, de Salamnews, le premier mensuel gratuit des cultures musulmanes en France. Certifié par l'OJD, Salamnews est distribué à hauteur de 120 000 exemplaires par mois.

Diplômée en licence de Langues étrangères appliquées Anglais/Russe puis en master d'études européennes et internationales à l'Institut d'études européennes de l'Université Paris 8 en 2010, je suis journaliste de la rédaction de Saphirnews.com depuis 2008 et pigiste pour le mensuel Salamnews. Je suis la rédactrice en chef de Saphirnews depuis septembre 2012.



LINDSAY BENNETT FORD - *United Kingdom / Royaume-Uni*

External Affairs / Policy Officer

RadioCentre - www.radiocentre.org



RadioCentre represents the interests of commercial radio across the spectrum of regulation, government and public policy. We represent 300 commercial radio stations across the UK ranging from national digital brands to local FM stations. Our role is to maintain an ongoing engagement with our members and stakeholders, working to secure the best environment for growth and development of commercial radio in the UK. RadioCentre also plays a major role in managing commercial radio's relationship with the BBC, working closely in partnership, bringing significant benefits for both listeners and the whole radio industry. RadioCentre engages with a range of government departments, external bodies and interest groups, addressing everything from broad media policy issues to specific regulatory changes. The intention behind much of this work is to ensure that the voice of commercial radio is present in significant debates regarding the future shape of UK media. Commercial radio is a relatively small sector in terms of revenue, generating a turnover of just over £500m p.a, but provides significant public value for audiences and communities.

Lindsay's role in the External Affairs team at RadioCentre is to engage with a range of government departments, external bodies and interest groups, addressing everything from broad media policy issues to specific regulatory changes. In recent months Lindsay has contributed to the project to secure a new copyright deal with PRS alongside her continuing contribution to media policy development. Prior to joining the RadioCentre in 2011, Lindsay worked in a charity as a public policy officer and prior to that she worked in academic publishing. Lindsay graduated from Kings College with an Masters in Cultural Studies.



BRIGITTE BESSE - *France*

Coordinatrice éditoriale des Rencontres

IJBA - Institut du Journalisme de Bordeaux Aquitaine - www.ijba.u-bordeaux3.fr



L'IJBA, Institut de Journalisme de Bordeaux Aquitaine est l'une des 13 écoles reconnues par la profession. Elle forme chaque année 80 étudiants au Master professionnel de Journalisme.

Actuellement ingénieur de recherches à l'IJBA, chargée de développer la formation continue au journalisme. Sémiologue, docteur en linguistique, spécialiste de l'écriture audiovisuelle et du rapport texte / image. Avec les "Sémionautes associés", agence d'analyse des médias créée en 2002, réalise des études (notamment pour le CSA) et anime des séminaires de visionnage critique (pour France Télévisions, la RTBF et la TSR, l'INA). Semiotician, doctor in linguistics, specialist in writing for audiovisual productions. With "Sémionautes associés" media analysis agency created in 2002, conducts studies and seminars about critical viewing (for France Televisions, RTBF and TSR, INA, CSA).



STÉPHANE BIJOUX - France

Executive Director for Diversity in the News

France Télévisions - www.francetelevisions.fr



Depuis la loi du 7 mars 2009, France Télévisions regroupe au sein d'une même entreprise les 5 diffuseurs France 2, France 3, France 4, France 5 et RFO. Société de service public, France Télévisions s'impose comme la principale offre télévisuelle française en rassemblant plus d'un tiers de l'audience nationale. Affichant une ligne éditoriale différente et ambitieuse et offrant toujours plus de place à la culture et à la création, France Télévisions se veut au service du public, de tous les publics. Composant un bouquet de chaînes aux identités fortes et complémentaires, France Télévisions est présent sur tous les genres de programmes et offre à chaque instant un vrai choix au téléspectateur. Avec 424 millions d'euros investis en 2008 dans tous les genres audiovisuels et cinématographiques, France Télévisions apparaît plus que jamais comme un acteur incontournable de la création française et comme le premier média culturel en France. Outre le soutien à la création audiovisuelle, France Télévisions s'engage en faveur de missions citoyennes : la diversité, le handicap, le développement durable et le soutien aux causes d'intérêt général. France Télévisions cultive sa différence en développant sur ses antennes comme au sein de l'entreprise, la représentation de la France telle qu'elle est : ouverte, rassemblée et multiculturelle. Le bouquet France Télévisions est un média citoyen, un média durable, un média responsable, qui fait de sa relation privilégiée avec les téléspectateurs la colonne vertébrale de sa stratégie. Cette différence est la marque du service public. Parce que France Télévisions veut faire évoluer les mentalités, une mission sur la représentation de la diversité dans les œuvres de création a été mise en place dès 2008. En 2009, France Télévisions a poursuivi son engagement avec la mise en place d'un Comité permanent de la diversité, composé de personnalités extérieures et de collaborateurs de France Télévisions.

Mars 2011 - Directeur délégué pour la Diversité dans l'Information de France Télévisions / Septembre 2010 -
Coordonnateur pour la Diversité dans l'Information dans le groupe France Télévisions
Joker présentation des journaux Soir3 Week-end sur France 3 / Février 2005 - Rédacteur
en chef RFO Polynésie Pilotage d'une expérimentation unique pour le groupe France
Télévisions : Déploiement d'un dispositif de Média Asset Management (MAM) : système
complet de numérisation du processus de fabrication d'un JT Juillet 2002 - Directeur de
l'Information - Direction générale RFO (Réseau TV Radio France Outre Mer) Responsable
de la ligne éditoriale, du traitement de l'information et de l'évolution des carrières et des
métiers.



REYNALD BLION - France

Media & Diversity & Mediane Programme Manager

Council of Europe - www.coe.int/mediane



The Council of Europe (CoE), based in Strasbourg (France), covers virtually the entire European continent, with its 47 member countries. Founded on 5 May 1949, the Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. The Council of Europe aims at creating a common democratic and legal area throughout the whole of the continent, ensuring respect for its fundamental values: human rights, democracy and the rule of law, which are the foundations of a tolerant and civilised society and indispensable for European stability, economic growth and social cohesion. The main objectives of the CoE are to protect human rights, pluralist democracy and the rule of law; to promote awareness and encourage the development of Europe's cultural identity and diversity; to find common solutions

to the challenges facing European society; to consolidate democratic stability in Europe by backing political, legislative and constitutional reform.

Reynald BLION – Programme Manager - Since September 2008, Reynald Blion is Media & Diversity Manager for the Directorate General Democracy. Until December 2010, he has been responsible for the implementation of the Media & Diversity part of the Speak out against discrimination Campaign of the Council of Europe. Within the same Directorate General, he joined the Directorate Democratic Governance, Culture and Diversity and its Division Cultural Policy, Diversity and Intercultural Dialogue to manage the European Union / Council of Europe joint programme MARS – Media Against Racism in Sport; programme he conceived and developed on the basis of previous actions of the Council of Europe in these fields. He contributed, to several publishing as, for example, Tell us about diversity! A practical Approach to Intercultural Media Content, Strasbourg, Council of Europe, 2011, To fight against discrimination and for cultural diversity: a major challenge for the media in: Cavdar A., Yildirim A.B. (Eds), Hate Crimes and Hate Speech, Istanbul, The International Hrant Dink Foundation Publication, 2010, Europe's ethnic and diversity media in: C. Dientz, P. Stamen (Eds), Media on the move. Migrants and minorities in the media, Aachen, CAMECO, 2009, Ethnic media and diversity in Europe in: Georgiou M., Transnational lives and the media, Londres, Routledge, Aug. 07, Parler de l'autre / Parler d'ailleurs. De la visibilité à l'expression des diversités en Europe in: Rigoni I., Les bannis des media, Paris, Aux lieux d'être, May 07...



ROMAN BURSTEIN - Lithuania / lituanie

Chief of commentators

Viasat Sport Baltic - www.viasat.lt



Viasat Sport Baltic is a branch of world wide known Viasat group. The sports goes with Estonian, Latvian, Lithuanian and sometimes English commentary. The channel was launched in 2009 and now reaches about 1,2 million people in Baltic states.

Was born in 1981 in Siauliai, Lithuania. Started to work as a journalist while studying in Vilnius University in 1999. Used to work as a freelance journalist for dailies Respublika, Lietuvos zinios. Was working as a editor in chief of the only sports newspaper Sportas in 2005-2006. Since 2003 worked in the biggest basketball website as editor in chief - had just quit in October 2012. Member of different journalist associations, master of communications.



VIKTOR BUZNA - Hungary / Hongrie

Journalist

Magyar Nemzet - mno.hu



Magyar Nemzet was established in 1938 by a famous Hungarian journalist and editor, Sándor Pethő - It was closed in 1944, after the nazi invasion in Hungary during the second World War, than reopened in 1945 after the end of the war. During the communism, it was used for government propaganda, however, it

always tried to gain as much independence as possible. For this reason, it was closed for a couple of years, than it was reopend after the 1956 revolution. After the regime changed in 1989, Magyar Nemzet lost its reputation due to conflicts within the editorship and the question privatizing the company. Later it was owned by the Hungarian "Posta Bank". In 2000, a fusion between Magyar Nemzet and the rightist "Új Magyarország" turned the editorship of Magyar Nemzet to a more conservative, rightist daily newspaper. My CV sent to: mediane@coe.int



ELLSWORTH CAMILLERI - France

Programme Assistant

Council of Europe - www.coe.int/mediane



The Council of Europe (CoE), based in Strasbourg (France), covers virtually the entire European continent, with its 47 member countries. Founded on 5 May 1949, the Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. The Council of Europe aims at creating a common democratic and legal area throughout the whole of the continent, ensuring respect for its fundamental values: human rights, democracy and the rule of law, which are the foundations of a tolerant and civilised society and indispensable for European stability, economic growth and social cohesion. The main objectives of the CoE are to protect human rights, pluralist democracy and the rule of law; to promote awareness and encourage the development of Europe's cultural identity and diversity; to find common solutions to the challenges facing European society; to consolidate democratic stability in Europe by backing political, legislative and constitutional reform.

Ellsworth CAMILLERI – Programme Assistant - Ellsworth Camilleri, MEDIANE (Media Exchanges for Diversity Inclusiveness) programme assistant, joined the Council of Europe as a project assistant in 2011. He worked on the two-year CoE-EU joint programme, 'MARS - Media Against Racism in Sport', where he provided support to the MARS project manager in relation to the media, PR and communication activities and to the financial and administrative aspects of the project. From 2004 to 2011, he worked at the Embassy of France to Malta as assistant to the Counsellor for Cooperation and Cultural Action, where he was mainly responsible of the administration and monitoring of cooperation projects and programmes. He also worked as Fund Raising, PR and Campaigning Officer on voluntary basis with KOPIN, a Non-Governmental Development Organisation. Ellsworth Camilleri studied International Relations and Project Management and is pursuing his studies in Development Management.



GIANNA CAPELLO - Italy / Italie

President

MED - Italian Association for Media Education - www.mediaeducationmed.it



MED, the Italian Association for Media Education, is a non-profit organization established in 1996 by a group of academics, school teachers, educators and media professionals. Its aims are:

- To foster the collaboration among different stakeholders (youth, teachers, educators, researchers, policy makers, media professionals) so that each and every one may play an active part in the promotion of media education initiatives.
- To promote critical thinking and creativity as strategies for more responsible and self-reflexive uses of the media
- To promote media education as a way to build active participation, digital citizenship, social inclusion
- To promote formation and training in media education issues of youth, adults, teachers, educators and media professionals.

For further information: <http://www.mediaeducationmed.it>

MED, l'Associazione italiana per l'educazione ai media, est une organisation à but non lucratif créée en 1996 par un groupe d'universitaires, enseignants, éducateurs et professionnels des médias. Ses objectifs sont les suivants:

- Favoriser la collaboration entre les différents acteurs (jeunes, enseignants, éducateurs, chercheurs, décideurs, professionnels des médias) de sorte que chacun peut jouer un rôle actif dans la promotion des initiatives d'éducation aux médias
- Promouvoir la pensée critique et la créativité comme stratégies pour des usages plus responsables et réfléchis des médias
- Promouvoir l'éducation aux médias comme un moyen de construire la participation active, la citoyenneté numérique, l'inclusion sociale
- Favoriser la formation et la formation aux questions de l'éducation aux media.

Gianna Cappello teaches courses of Sociology of digital media and Sociology of education at the University of Palermo, both at graduate and undergraduate level. She is co-founder and current President of MED, the Italian Association for Media Education. Co-director of MED's journal "Media Education. Studi, Ricerche, Buone Pratiche". She has carried out several action-research projects at European and national level. She is currently collaborating with the Council of Europe Pestalozzi Program on a training module on "Respect - Responsible attitudes and behaviour in the virtual social space (RESP)". Gianna Cappello enseigne Sociologie des médias numériques et Sociologie de l'éducation à l'Université de Palerme, tant au niveau des études doctorales et de premier cycle. Elle est co-fondatrice et actuelle présidente du MED. Co-directrice du journal du MED 'Media Education. Studi Ricerche, Buone Pratiche'. Elle a réalisé plusieurs projets de recherche-action au niveau européen et national. Elle collabore actuellement avec le programme Pestalozzi du Conseil de l'Europe sur un module de formation sur le thème 'Respect - attitudes et comportements responsables dans l'espace social virtuel (REEE)'.



MELANIE CHALLE - *France*

Photojournalist

NUJ - www.melaniechalle.com



The NUJ is the world's largest journalists' union, with over 40 000 members in England, Scotland, Wales and Ireland - and active branches in Paris, Brussels and the Netherlands. It is affiliated to the TUC, and the GFTU in the UK. The NUJ is proud to be a part of the international labour movement and is affiliated to the International Federation of Journalists and the European Federation of Journalists. NUJ members subscribe to a Code of Conduct by which they agree to produce no material likely to lead to hatred or discrimination on the grounds of age, gender, race, colour, creed, legal status, disability, marital status, or sexual orientation. Le NUJ, le plus grand syndicat de journalistes dans le monde, compte plus de 40 000 adhérents en Angleterre, l'Ecosse, le Pays de Galles et l'Irlande - et des sections actifs dans Paris, Bruxelles et les Pays Bas. Il est affilié au TUC et GFTU dans le Royaume-Uni. Le NUJ est fier de faire partie du mouvement international des travailleurs. Il est affilié à la Fédération Internationale des Journalistes et à la Fédération Européenne des Journalistes. Les membres du NUJ souscrivent à un Code de Conduite dans lequel ils acceptent de ne produire aucun matériel qui pourrait mener à l'haine ou à la discrimination fondé sur age, sexe, race, couleur, religion, statut juridique, handicap, état civil ou orientation sexuelle.

Freelance photographer for the last 5 years, I left behind my studies as a marketing major in Paris, France to move to Australia, where I learned my trade. Parallel to my personal and artistic projects, I work as a professional documentary photographer in the areas of travel, sports, art and social issues. In the recent past, I have worked as a photographer for Handisports and covered the Paralympics in Beijing and London. My print work is also augmented by several projects which are currently being developed as web documentaries.



CHRISTOS CHRISTOFIDES - *Cyprus / Chypre*

Member of the Executive Committee

Union of Cyprus Journalists - www.esk.org.cy

The Union of Cyprus Journalists (UCJ) was established in 1960. The aims and objectives of UCJ are to strengthen and safeguard the freedom of the press, to defend the right to free expression and opinion, to protect the



independence, freedoms and rights of journalists, to improve their professional position, to regulate the conditions of their employment through a collective agreement, to raise the standard of journalism and to train journalists. UCJ is an active member of the International and European Federations of Journalists and has bilateral relations with the national Unions of Journalists of several countries.

Born on 2 June 1954, married, one daughter and one son. From 1999, I've been working as a sub-editor at Phileleftheros (the largest daily newspaper in Cyprus). From 1988 to 1991, I was part of a volunteer group that set up and published "Embros", a weekly political newspaper. I was a sub-editor and journalist, dealing mostly with international issues. From 2004 to date I am an elected member of the Executive Committee of the Union of Cyprus Journalists and from 2007 I represent UCJ on the Cyprus Media Complaints Commission. Courses/placements/training: journalism, journalistic ethics, migration, asylum, discrimination, market research, polls, computer studies.



CHRISTOPHOROS CHRISTOPHOROU - *Cyprus / Chypre*

Assistant Professor

University of Nicosia - www.unic.ac.cy



The University of Nicosia, Cyprus is a private, independent, co-educational, equal opportunity institution of higher education, which offers undergraduate and postgraduate studies in communications, science, education, psychology, sociology, architecture and other studies, to students from around the world. The University developed from Intercollege, the largest college in Cyprus, founded in 1980. It gives emphasis on research and development, and it participates in tens of Europe funded and other projects. L' Université de Nicosie est un Université privée, indépendante qui offre des programmes d' Études en Communication, sciences, éducation, psychologie, droit, architecture et autres disciplines a des étudiants venants des quatre coins du monde. L' Université est issue d' Intercollege, l' établissement d'enseignement tertiaire le plus grand de Chypre, fondé en 1980. L' Université met l' accent sur la Recherche et le développement et elle participe a des dizaines de projets européens et autres.

Christophoros CHRISTOPHOROU studied Education in Cyprus and Paris and Political Science in Athens and Lille (France), where he obtained his Ph.D. He is assistant professor of Communication at the University of Nicosia; he has worked as a senior press officer in the Public Service, and as the first Director of the Cyprus Radio and Television Authority. He represented Cyprus in media experts groups at the EU, the Council of Europe and Eureka Audiovisual. He is actually a Council of Europe expert in media and elections. Christophorou published books and articles on political and electoral behaviour, les parties, elections and the media. Christophoros CHRISTOPHOROU a fait des études en Education a Chypre et Paris et en sciences politiques a Athens et a Lille (France), ou il a obtenu son doctorat 3e cycle. Il est professeur de Communication a l' Université de Nicosie; Il a travaillé dans le service de presse du Service public, et comme premier Directeur de l' Autorité de Radio et Television de Chypre. Il a représenté Chypre dans des groupes d' experts en media a l' UE, le Conseil de l' Europe et Eureka Audiovisuel. il est actuellement n expert extérieur du Conseil de l' Europe en media et elections.



ELENI CHRISTOU - *Cyprus / Chypre*

Research Internship

CCMC – Cyprus Community Media Centre - www.cypruscommunitymedia.org



Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

Eleni is currently working as Researcher at the Cyprus Community Media Centre (CCMC). Eleni has 6 years professional work experience in Social, Arts and Media research. Her previous roles include working as a researcher at the Australian Broadcasting Corporation (ABC) between May 2010 and August 2012, and as a Project Manager for TNS (Taylor Neslon Soffres) between February 2008 and September 2009. Eleni has a Bachelor of Arts majoring in Anthropology and has just completed a Masters of Applied Anthropology at Macquarie University in Sydney. Her research interests include Identity, Ethnicity, Consumption and Public Space Engagement.



PASCALE COLISSON - *France*

Responsable pédagogique / Mission Diversité et égalité des chances

IPJ – Institut Pratique du Journalisme - www.ipj.eu



L'institut pratique du journalisme, créée en 1978, par l'historien Pierre Miquel, président fondateur. L'IPJ est une école de journalisme reconnue (reconnaissance CPNEJ) et délivre un diplôme BAC + 5 ainsi qu'un master de journalisme de l'Université Paris-Dauphine. L'Université Paris Dauphine, créée en 1968, bénéficie dès sa création, d'une large autonomie en matière d'innovations scientifiques et pédagogiques, et développe un projet ambitieux fondé sur une offre de cursus cohérente, pluridisciplinaire, sélective et professionnalisée. Dauphine devient un grand établissement, en 2004. IPJ et Dauphine ont tissé des liens étroits, sur un plan pédagogique afin de permettre aux étudiants d'obtenir à l'issue de leur cursus, un double diplôme : Diplôme BAC + 5 d'IPJ et Master de journalisme de l'Université Paris Dauphine. IPJ et l'Université Paris Dauphine développent ensemble une politique active en matière de diversité, au travers de la Fondation Dauphine.

Depuis août 2012, j'ai intégré l'Institut Pratique de journalisme en tant que responsable pédagogique des M1 (première année), et je suis également en charge de la mission Egalité et diversité des chances. L'IPJ a été la première école de journalisme à ouvrir en 2004 une filière par alternance (sans concours mais sur entretiens et tests) et réfléchit à diversifier ses actions pour ouvrir la filière classique à plus de diversité sociale (aujourd'hui, cette filière compte 30% de boursiers). J'ai donc rejoint cette école après 25 années de pratique professionnelle. Journaliste de presse écrite et web, j'ai travaillé au sein de rédactions très diverses, en rythme quotidien, hebdo ou mensuel et je me suis plus particulièrement intéressée ces dernières années aux sujets économiques et sociaux dans le monde du travail. Mes thèmes de prédilection concernent la diversité, l'égalité professionnelle et, de façon plus générale, la responsabilité sociale de l'entreprise. A ce titre, j'ai écrit de nombreux articles sur ces sujets, en particulier au sein de la rédaction de *Courrier Cadres*, où le thème de la diversité en entreprise était souvent abordé, en enquête et dossier de couverture, ainsi que pour *Respect Magazine* ou d'autres médias plus spécialisés sur le monde du travail comme *Emploi Parlons Net*. Auparavant,



ma vie professionnelle m'a menée de postes en rédactions (Bayard, Presse, Paris Match) à des périodes en indépendante. Je suis restée dix ans (2000-2010) au sein du magazine Courrier Cadres, où je suis entrée pour créer les pages d'actualité avant de prendre en charge les enquêtes et dossiers de couverture et, en 2005, de lancer le site internet que j'ai dirigé jusqu'en juin 2010.

NADIA DALA - *Belgium / Belgique*

Lecturer and researcher

Thomas More - www.lessius.eu

Thomas More Mechelen or Lessius University College (UC) offers a broad range of Professional Bachelor's degrees and Advanced Bachelor's degrees in Business & Communication, Design & Technology, Education & Training and Health & Wellbeing. These bachelors combine a professional orientation and tie with the labour market with a strong basis in applied research. Moreover, Lessius UC has Academic, research-based Bachelor's and Master's programmes in Business Studies, Language & Communication (Bachelor or Master of Arts) and in Engineering Technology (Bachelor or Master of Science). These academic programmes are now already part of the associated and integrated faculties of KU Leuven and will be integrated into the University of Leuven as from 2013.

Nadia Dala was a Fulbright journalism scholar in Washington DC. She is a trained journalist, a TV- and print reporter, author and lecturer in Journalism. She is also a researcher 'digital storytelling & cultural identity' with a European Union sponsored platform. Dala received her M.A. (cum laude) in Oriental Studies at the Katholieke Universiteit Leuven (KUL) in Belgium –her thesis was a critical study of the religious and political system in Libya. She has worked as a reporter in Europe and in the Middle East, after studying in Tunisia and Egypt. She started out in journalism as an intern for the Middle East Times in Cairo. She won a journalist award for excellence in investigative reporting. Her journalistic books include portraits of young Belgian politicians, interviews with Muslim women in the West, a critical study of the history of Algeria and the rise of Islamic parties. She also published a paper on the cultural identity in the Middle East and recently wrote a textbook on Intercultural communication and the media. She was invited as a guest speaker at the annual AEMJ (Association for Education in Journalism and Mass Education) conference in St.Louis. Dala was an adjunct-staff at the American University's School of Communication in Washington DC, she is a senior lecturer at the Lessius.eu University in Belgium where she promotes Intercultural Communication and Dialogue. She received an award as co-founder of diversity-management at the National Broadcasting Company in Belgium. She has worked in Europe, Northern America, Tunisia, Libya, Egypt, Lebanon, Yemen, Israel and the Palestinian territories.



MIHAELA DANGA - *Romania / Roumanie*

Deputy director

CIJ - Center for Independent Journalism - www.cji.ro



Center for Independent Journalism (CIJ - www.cji.ro) – established in 1994 – is a non-governmental, non-profit organization acting for professional and responsible media by keeping the professional standards and securing an honest and balanced media environment. CIJ supports the freedom of expression a prerequisite for a real democracy. CIJ facilitates the social dialogue by supporting democratic

changes, encouraging the citizens' participation and acting for the responsibility of the decision makers. The main areas of activity include: media and media related issues (media legislation, freedom of expression, transparency and accountability, European policies)

Mihaela Danga has been working with the CIJ since 1998. As the CIJ deputy director she is in charge of program writing and managing, with a focus on youth programs. A certified trainer, facilitator and evaluator, Mihaela Danga has organized media events and conducted training programs in Romania and abroad. As the secretary of the Southeast European Network for the Professionalization of Media (www.seenpm.org), she has acquired firsthand solid knowledge of the region. Mihaela Danga is a graduate of the University of Bucharest (Romanian and English Language and Literature); she also graduated various courses in librarianship (Romania, USA), NGO management and organizational development (Denmark, Croatia, Serbia).



EDUARDO DEL CAMPO CORTÉS - *Spain / Espagne*

Staff writer

El Mundo - www.elmundo.es

EL MUNDO

EL MUNDO, founded in 1989, is the newspaper with the second biggest circulation in Spain and its website is the most visited in Spanish language in the world for a news media. Its mother company, Unidad Editorial, belongs to the Italian media group RCS (Rizzoli Corriere della Sera). / EL MUNDO, créé à 1989, est le seconde journal en Espagne et son site internet est, parmi les media d'information générale, le plus visité au monde en langue espagnole. Le journal est publié par Unidad Editorial, qu'appartient au group de communication italien RCS (Rizzoli Corriere della Sera).

Eduardo del Campo Cortés (Madrid, 1972), works as a reporter and editor for the Spanish newspaper EL MUNDO since 2001, based in the Andalusia desk in Seville. He has published the books 'Odiseas' (2007, Fundación José Manuel Lara), about immigration to Europe; 'De Estambul a El Cairo' (2009, Almuzara), the account of a travel through the conflicts of the Middle East; 'Capital Sur' (2011, Paréntesis), a novel on the economic crisis in Spain in the 90', and the volume of poetry 'Pan Americano' (Monosabio, 1999). / Eduardo del Campo Cortés (Madrid, 1972), travaille comme reporter et éditeur pour le journal espagnol EL MUNDO depuis 2001. Il a sa base à la rédaction régionale d'Andalousie à Séville. Del Campo a publié les livres 'Odiseas' (2007, Fundación José Manuel Lara), sur l'immigration ver l'Europe; 'De Estambul a El Cairo' (2009, Almuzara), le reportage de son voyage à travers les conflits du Proche Orient; 'Capital Sur' (2011, Paréntesis), un roman sur la crise économique en Espagne en 1994, et 'Pan Americano' (Monosabio, 1999), avec ses poèmes.



ALESSIO DEL SARTO - *Italy / Italie*

Head editor

AlessandriaNews - www.alessandrianews.it



SiC srl edit several online journal (AlessandriaNews.it, NoviOnline.net, TortonaOnline.net, OvadaOnline.net, CasaleNotizie.it, ValenzaNews.it) and 2 newspaper (weekly) Il Novese and L'Ovadese. Newspapers are edited since 1963.



Head editor at SiC srl (AlessandriaNews and other online journal and newspaper) Director of Associazione Cultura e Sviluppo (cultural and scientific events and courses) Board member on Fondazione SociAL (just founded, provides money for social projects) Researcher in Health and Cultural Economy at University of Eastern Piedmont.

MARIANA DIAZ VASQUEZ - *Italy / Italie*

Journalist

Babel TV / Sky - www.babel.tv



Babel – Tutti I colori dell'Italia - was born on November 8, 2010 and is the first television channel dedicated to the "new Italians". Babel is window on the stories of the main community of foreigners living in our country. With the sections of news, cultural events of the week of the communities of Italian origin, the documentary shows, and the first subtitled in Italian tv series and tv docu-drama, Babel is a channel of interest across the board. The schedule of Babel offers fixed and recurring appointments. From Monday to Friday, the prime

time of each day is devoted to stories, people, and themes of a region (Latin America, Europe, Asia and Africa).

I was born in Chile and live in Italy for 10 years. When I was in Chile I attended a Syrian school. I moved to Italy in 2003 and I graduated in journalism from University of Rome with a degree thesis in International affairs "The relationship between the United Nations and China. The case of human rights in Africa". Currently I work as a journalist for Babel television and also ad a correspondent for the National Television of Chile, Canal 13 television.



LUCIANO DI MELE - *Italy / Italie*

National Secretary

MED - www.mediaeducationmed.it



MED, the Italian Association for Media Education, is a non-profit organization established in 1996 by a group of academics, school teachers, educators and media professionals. Its aims are:

- To foster the collaboration among different stakeholders (youth, teachers, educators, researchers, policy makers, media professionals) so that each and every one may play an active part in the

promotion of media education initiatives.

- To promote critical thinking and creativity as strategies for more responsible and self-reflexives uses of the media
- To promote media education as a way to build active participation, digital citizenship, social inclusion
- To promote formation and training in media education issues of youth, adults, teachers, educators and media professionals.

For further information: <http://www.mediaeducationmed.it>

MED, l'Association italienne pour l'éducation aux médias, est une organisation à but non lucratif créée en 1996 par un groupe d'universitaires, enseignants, éducateurs et professionnels des médias. Ses objectifs sont les suivants:

- Favoriser la collaboration entre les différents acteurs (jeunes, enseignants, éducateurs, chercheurs, décideurs, professionnels des médias) de sorte que chacun peut jouer un rôle actif dans la promotion des initiatives d'éducation aux médias
- Promouvoir la pensée critique et la créativité comme stratégies pour des usages plus responsables et réfléchis des médias
- Promouvoir l'éducation aux médias comme un moyen de construire la participation active, la citoyenneté numérique, l'inclusion sociale
- Favoriser la formation et la formation aux questions de l'éditorial.

Luciano Di Mele, PhD, is researcher in Media Education and Technology of Education. He currently works at the International Telematic University UNINETTUNO of Rome where he teaches Psycotechnology and Education. He got his PhD at the University of Rome "Sapienza" and prepared a dissertation about "Video production in the scuola". He has been working in several research projects on the use of the media in educational environments and on the didactics of media. At the moment he is senior and consultant in the European projects Energy Bits and News&You. He was lecturer at the Master Course in Media Education at the University of Rome "Sapienza". He is the National Secretary of MED (Italian Association for Media Education) and of the Italian Committee for the Safer Internet Day.



YURDAKUL DJAFER - *Cyprus / Chypre*

Member

Basin-Sen - Cyprus Turkish Journalists Association - www.cypruscommunitymedia.org



Established in 1972, Basin-sen is the largest of two trade unions in North Cyprus dealing with journalists. The organisation not only deals with legal issues pertaining to journalists carrying out their profession but also strives on issues aimed at achieving freedoms in all sectors as well as a political settlement in Cyprus.

I have a B.A and M.A in International Relations and have been working as a part-time and full time journalist for the state broadcaster in North Cyprus since 1996. I have also been involved in journalism training workshops organized by the EU and UNDP. In addition to journalism I have also worked as part time instructor at two local universities operating in North Cyprus. I am currently an active member of Basin-Sen as well as the foreign relations secretary of the Cyprus Turkish Journalists' Association which is the largest professional assoc. in North Cyprus dealing with the press.

BERAN DJEMAL - *Cyprus / Chypre*

Community Media Coordinator

CCMC - Cyprus Community Media Centre - www.cypruscommunitymedia.org



'Empowering a media literate and active society'. Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

Beran Djemal is the Community Media Coordinator for the Turkish Cypriot community at the Cyprus Community Media Centre. She holds an MA in Political Science from the Middle East Technical University, Ankara, Turkey, and a Postgraduate Diploma in International Conflict and Cooperation from Stirling University, Scotland. She has been active in civil society for many years, most recently with The Management Centre of the Mediterranean, working in fields such as peacebuilding, human rights, and inter-cultural learning. Beran has previously worked as a journalist at Avrupa/Afrika and Cyprus Today newspapers, and has collaborated on a freelance basis with

ARD TV (Germany), as well as Le Figaro and Le Monde (France). She also has experience in video production with Crew House (Cyprus), and was a contributor to Vasia Markides' `Hidden in the Sand`.

ZDENKO DUKA - Croatia / Croatia

CJA President

Croatian Journalists' Association - www.hnd.hr

HRVATSKO NOVINARSKO DRUŠTVO
Croatian Journalists' Association



Croatian Journalist Association (CJA) has been founded in 1910 and since then it has insisted on its professional goals as stated in its statute. Today it represents some 3000 journalists and is active throughout Croatia due to its many regional branches. Being the only association of the kind, its activities reach more than 90% of journalists in the country. The CJA goals are mostly focused on freedom of the speech, on public right to be informed accurately, on ethical and current information, on promoting human rights, democracy and pluralism. The CJA has managed to include almost all media professionals regardless of their job positions or political viewpoints.

Born January 18th 1956, Split. Graduated in comparative literature and philosophy in 1980, Zagreb University. 1976 - Articles in Studentski list, Kulturni radnik and Oko. 1981 - 1997 - Večernji list daily; journalist; interior politics. Desk editor and reporter on Parliament sessions; head of the Parliament sessions' reporters. 1997 - Tjednik, weekly magazine. 1998 - 2006 - Jutarnji list daily. Desk editor and political columnist; head of the Parliament sessions' reporters. 2006 - Novi list daily, editor, columnist.



MIKEL ECHEVARRIA - France

Delagate

Pausu Media - www.pausumedia.com



An association created with an aim of supporting the means of communication in Basque language in bottom bidassoa. Established in 2001, takes the name of Pausu and maintenance a close relation with the world of radio. It created Antxeta Irratia in partnership with the association Entzun Ikus (association which created radio operator Gure Irratia in 1982). Une association créée dans le but de soutenir les moyens de communication en langue basque dans le bas bidassoa. Elle voit le jour en 2001, prend le nom de Pausu et entretient une étroite relation avec le monde de la radio. Elle créa Antxeta Irratia en partenariat avec l'association Entzun Ikus (association qui créa la radio Gure Irratia en 1982).

After several years working in informatic, I have joined an communitary radio station called Irulegiko Irratia in 1999. In 2000 I joined another radio station (Gure Irratia) and in 2005 I helped creating an internet on demand radio station (Radiokultura). Since then I help improving this media and also help Pausu Media for his objectives. Après plusieurs années fonctionnant dans informatique, j'ai joint une station de radio communitary appelée Irulegiko Irratia en 1999. En 2000 j'ai joint une autre station de radio (Gure Irratia) et en 2005 j'ai aidé à créer une station de radio sur demande d'Internet (Radiokultura). Depuis lors j'aide l'amélioration cette des médias et aide également des médias de Pausu pour ses objectifs.



ROBIN ELIAS - *United Kingdom / Royaume Uni*

Managing Editor

ITN - www.itn.co.uk



The Creative Diversity Network was set up in 2000 as a joint coalition of all major UK broadcast organisations to change the face of television, and work towards fair representation of Britain's ethnic population on screen and behind the camera.



Robin Elias is Managing Editor of ITV News, and has worked in television news for more than 30 years. He has a particular interest in Diversity issues, and has been a member of the Creative Diversity Network for five years. Robin is married with two children. He runs, plays squash, and is a keen cyclist.

LARRY FERGESON - *Cyprus / Chypre*

Director

CCMC - Cyprus Community Media Centre - www.cypruscommunitymedia.org



Founded in 2004, CMFE links various members of the Third Media Sector at the European level. The "Third Media Sector" is made up of non profit-making media serving a local community and has as such a clearly distinct identity alongside the national public service sector and private commercial media. The CMFE is a common platform for networks, national federations and projects active within this sector. It has an observer status with the Steering Committee on the Media and Information Society (CDMSI) of the Council of Europe and is part of the CoE International Non-Governmental Organisations (INGO)

Conference. Currently, CMFE has 107 members (of which 26 are National Federations) from 25 European countries. Among its affiliate members it counts also individuals and organisations from Africa, Asia and North America. Community media, taking the form of broadcasting and/or other electronic media projects, as well as print format, may share to a greater or lesser extent some of the following characteristics: independence from government, commercial and religious institutions and political parties; a not-for-profit nature; voluntary participation of members of civil society in the devising and management of programmes; activities aiming at social gain and community benefit; ownership by and accountability to the communities of place and/or of interest which they serve; commitment to inclusive and intercultural practices / Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

Larry FERGESON - Cyprus Community Media Centre (CCMC) – Director – Cyprus. Larry has a degree in broadcast communications from Texas State University and did his graduate studies in conflict resolution at Portland State University. He has years of experience in radio news reporting, magazine writing and working with international civil society organisations. His academic background includes an undergraduate degree in Broadcast Journalism from Texas State University and he did his graduate studies in Conflict Resolution at Portland State University. He has worked in many areas of media since 1990 for independent as well as corporate media. In Cyprus he strives for



empowering a media literate society through community media. He has worked in different media organisations for the last 20 years. For the last 7 years he has been working to establish community media in Cyprus as a way to transcend the ethnic divide and conflict between the two main communities in Cyprus. He also utilises community media as a way to raise awareness about and give voice to the immigrant communities in Cyprus so that diversity and non-discrimination are included in all media products as a way of being. Since 2010 he has been the general manager of the Cyprus Community Media Centre in Nicosia, Cyprus where he utilises his media and conflict resolution skills in his work to bridge the divisions between the conflicted communities of Cyprus.

ANNA FRENYO - *Germany / Allemagne*

MEDIANE Consultant on Exchanges

Freelancer Radio Journalist

Freelancer Radio Journalist - www.anna-frenyo.de



Anna Frenyo was born in Budapest in 1982. Due to her parents' work situation she spent her childhood in England, returning to communist Hungary with an openness not known in the country, an eagerness to discover the world. Upon studying English and German Literature in Budapest, she spent five months as an intern in the German Parliament with the International Parliamentary Scholarship in 2008. She stayed in Berlin, studied Cultural Journalism at the Universität der Künste and graduated in 2012. The past two years she has been working as a freelancer journalist, dealing with topics of diversity, migration and family history.

MYRIA GEORGIU - *United Kingdom / Royaume-Uni*

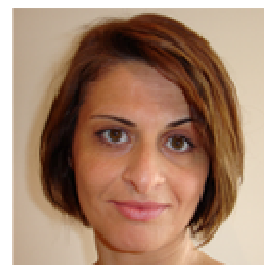
MEDIANE Consultant on Index / Senior lecturer

London School of Economics - www2.lse.ac.uk/media@lse/WhosWho/AcademicStaff/MyriaGeorgiou.aspx



LSE is a world-leading pioneer of the social sciences, having played a unique role in defining and developing key academic subjects. LSE is a specialist university with an international intake and a global reach. Its research and teaching span the full breadth of the social sciences, from economics, politics and law to sociology, anthropology, accounting and finance. Founded in 1895 by Beatrice and Sidney Webb, the School has an outstanding reputation for academic excellence. LSE has 16 Nobel prize winners.

Dr Myria Georgiou teaches at the Dept. of Media and Communications, LSE. She has a PhD in Sociology (LSE), an MSc in Journalism (Boston University) and a BA in Sociology (Panteion University, Athens) and her research focuses on the areas of diaspora, transnationalism and the media, and media and the city. Before joining the LSE, Myria Georgiou was a Senior Lecturer in International Communications and Director of Postgraduate Taught Studies at ICS, University of Leeds (2003-2009). She has also worked as a journalist for BBC World Service, Greek press, and the Cyprus Broadcasting Corporation.



SONIA GHEZALI - France

Journaliste

Freelance - soniaghezali.wordpress.com



Je suis freelance. Pigiste pour RFI, radio france internationale et pour Africultures, un magazine en ligne axé sur la culture africaine dans le monde. Je travaille également à la réalisation de webdocumentaires. Actuellement je réalise un web documentaire sur une chorale de personnes âgées. Le dernier webdocumentaire réalisé portait sur la vie d'une jeune algérien, joueur de cécifoot (foot pour non voyant). Je réalise aussi des diaporamas sonore sur des parcours de vie de personnes exilées, âgées. C'est la différence sociale et culturelle qui m'intéresse particulièrement. Cette différence qui peut parfois être un motif d'exclusion dans la société actuelle.

Après avoir fait des études d'Histoire de l'Afrique à la Sorbonne (Master sur l'Histoire d'une communauté rurale du Kenya) j'ai intégré la formation en alternance pour la diversité dans les médias de l'Institut pratique du journalisme de Paris. Le recrutement se faisait via un concours écrit et plusieurs entretiens.

BEATRIZ GOMEZ DIAZ - Spain / Espagne

Gender Responsible

FSC CCOO - www.fsc.ccoo.es/medios



Comisiones Obreras; a democratic, independent and pluralistic trade union. CCOO's Trade Union Confederation is a prestigious, democratic trade union central office which confederates the nationality-based and regional unions state federations and confederations. It defends the professional, economic, political and social interests of

both male and female workers in all spheres of labour. Comisiones Obreras is affiliated to the European Trade Union Confederation (ETUC) and the International Confederation of Free Trade Unions. It also forms part of the Trade Union Consultative Committee to the OECD. Its industry-wide federations are members of the European and international federations. Comisiones Obreras; the first trade union in Spain. CCOO has consolidated its position as the biggest trade union organisation with more than 1,100,000 paid-up members, and the most representative with more than 122,000 delegates democratically elected by all employees in companies with more than six workers.



I am the new gender responsible in the media sector CCOO. I work in Spanish TV like a video editor. I collaborate with COGAM LGBT since 2000.

IRENA GUIDIKOVA

Head of Division

Council of Europe

- www.coe.int/interculturalcities



The Council of Europe (CoE), based in Strasbourg (France), covers virtually the entire European continent, with its 47 member countries. Founded on 5 May 1949, the Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. The Council of Europe aims at creating a common democratic

and legal area throughout the whole of the continent, ensuring respect for its fundamental values: human rights, democracy and the rule of law, which are the foundations of a tolerant and civilised society and indispensable for European stability, economic growth and social cohesion. The main objectives of the CoE are to protect human rights, pluralist democracy and the rule of law; to promote awareness and encourage the development of Europe's cultural identity and diversity; to find common solutions to the challenges facing European society; to consolidate democratic stability in Europe by backing political, legislative and constitutional reform.

Irena GUIDIKOVA. A graduate of Political Science and Political Philosophy from the Universities of Sofia (BG) and York (UK), she has been working at the Council of Europe since 1994. Her carrier has taken her from the Directorate of Youth and Sport where she developed and carried out a large research programme, through a transversal 3-year project on the future of democracy in Europe, the Private Office of the Secretary General where she was a policy advisor, to her present job as Head of Division of Cultural Policy, Diversity and Dialogue and Manager of the Intercultural cities programme / Diplômée en Sciences politiques de l'Université de Sofia (Bulgarie), et en Philosophie politique de l'Université de York (Royaume-Uni), elle travaille au Conseil de l'Europe depuis 1994. Elle commence sa carrière à la Direction de la Jeunesse et du Sport, où elle développe et met en œuvre un important programme de recherche pour un projet transversal de 3 ans sur l'avenir de la démocratie en Europe. Elle occupe ensuite la fonction de conseiller politique au Cabinet du Secrétaire général. Elle est actuellement chef de la Division des politiques culturelles, de la diversité et du dialogue.



MURIEL HANOT - Belgium / Belgique

Directrice des Etudes et Recherches

CSA FWB - Conseil Supérieur de l'Audiovisuel Fédération Wallonie Bruxelles - www.csa.be



Le Conseil supérieur de l'audiovisuel (CSA) est chargé de la régulation de l'audiovisuel de la Fédération Wallonie-Bruxelles (Belgique). Ses missions sont principalement de contrôler le respect des obligations des éditeurs, des distributeurs de services et des opérateurs de réseaux (câblodistributeurs, Belgacom, RTBF, ...). Le CSA est composé de deux Collèges: une instance d'avis chargée de rendre des avis sur toute question relative à l'audiovisuel et une instance décisionnelle chargée d'attribuer les autorisations d'émettre aux télévisions et radios privées établies en Fédération Wallonie-Bruxelles, de contrôler le respect des obligations des éditeurs, distributeurs de services et opérateurs de réseaux et de sanctionner les infractions à ces obligations.

Muriel Hanot has a PhD in communication studies, a BA in journalism and a BA in history (UCL – Belgium). She's director of Research and Studies at the CSA. Earlier she has followed a research career as research fellow and postdoctoral researcher at the department of communication of the UCL (Belgium). Her favourite subjects were TV reception and uses, history of media. She has been visiting lecturer in several Belgian universities (FUSL, FUNDP, FUCAM) giving different communication courses (semiology, pragmatic, media history). She presently gives lecture at the UCL on research methods. She has written *Télévision: réalité ou réalisme ?* (INA/De Boeck, 2002), directed *50 ans de RTBF: L'extraordinaire jardin de la mémoire*, vol. 1: *Télévision* (Musée de Mariemont, 2004) and published numerous articles on TV including *Transposition SMA en Communauté française*, in *Auteurs & Médias*, 2009/4 (with V. Straetmans) / En tant que directrice des études et des recherches au CSA, Muriel Hanot a la charge des études relatives à l'évolution culturelle, sociologique, économique et technologique des questions de production, de programmation et de consommation audiovisuelles. Dans ce cadre, elle assure également la coordination des travaux du Collège d'avis du CSA. Licenciée en histoire, licenciée en communication sociale et docteur en communication, elle est entrée au CSA en 2005 où elle a géré pendant plusieurs



années les dossiers et questions liés à l'audiovisuel public (RTBF, télévisions locales) et à l'information. Elle avait auparavant travaillé comme chercheur FNRS au département de Communication de l'UCL, notamment dans le domaine de l'histoire, de la réception, des usages et des appropriations de la télévision. Elle dispose également d'une expérience dans le domaine de l'enseignement universitaire où elle a assumé et assume encore la charge de certains cours dans différents domaines de la communication (sémio-pragmatiques, socio-histoire des médias, méthodes de recherche). Elle a publié, notamment, *Télévision: réalité ou réalisme ? Introduction à l'analyse sémio-pragmatique des discours télévisuels*, (INA/De Boeck, 2002), a dirigé *50 ans de RTBF: L'extraordinaire jardin de la mémoire*, vol. 1: *Télévision* (Musée de Mariemont, 2004) ainsi que de nombreux autres articles consacrés à la télévision.

BRUNO HORTA - *Portugal*

Journalist

Freelance



The LGBT section of 'Time Out Lisboa' magazine is the only one that exists in a Portuguese periodical. The magazine is a British format, but is written in Portuguese and it has its own editorial policy.



I am a freelance journalist based in Lisbon. I studied journalism for three years in Escola Superior de Comunicação Social de Lisboa and I started to work as a professional journalist in 2003. I'm guest editor at 'Time Out Lisboa' magazine since 2007, where I write the LGBT section. I work regularly for other Portuguese media, including the daily 'Público'. I have a very strong interest in all subjects that deal with discrimination, gender and diversity.

PEKKA HUOLMAN - *Finland / Finlande*

Senior lecturer

Haaga-Helia University of Applied Sciences

www.linkedin.com/profile/view?id=107278091&authType=name&authToken=9quN&trk=miniprofile-primary-view-button



HAAGA-HELIA is an international university of applied sciences. We have more than 170 partner universities throughout the world and our international degree programmes have foreign students from more than 80 countries. Cultural sensitivity and diversity are part of our educational policy. We welcome joint international projects. Our fields of education are business, hotel, restaurant and tourism management, information technology, journalism, management assistant training, sports management and vocational teacher education. We offer high-quality education in Finnish, Swedish and English. We have approximately 10 500 students and 700 employees. HAAGA-HELIA is part of the public Finnish educational system. It is privately owned and steered but co-funded by the Finnish Ministry of Education and Culture.

Master of Arts, Helsinki University Positions: Haaga-Helia University of applied sciences, senior lecturer in journalism and Finnish 2008 - Heltech, department of audiovisual communication, teacher 2007 IT Magazine, editor-in-chief, 1999-2005 Ketju Magazine, subeditor, 1997-1998 Ministry of Education, information officer, 1996 Zagarella News Agency, special editor, 1995 Ministry of Education, information secretary, 1994 Zagarella News Agency, cultural correspondent, 1992-1993 The Federation of Regional Press, News Services, reporter, 1984-1992 Helsinki Television, information assistant...



SIMON INOU - *Austria / Autriche*

Directeur

M-MEDIA - Diversity Mediawatch Austria - www.m-media.or.at



M-MEDIA, Diversity Mediawatch Austria est une ONG d'utilité publique et la seule de ce genre en Autriche dont le rôle est déceler, former et de promouvoir la diversité dans les médias de masse en Autriche. Au départ nous nous étions concentrés sur la dimension ethnique de la diversité. Depuis 2013 notre agenda s'est élargi aux autres 5 dimensions de la diversité. M-MEDIA, Diversity Mediawatch Austria est la seule institution autrichienne dont le but est la promotion de la diversité dans son ensemble dans les médias de masse en Autriche. Fondée en 2005 elle est devenue, de par son travail de terrain (publication de plusieurs livres sur la diversité, formation de jeunes journalistes issus de la diversité, incorporation de celles et ceux-ci dans les médias de masse) une institution respectée et respectable. En menant des grandes campagnes publicitaires de sensibilisation sur le thème de la diversité dans les médias autrichiens en Autriche, M-MEDIA a permis en seulement 8 ans de travail un élargissement des discours sur ce thème. Très actif sur plusieurs plateformes médias M-MEDIA a aussi un comité de sages dont les membres sont les responsables des grands médias autrichiens. Nous travaillons aussi avec des institutions de formation de futurs journalistes, dont les programmes en Autriche manque cruellement le thème de la diversité.

Simon INOU is a journalist. He studied Sociology in Cameroon and Journalism at the University of Vienna in Austria. From 1992 to 1995 he was co-founder and editor of "Le Messenger des Jeunes", Cameroon's first youth newspaper. Between 1999 and 2005 he was Chief Editor of Radio Afrika International and of "Informationsportal Afrikanet". Later Mr. Inou as Founder of M-MEDIA became the project director of BLACKAUSTRIA and took part in the campaign against prejudice towards black people living in Austria. Later BLACKAUSTRIA was also introduced in Germany, Switzerland and the U.S. He is the initiator of the first fair for migration in German speaking countries called "Medien.Messe.Migration" which took place for the first time in September 2008. In 2013 the 5th "Medien.Messe.Migration" was organised, counting 24 exhibitors and 1.300 visitors in two days. Furthermore Mr. INOU is initiator of the Austrian project "Migrant Journalists writing for "Die Presse"(an Austrian daily newspaper), which ends last december. He is also editor of the only Handbook on Migrants Media in Austria called "Medienhandbuch Migration und Diversität". For his Works Mr. INOU received numerous national and international awards. The highest one was the intercultural Medal from the austrian Ministry of Education in 2008.



IOANNIS SOTIRIOA IOANNOU - *Cyprus / Chypre*

Journalist

Cyprusnews.eu / Al Jazeera / Politis Newspaper - www.cyprusnews.eu

Al Jazeera English (AJE) is an international 24-hour English-language news and current affairs TV channel headquartered in Doha, Qatar. It is the sister channel of the Arabic-language Al Jazeera. Politis is a cypriot independent Gazette. CyprusNews.Eu is a cypriot independent news website.

Born & raised in Greece. I am currently located in Cyprus. I am an IR and European Affairs specialist and I also work as freelance journalist. I am highly interested in Media, Arts & History and I participating in this Encounter for gaining experience. I work as a fixer for Al Jazeera English focusing mostly on providing info, reports & arranging interviews in close relation with the TV producers covering the Cyprus crisis. I am also a freelance journalist having my own column on Politis Newspaper & CyprusNews.eu



MARTIN KALA - *Belgium / Belgique*

EU Legal Advisor

ENPA - www.enpa.be



ENPA is an international non-profit organisation representing publishers of newspapers and news media on all platforms. ENPA represents over 5,200 national, regional and local newspaper titles, published in many EU Member States, plus Norway, Switzerland and Serbia.

My most recent professional experience includes legal analysis and stakeholder relations at ENPA, the European Newspaper Publishers Association, representing 30 newspaper publishers' associations in Europe and more than 5200 newspapers from our region as well as 2200 European online-newspapers. Previous post in the European Parliament included work for Mr Toomas Hendrik Ilves, currently President of Estonia, in the Committees on Foreign Affairs (Vice-Chair), Civil Liberties, Justice and Home Affairs (LIBE) and Internal Market and Consumer Protection (IMCO). My first book on European and international affairs, called "Europe on the axis of the World" was published in the beginning of 2009 (in Estonian), with a foreword by Siim Kallas, vice-president of the European Commission.



DIANE KEMP - *United Kingdom / Royaume-Uni*

MEDIANE Consultant on Encounters / Course Director

Birmingham City University - www.bcu.ac.uk



With around 25,000 students from 80 different countries, Birmingham City University is one of the largest universities in the UK and our popularity has grown significantly in recent years. Situated in Birmingham, the UK's second city, we are proud of our strong links and close collaboration with the region, which dates back to 1843. Our six academic faculties offer over 350 courses, from foundation level, through undergraduate degree programmes, to taught Master's courses and research doctorates. The Birmingham School of Media is one of the highest rated in the UK and enjoys Creative Skillset Media Academy status. Our strong links with industry, locally and nationally, help us to produce employable, business-focussed media professionals.

Diane Kemp is a Course Director of postgraduate broadcast journalism courses at the Birmingham School of Media. She teaches radio and television skills and newsroom/production practice on the MA in International Broadcast Journalism and the professionally accredited Postgraduate Diploma in Broadcast Journalism courses. Prior to that Diane worked for the BBC in local radio and regional television. She also freelanced for BBC network radio, although she initially started out in commercial radio. Diane has been a member of the Broadcast Journalism Training Council representing other Universities on the Board for some years. She's also an external examiner at two other 'BJTC' accredited institutions. Through her work with the BJTC she has contributed to and run workshops for the Council of Europe in their anti-discrimination campaign. As part of this she's co-written and compiled a journalism training pack promoting diversity for the Campaign. She's also conducted journalism diversity training for the Fundamental Rights Agency of the EU and taught journalism ethics for Transparency International in Lithuania. Diane also collaborates with colleagues from the University's Centre for Criminal Justice, writing articles investigating media coverage of serious crime.



SAFIA KESSAS - Belgium / Belgique

Producteur/journaliste

RTBF - www.rtbf.be



La RTBF (Radio-Télévision belge de la Communauté française) est une entreprise publique autonome à caractère culturel en charge du service public de la radio et de la télévision pour la Communauté française de Belgique (Wallonie et Bruxelles). Elle dispose de trois offres : une offre radio, une offre TV et une offre Internet. La RTBF est membre de l'Union européenne de radio-télévision et actionnaire de la chaîne d'information Euronews à 0,60 %, de TV5 à 11,1 %. de la RMB à 99 %, de CasaKafka Pictures à 100 %, de la Sonuma, Société de numérisation des archives audiovisuelles à 40 % et de Dreamwall à 49 %

Licenciée en Sciences-Politiques à L'ULB en 95 (Erasmus à Manchester) , j'entame ensuite un Master en politique européenne à l'Institut d'Etudes Européennes de l'ULB. En 1997, je décroche mon premier emploi au Ministère des Affaires étrangères où j'exerce la fonction d'expert en désarmement. Au terme de trois années passées à représenter la Belgique dans des domaines tels que les mines antipersonnel ou les armes biologiques, je décide de postuler et je rentre à la RTBF en 2000 comme journaliste au sein de l'information régionale bruxelloise ; quotidienne bruxelloise en télévision et en radio. Cherchant à m'exprimer dans des formats plus longs, en 2004, je démarche l'émission "Tout ça ne nous rendra pas le Congo" pour proposer un sujet sur le port du voile. Je suis aujourd'hui productrice de cette émission magazine. Je fais partie d'un groupe de réflexion sur la diversité créée récemment dans mon entreprise par Jean-Paul Philippot, Administrateur général de la RTBF. Le but de ce groupe qui implique des personnes clé de la radio, de la télévision, d'internet et des ressources humaines est d'améliorer la représentativité interne (recrutement) et sur antenne des personnes issues de cette diversité. Il est important à ce stade, de nous inspirer des politiques mises en place dans d'autres pays pour gérer encore mieux cet enjeu.



NATALIE KONYALIAN - Cyprus / Chypre

Technical Coordinator - **CCMC - Cyprus Community Media Centre** - www.cypruscommunitymedia.org



Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

I received a BA in Communications (TV & Video Production) from the University of Indianapolis in 2004 after which I worked in New York at a digital media training centre as an events coordinator. After I moved back to Cyprus I was employed at the University of Nicosia for three years as the Mediazone Officer and a part time lecturer in the Communications Department. I received my MA in Film Production & Screen Culture from University College Dublin in 2009 after which I returned to Cyprus and am currently working at the Cyprus Community Media Centre where I have been for the last three years.



MARINA LALOVIC - *Italy / Italie*

Journalist

BABEL TV / SKY / Radio3Mondo - www.babel.tv



BABEL TV - TUTTI I COLORI DELL'ITALIA – is launched on November 8, 2010. BABEL TV is the first European TV channel dedicated to "NEW ITALIANS", people of non-Italian origin living in Italy, broadcast on Sky Italia's pay-TV package, channel 141 (www.babel.tv). In 2011 Babel won Hotbird TV Awards for the best European satellite television channel in the category Culture and Education. Babel

is a an entertainment/edutainment channel dedicated to opening "cultural windows" on the stories, traditions, cultures and faces of everyone that now calls Italy their home. Programming mixes original productions with TV series, and documentaries acquired from Babel's target countries and communities. Program scheduling combines Italian produced edutainment shows to the entertainment products purchased from the target regions. Italian productions include original docu-realities, cooking shows, updates on cultural events and international artists, local personalities and community leaders' interviews, stories of foreigners who have succeeded in Italy, and those of young foreigners involved in music, sports and the arts. - Acquired programming from the target countries includes TV series, music, food, travel, lifestyle, documentaries.

My name is Marina Lalovic and I am a Serbian journalist from Belgrade. I am currently living in Rome where I graduated from the University "La Sapienza" in Journalism and Publishing. I am working as a journalist for BABEL TV (SKY channel 141) as well as correspondent from Rome for a Serbian daily "Politika" and also for the radio-television B92 as well for PINK International Company. I am also a Host-Moderator at Rai-Radio3Mondo, a radio show focused on a news from around the world, international press review, stories, interviews and on-the-spot reporting including highlights. In 2009 I also cooperated with Associated Press Television News bureau in Rome. I have been working also as an advertising producer since 2005: responsible for managing all aspects of major advertising campaigns. I would like to participate in this programme mainly because I am dealing with cultural diversity issues on a daily basis through BABEL TV which represents a TV channel completely dedicated to immigration issue in Italy.



LYDIA LANGE - *Germany / Allemagne*

Equal Opportunity Manager

RBB - Rundfunk Berlin Brandenburg - www.rbb.de



Rundfunk Berlin Brandenburg (RBB) is one of 10 German public broadcasting corporations and member of ARD. This cooperative association produces one nationwide television programme and shares a pool of international correspondents. With their mandates defined in a state contract, the broadcast corporations' mission is to serve the public as a whole with comprehensive programmes providing information, education and entertainment. RBB produces a regional television programme and six radio programmes. Adherence to the corporations' public programming mandate is monitored by broadcasting councils made up of public advocacy representatives from organized groups such as trade unions, churches, sports and cultural organizations, and industry. Their task is to represent the interests of the general viewing and listening public.

Born 1954 in Jülich (near Cologne), studied German literature and theatre science at the universities of Cologne and Munich. (Degree M.A.) Journalistic Training at Sender Freies Berlin (SFB), the radio corporation of West Berlin. Since 1983 working as author for different radio programmes, since 1995 permanent editor for the daily radio



programme "Zeitpunkte", with focus on gender policy. Since 2012 Equal Opportunity Manager for Radio Berlin Brandenburg.

ZUBEDA LIMBADA - *United Kingdom / Royaume-Uni*

Co-director

ConnectJustice - www.connectjustice.org



ConnectJustice, a UK based organisation specialises in transnational issues of social and political conflict with a focus on innovative research, evaluation and training. In a world where violence, insecurity and injustice can permeate our interconnected lives, there is nothing so potent as the power to understand context, engage people, and transform conflict. Social and political conflict can arise in numerous forms and places: within and between communities, in a corporate or institutional setting, between states and their citizens, and transnationally. ConnectJustice works with its clients to better understand forms of conflict, to engage all parties, and develop sustainable, just solutions. Our unique approach combines academic excellence with extensive practitioner experience and is informed by our strong ethical framework and commitment to justice. For more information: www.connectjustice.org

Since 2013, Zubeda is a co-director of a newly formed company called ConnectJustice. Her other experience is:

- Extensive experience in project and programme management, strategic planning and project delivery using PRINCE 2 methodology and qualification.
- Enjoy the challenge of undertaking and delivering on projects that are seen as risky and involve stakeholder engagement with partners across different sectors.
- Over ten years experience delivering local and national objectives within budget and a confident international conference speaker. She has extensive expertise developing and managing European projects. Examples include:
 - Birmingham City Council's project lead for a three year EU FP7 programme called "Combating Inequalities through Social Practices of and for Young People in Cities across Europe" (SPYCE) alongside 13 partner cities. (UK, 2013-16)
 - Designed and commissioned a 6 month course in collaboration with Birmingham City University/Birmingham School of Media called "Media Skills workshops" where invited community members attended bespoke workshops which involved media companies e.g. BBC, local radio, newspapers and bloggers. (UK, 2007-10)
 - Country representative on the "A worldwide view of Europe: Does Migration shape our perceptions of Europe, with the Calouste Gulbenkian Foundation (Lisbon, Jan 2010)
 - UK representative on the British Council's Intercultural Dialogue Africa programme. I was also commissioned to write the 'Taking Stock and Moving Forward, An Evaluation of Intercultural Dialogue in Africa' report for the British Council (Uganda/Ghana/UK 2007-9)



FRIEDERIKE MAIER - *Germany / Allemagne*

Board member

CMFE and BFR - www.cmfe.eu



The Association of Free Radio (BFR - Bundesverband Freier Radios) is an association of non-commercial radio broadcasting initiatives in Germany. Free radio stations are self-determined, open media, in particular for the unknown and neglected in words and music. The members of the Federation to operate non-commercial, grassroots, democratic society broadcast that deals critically with the existing social conditions. The BFR organized the joint development (media) policy objectives of free radio stations and program content and broadcast forms. The CMFE was founded in 2004 to strengthen the participation of the "Third Media Sector" in European discussion

and decision-making processes at a moment when freedom of expression and free access to information are increasingly endangered by the consequences of concentration in the media field. CMFE has a total of 107 members from 25 European countries: 50 Individual Members and 57 Organizational Members, of which 26 are (National) Federations.



I am working in community radios for over 15 years, creating radio shows, supporting the survival of servers and networks. I am also part of the board of CMFE (Community Media Forum Europe) and BFR (Bundeverband Freier Radios/Association of Free Radios) with over 30 member radios within Germany. I also studied telecommunications and finished with a diploma in 2008.

ANNA MCKANE - *United Kingdom*

President

EJTA - European Journalism Training Association - www.ejta.eu



The European Journalism Training Association was founded 24 years ago. It groups at present 57 journalism schools from across the greater Europe. Members meet at least once a year for a conference and AGM and this year EJTA is co-sponsor of the World Journalism Education Congress. Members engage in joint projects of research and student journalism. EJTA produced the Tartu Declaration, which is a benchmark of what journalism students should be taught, and which has been adopted by several other organisations, in particular by UNESCO.

After a degree in English and work on local and regional newspapers, Anna McKane joined Reuters news agency. She worked there for 15 years as UK political correspondent, chief sub on the World Desk and deputy features editor. She has also freelanced for national newspapers and magazines in the UK. She taught journalism for 17 years at City University London, and was for several years director of undergraduate studies in the journalism department, where three years ago she was appointed Reader. Her two books are *Journalism: A Career Handbook*, and *News Writing*. A second edition of the latter is due out soon. She was elected President of the European Journalism Training Association in 2009.



YASIR MIRZA - *United Kingdom / Royaume-Uni*

Head of Diversity and Inclusion

Guardian News & Media - www.guardian.co.uk / www.observer.co.uk / www.guardiannews.com

theguardian The Guardian, known until 1959 as The Manchester Guardian (founded 1821), is a British national daily newspaper. Currently edited by Alan Rusbridger, it has grown from a 19th-century local paper to a national paper associated with a complex organisational structure and international multimedia and web presence. Its sister papers include The Observer (British Sunday paper) and The Guardian Weekly. The Guardian in paper form had a certified average daily circulation of 204,222, behind The Daily Telegraph and The Times, but ahead of The Independent. The newspaper's online offering is the second most popular British newspaper website, behind the Daily Mail's Mail Online. Founded in 1821 by John Edward Taylor in Manchester, the 11 members of the first Little Circle excluding William Cowdroy, Jr. of the Manchester Gazette decided to advance their liberalist agenda. They helped then cotton merchant John Edward Taylor form the Manchester Guardian, which he edited for the rest of his life and they all wrote for. With backing from the

non-conformist Little Circle group of local businessmen, The Manchester Guardian replaced the radical Manchester Observer, which championed the Peterloo Massacre protesters. The paper currently identifies with social liberalism. In the last UK general election in 2010, the paper supported the Liberal Democrats, who went on to form a coalition government with the Conservatives. The paper is influential in the design and publishing arena, sponsoring many awards in these areas. The Guardian has changed format and design over the years, moving from broadsheet to Berliner. It has become an international media organisation with affiliations to other national papers with similar aims. The Guardian Weekly, which circulates worldwide, contains articles from The Guardian and its sister Sunday paper The Observer, as well as reports, features, and book reviews from The Washington Post and articles translated from Le Monde. Other projects include GuardianFilm, the current editorial director of which is Maggie O'Kane.

Yasir is Head of Diversity & Inclusion at Guardian News & media, and works across all areas of the business, including editorial, commercial, recruitment, and development. Yasir has overall responsibility for ensuring that on an editorial level, the Guardian better reflects the values of independence and inclusiveness, by not only ensuring a broader diversity of voices to be heard within the papers and websites, but that the Guardian's editorial coverage accurately reflects the diverse societies we live in today. Yasir started out as a freelance consultant and trainer working for various public and private sector organisations. He used to design and deliver training programmes for organisations using interactive theatre and forum techniques, such as Augusto Boal's theatre of the oppressed, as a way to tackle organisational inertia by exploring the dynamics of power, and using interventions to tackle 'oppression' in all its forms. Yasir has also been a stage actor for various productions, and has also worked with children from dis-advantaged backgrounds, using theatre as a technique to build self esteem, confidence, and self expression.



PAMELA MORINIERE - *Belgium / Belgique*

Authors'rights, gender and projects officer

EFJ / IFJ - European / International Federation of Journalists - www.ifj.org

EFJ / IFJ – EUROPEAN / INTERNATIONAL FEDERATION OF JOURNALISTS - The IFJ, in particular its European Branch, the European Federation of Journalists, is an international network of organisations of journalists and media professionals focusing its activities mainly on training and on ethics in the field of journalism. EFJ covers 33 European countries and is made up of national trade unions and professional organisations of journalists and media professionals. EFJ / IFJ is an observer member of the CoE steering committee on Media, and Information Society (CDMC). EFJ / IFJ already was one of the MARS partner organisations. Recently, EFJ / IFJ lead a European survey on initiatives taken in Europe on media and diversity issues (Media4Diversity report published by the EU in 2009) and led a campaign on Ethical Journalism that included dimensions related to diversity and non discrimination. IFJ will be the official and administrative partner of MEDIANE as EFJ does not have, until now, an autonomous administrative status from IFJ. In MEDIANE, EFJ/IFJ will be mostly in charge of issues and topic related to editorial management

Pamela MORINIERE - Authors' rights, gender and projects officer – Belgium. Authors' Rights, Gender and Project officer of the European/international Federation of Journalists. Pamela holds Masters' degrees in Intellectual property law (DEA) and commercial law (L.L.M.) and a diploma in journalism with journalistic experience in Belgian RTL TVI. Prior to joining the IFJ in 2002 she worked for a Brussels-based consultancy. Pamela also worked in 2006-2007 for the Media Entertainment and Arts Alliance, the Australian union of journalists in Sydney. At the IFJ she has run various



campaigns and projects to support the authors' rights system across Europe, defend press freedom, promote gender equality and non-discrimination at work and in news content. She is heavily involved in the IFJ campaign for Ethical journalism

NIKOLAS MOSCHAKIS - *Belgium / Belgique*

European Policy Adviser

EPC - European Publishers Council - www.epceurope.eu



The European Publishers Council is a high level group of Chairmen and CEOs of leading European media corporations actively involved in multimedia markets spanning newspaper, magazine, book, journal, internet and online database publishers, and radio and TV broadcasting. The EPC is not a trade association but a high level group of the most senior representatives of newspaper and magazine publishers in Europe. Members have been working since 1991 to review the impact of proposed European legislation on the press, and then express an agreed opinion to the initiators of the legislation, politicians and opinion-formers with a view to influencing the content of final directives and regulations. The overall objective has always been to encourage good law-making for the media industry.

Nikolas Moschakis is the European Policy Adviser of the European Publishers Council working in Audiovisual, Information Society and Publishing issues. He has worked in a number of campaigns to protect the freedom of the press, to promote the ability of private media companies to invest across all media, the freedom to advertise and to develop new online services. His work in EPC touches on all aspects of media and advertising, health and safety and consumer protection. Before joining EPC, Nikolas worked in both New York and Washington D.C. in international organizations as he has a background in International Relations, Diplomacy and Human Rights.



LISA NÍ CHOISDEALBHA - *Ireland / Irlande*

Executive Director

IBI - Independent Broadcasters of Ireland - www.ibireland.ie



The mission of the IBI is to promote a strong and vibrant radio sector which reflects the preferences and needs of the listening public. The IBI represents the interests of radio station owners to the government and to the independent regulator, the Broadcasting Authority of Ireland (BAI) and other relevant bodies. The IBI also lobbies on behalf of the radio listeners of Ireland and constantly seeks to ensure that the quality of programming remains extremely high. In this regard we regularly contribute to industry consultations and forums on issues ranging from programming to advertising and strategy. The IBI aims to provide a distinct and coherent national voice in the ongoing campaign for competitive equality across the broadcasting sector. Independent broadcasting is intertwined in the life of every community in the country. 70% of the population tune into our stations on a daily basis. This translates into weekday figures of in excess of 2.5 million listeners. With more than 1500 people employed in the sector, independent broadcasters make a significant economic, social and cultural contribution to the Irish economy.

Lisa Ní Choisdealbha has been working in broadcasting since 2002, firstly as the Irish Language Officer with the Broadcasting regulator (Broadcasting Commission of Ireland) and then as the Executive Director with the Independent Broadcasters of Ireland (IBI) which is the representative organisation for Ireland's independent radio stations. She has a MA in



Communications and Cultural Studies from Dublin City University and an MBA from Henley Management College in London. Lisa is a fluent Irish speaker and plays both fiddle and piano.

PARICHEHR NIEMANN - *Germany / Allemagne*

Diversity Manager and Media trainer

NDR - www.ndr.de



North German Broadcasting Company, (Norddeutscher Rundfunk) NDR was founded in 1949 in the British sector in Germany. First broadcasting only in Hamburg and Hannover and in the 1950s in other part of North Germany. Since the German Unification in 1990 the company is broadcasting in 4 federal states in Northern Germany.



Since 1994 working for NDR as Equal Opportunity Officer, Coach & Diversity Manager, Initiator and Board Member of Juliane Bartel Media Prize. Board Member of EBU Intercultural and Diversity Group. Media Diversity Trainer since 2007.

CELEN OBEN - *Cyprus / Chypre*

Chief Editor

Star Kibris - www.starkibris.net



Star Kibris Newspaper was establish in 2007. Now the Star Media Group owns Star Newspaper (daily), Star Cyprus (English -Weekly), TV and radio.



I was born in 1973. I start my professional Journalism in 1990. I mostly work in the sports department and I am professional in sports.

KARIN OBERHOLZER - *Switzerland / Suisse*

Trainee

Radioschule klipp+klang - www.radiolocomotivo.ch

klipp+klang
radioschule

www.klippklang.ch

The Radio School klipp+klang is the training organization of all non-commercial community radios and some of the commercial private radio stations in Switzerland. With financial support of the Swiss government (Federal Office of Communications), the school develops and conducts trainings in radio journalism for volunteers and professionals. Furthermore,

klipp+klang does research and projects, focusing on various aspects of integration and empowerment of marginalized groups and mentally and physically challenged adults. The Radio School klipp+klangholds an EDUQUA-certification (Swiss quality certificate for further Education institutions).

Karin Oberholzer (1967) - I am educated hotel governess and have worked as a waitress. I have also worked in a machine factory and a hospital. For the last two years I am working in a protected working environment in a sewing factory as a sewer. Also privatly I like to sew and knit. As a hobby I am also drawing pictures. One and a half year ago I started doing radio with Radio loco-motivo.



ANNE CLAIRE ORBAN DE XIVRY - *Italy / Italie*

International Project Manager

Media Animation - www.acorban.be



Média Animation est un centre de ressources (sans buts lucratifs) en éducation aux médias pour la communauté francophone de Belgique (Fédération Wallonie-Bruxelles). Il est reconnu et subsidié par les ministères de l'enseignement et de la culture. Le centre est spécialisé dans les domaines de la recherche appliquée, de la formation, de l'information et des ressources éducatives à destination des enseignants, adultes, travailleurs sociaux et professionnels de l'éducation. Media Animation coordonne et participe à différents projets européens dans les domaines de l'éducation aux médias, de la diversité culturelle, de la citoyenneté et de la non-discrimination. Le centre anime activement le réseau européen pour l'éducation aux médias (www.euromedialiteracy.eu) / Media Animation (non profit organization) is a media education resource center and lifelong learning organization for the Belgian French-speaking Community (Brussels Wallonia Federation). It is recognized and subsidized by the Ministry of education and Ministry of culture. The center is specialized for implementing research, information, training and educational resources for teachers, social workers, adults and professionals in educational sector. Media Animation coordinates and participates in different EC funded project in the fields of media literacy, cultural diversity, citizenship and non-discrimination. Media Animation works actively to develop a European network for media literacy (www.euromedialiteracy.eu).

Anne-Claire ORBAN DE XIVRY -International project manager - In her various roles as coordinator of a Youth Organization of Media Education, as media trainer, as member of the Council Superior of Media Education (CSEM – Belgium), Anne-Claire Orban has developed a wide range of expertise in the field of Media Education, especially concerning young people and their web practices. She also taught "Uses and web: challenges and future" at the Institut des Hautes Etudes des Communications Sociales (IHECS, Brussels). In the MARS project of the Council of Europe, she was in charge of the training tools publication. She's now project manager in the international relations sector of the organization for Media Animation (Brussels).



ENRICO PACE - *Italy / Italie*

Editor in chief

Lucca in Diretta - www.luccaindiretta.it

www.luccaindiretta.it is a local online newspaper founded in September 2012 from the ashes of another local newspapers. The goal of the organization is to mix traditional local and institutional news with regional, European and world news coverage. In the home page we introduced not only local sections but also specific pages about Europe, World, Sports, Technology and Social news. In this last section we take a look to social policies, especially diversity and non discrimination, taking inclusiveness into account (Immigrants, LGBT, disabled people, women) using an appropriate language.

Born in Taranto (Italy) 5/10/1974. Graduated in Law at Florence University in 1999, after the high school bachelor in classical studies at Liceo Michelangiolo in 1993. Professional journalist since 2004 at Il Nuovo Corriere di Lucca, I work since 1993 for local magazines and newspapers. Senior editor at Il Nuovo Corriere di Lucca first, then at Il Nuovo Corriere di Firenze, from 2012 I am editor in chief for two on-line newspapers: Lucca in Diretta (news) and Dilettanti Toscana (Sports). Italian and spanish (acquired) mother tongue I speak also a good English and some French.



ANA CRISTINA PEREIRA - *Portugal*

Reporter

Público - www.publico.pt

Público

Público was founded on March 5, 1990. It is a quality paper and is known as a publication of the French school including a lot of extensive articles. The first editor-in-chief of Público was Vicente Jorge Silva. Nowadays, the editor-in-chief is Bárbara Reis. Público is online since 1995 and it was the second Portuguese mainstream newspaper to have an online edition.



My name is Ana Cristina Pereira. I was born in a Portuguese island called Madeira. I have a degree in social communication by Universidade do Minho. I live in Porto. As I said, I work in a national daily Portuguese newspaper called Público since 1999, mainly writing on social exclusion and human rights issues. I'm a reporter. I'm also a writer published by Estampa and I'm a volunteer at Associação para a Cooperação Entre os Povos (a portuguese international aid organization).

Roos QUINTIJN - *Belgium / Belgique*

Lecturer/researcher

Artevelde University College Ghent Belgium - www.arteveldehs.be



Artevelde University College Ghent is a knowledge centre for education, research and services, where students, collaborators and strategic partners cooperate in a stimulating environment. Students and collaborators develop their talents in an internationally oriented college focused on the future. The college educates professionals whose creativity, innovative way of thinking and sense of entrepreneurship are able to cross borders. Artevelde University College Ghent aspires after excellence and durability and is stimulated by its collaborators to do so. Artevelde University College is part of the Ghent University Association and is specialized in professional bachelor degrees.



Master in history. Master in conflict and development. Lecturer. Research on diversity in media. Born Alost, 03/10/1962 Married, 4 children. Worked before in marketing and advertising. Currently lecturer at Artevelde University College, Ghent, Belgium.

RAINER REICHERT - *Germany / Allemagne*

Chairman European committee

Deutscher Journalistenverband - www.djv.de



Founded in 1949 the Deutscher Journalistenverband (DJV) is the stakeholder of professional journalists in all parts of the German media. With more than 38 000 members DJV is the biggest organisation of its kind in the EU. In addition to trade union activities DJV aims to contribute to the social dialogue with ideas and initiatives strengthening the role of ethical journalism as a vital part of democracy.



1951 Law Studies licensed Lawyer Media Law Expert and lecturer. Since 1977 working in journalism as correspondent of regional newspaper Main Echo and its online edition Main Netz. Founder of the pressfoto of the year competition in Bavaria working for DJV as chairman of the European Affairs Committee. Since 2006 member of the labour rights expert group in the European Federation of Journalist and the Constitution Commission of the World Journalism Organisation IFJ.

RÜDIGER ROSSIG - *Germany / Allemagne*

Journalist

Taz. Die tageszeitung - www.taz.de / www.ruediger-rossig.de



Taz, die tageszeitung was founded in 1979 and is - after the end of Financial Times Deutschland - again the youngest of five remaining dailies in Germany. The monthlies published by Times Media (Berlin) - i.e. The Atlantic Times (started in 2004), The German Times (2007) and The Asia Pacific Times (2008) - are the only regular print media in English language from Germany.

Rüdiger Rossig, born in 1967 in Mannheim, Federal Republic of Germany, has been working as a journalist for more than 25 years. After some years as a local reporter he moved to Berlin and specialized on youth subcultures in what was then Yugoslavia. He studied South-East European history and wrote his thesis about (Ex-) Yugoslavia's rock-scene and became editor for the Balkans in the German daily "taz. die tageszeitung". In 1995, he moved to Zagreb, Croatia, to work for United Nations Television and in 1996 to Sarajevo, Bosnia and Herzegovina, to work as a producer for UN Radio. In 1998 he joined the OSCE Mission as director of election supervision in Sarajevo. In 1999 he moved back to Berlin to rejoin his former daily, taz, and work as a journalist and scholar. Today, he is an editor responsible for the first section of taz, a senior editor with Germany's only English-language monthlies, The Atlantic Times, The German Times and the Asia-Pacific Times and author for quite some German, Ex-Yugoslav and international media.



MARCUS RYDER - *United Kingdom / Royaume Uni*

Executive Producer

BBC Scotland - www.bbc.co.uk/programmes/b009wc83



BBC Scotland is the division of the British Broadcasting Corporation, the publicly funded broadcaster of the United Kingdom, responsible for broadcasting in Scotland. BBC Scotland employs approximately 1250 staff to produce 15000 hours of programming for television and radio in both Scotland and the rest of the UK.

Marcus Ryder is the Editor of Current Affairs BBC Scotland. He executive produces all of the television current affairs output produced by Scotland Current Affairs for BBC Scotland, The News Channel and BBC Network. He has executive produced over 20 Panorama programmes including "The Money Farmers", "The Return Of The Secret Policeman", "All Work & Low Pay", "Disabled or Faking It?" "Surgery's Dirty Secrets" and "Smoking And The Bandit". Marcus has won several awards for his programmes including: RTS for Best Regional Current Affairs Programme, The Foreign Press Award for Best Sports Journalism, and five Bafta Scotland Current Affairs awards.



CATHERINE MARY SHANAHAN - *Ireland / Irlande*

Lecturer

DIT - Dublin Institute of Technology - www.dit.ie

Dublin Institute of Technology is Ireland's largest Institute of Technology with over 25,000 students based across a large number of city centre campuses. The School of Media at DIT has 500 plus students who study journalism, languages, public relations and political communications, film and broadcasting as well as creative media



technologies. L'Institut de Technologie a Dublin est le plus grand en Irlande avec 25,000 étudiants basés sur un grand nombre de campus du centre-ville. L'École des médias au DIT compte 500 élèves qui étudient le journalisme, les langues, les relations publiques et des communications politiques, le cinéma et la radiodiffusion ainsi que des Technologies de médias créatifs.

Kate Shanahan is an award winning journalist and radio and television producer. At Dublin Institute of Technology she lectures on both the taught post-graduate M.A programmes and the undergraduate journalism degree programmes. In the undergraduate programme she specialises in journalism practise and on-line journalism. Her research interests include media, politics and society, as well as the impact of on-line news and citizen journalism. In 2011/2012 she was awarded a DIT Teaching fellowship She has set up Ireland's first children's news website with content supplied by DIT journalism students. The site has been shortlisted for four different National Awards. Kate Shanahan est une journaliste primée à la radio et producteur de télévision. A Dublin Institute of Technology, elle donne des cours sur les deux programmes de maîtrise enseignés et les programmes d'études de premier cycle en journalisme. Dans le programme de premier cycle, elle se spécialise dans la pratique du journalisme et le journalisme en ligne. Ses intérêts de recherche portent sur les médias, la politique et la société, ainsi que l'impact des nouvelles en ligne et le journalisme citoyen. En 2011/2012, elle a reçu une bourse d'enseignement DIT Elle a mis en place le premier site de nouvelles pour enfants de l'Irlande avec le contenu fourni par des étudiants en journalisme DIT. Le site a été nommé pour quatre prix nationaux différents



MARTINE SIMONIS – *Belgium / Belgique*

Secrétaire Générale

AJPB – Association générale des journalistes professionnels de Belgique - www.ajp.be
www.ajp.be/diversite / www.quelgenredinfos.be



L'AJP défend et promeut les intérêts des journalistes professionnels en Belgique. Elle traite de toutes les questions professionnelles des journalistes (déontologie, droits, conditions d'exercice du métier, salaires,...), et de celles liées à l'information (liberté de la presse, qualité et pluralisme,...).

Martine Simonis est secrétaire nationale de l'AGJPB depuis 1992 et secrétaire générale de l'AJP depuis sa création, en 1998. Juriste spécialisée en droit social, elle pratique couramment le droit des médias et le droit d'auteur. Elle est responsable du service juridique, de la gestion quotidienne de l'association, de l'équipe et des projets de l'AJP. Soucieuse d'améliorer les services de l'AJP aux journalistes, elle est à l'origine de nombreuses actions et projets, dont le Fonds pour le journalisme en 2009, et en 2013, la création d'AJPro (formation permanente). Depuis 2010, elle a porté au sein de l'AJP un projet de sensibilisation des rédactions aux questions de genre et de diversité dans l'information et dans les effectifs journalistiques. Au plan international, elle a mené de nombreuses missions d'expertises et de formation, notamment pour la Fédération Internationale des Journalistes (FIJ), l'Organisation intergouvernementale de la Francophonie (OIF) ou le Conseil de l'Europe.



MICHAEL SIMOPOULOS - *Cyprus / Chypre*

Community Media Coordinator

CCMC - Cyprus Community Media Centre - www.cypruscommunitymedia.org



Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

I am working as Community Media Coordinator at CCMC having previously worked as Project Coordinator of the Collaborative Media Initiative, a project aiming to create a platform of collaboration between media professionals in Cyprus. From August 2011 - April 2012 I was assistant researcher on a project examining the Cyprus legal framework of transparency of media ownership. I previously worked as a researcher on transitional justice and reconciliation at INCORE, Northern Ireland, and social policy at INDEX Research and Dialogue. From 2008-2009 I held the position of Press Officer at the Republic of Cyprus High Commission in London.



VINCENT SNEED - *Belgium / Belgique*

Manager

AER - Association Européenne des Radios - www.aereurope.org



L'Association Européenne des Radios (AER) défend les intérêts de plus de 4500 stations de radio privées de toute l'Europe. L'objectif principal de l'AER est le développement du meilleur cadre réglementaire pour l'activité des radios privées en Europe. L'AER suit les actions de l'UE dans les domaines suivants, en particulier: médias, télécommunications et radios; afin d'enrichir et de développer le secteur des radios privées. L'AER encourage la coopération entre ses Membres et avec d'autres stations de radio et association européennes, en vue de préserver et de développer la liberté d'expression, la liberté d'entreprendre, l'initiative privée et la protection des auditeurs. The Association of European Radios (AER) is a Europe-wide trade body representing the interests of over 4,500 private/commercial radio stations across the EU27 and in Switzerland. AER's main objective is to develop and improve the most suitable framework for private commercial radio activity. AER constantly follows EU actions in the fields of media, telecommunications and private radio transmission, in order to contribute, to enrich and develop the radio sector. AER encourages co-operation between its members and with other European radio stations and associations, in order to preserve and develop freedom of speech, freedom of enterprise, private initiative and the protection of listeners.

Vincent Sneed is manager at AER. He has worked for AER since 2006: he represents private / commercial radios from all across Europe to the EU institutions through the drafting of position papers and policy briefings, contacts with EU Institutions' representatives, and organisation of events and conferences. He holds an MA in European Law from the University of Pau et les Pays de l'Adour (Bayonne). He speaks French, English, Spanish and Italian.



MARTA SOKOL - *Belgium / Belgique*
EU affairs and Communications Officer

ACT - Association of Commercial Television in Europe - www.acte.be



The Association of Commercial Television in Europe (ACT) is a trade body for the commercial broadcasting sector in Europe. Formed in 1989, the ACT has thirty-three member companies active in 37 European countries, operating and distributing several thousand free-to-air and pay-tv channels and new media services. By offering a wide range of choice and variety to the viewer, the sector is a leading source of entertainment and information to millions of European citizens. These companies, via their membership in the ACT, are part of a unique European platform for learning about new developments and case studies in the fast-moving world of digital media, either via our Working Groups, or on individual request.

Marta Sokol joined the ACT in January 2011. She graduated with a Master in European Studies from the University of Maastricht and hold a postgraduate degree in public relations. Marta has 3 years of experience working in Brussels in communications and public policy in the field of media and information technology. Marta speaks Polish, English and French. She is responsible for internal and external communications activities within the ACT. This includes maintaining relationships with ACT members and to liaise with them on the European issues to their interest. For this encounter, she sees a need for the representation of private broadcasters while talking about diversity issues in media. She hopes to contribute to the meeting by providing examples and best practices in including diversity in the procedures and day-to-day work at commercial TV companies.



ELONKA SOROS - *United Kingdom / Royaume-Uni*
Editor

BBC - www.bbc.co.uk/ukblack www.bbc.co.uk/desidownload



BBC English Regions, part of the BBC News Group, is made up of 3,000 staff based from the Channel Islands in the south to the border with Scotland in the north. BBC English Regions is split into 12 regions, which each broadcast regional news programmes throughout the day and weekly politics, current affairs and sport shows from their regional centre. Each region has up to six local radio stations and up to six BBC Local websites.

Elonka Soros is the Editor, Diversity and Communities, BBC English Regions. She is a BBC trained journalist and programme maker. A radio specialist she has held roles as news Editor, Producer, Presenter and reporter across various English local radio stations. Her current Editor role supports journalists working in Radio, TV and New Media across England including the Minority Ethnic Community Specialists team who produce the Asian African Caribbean and Chinese community programmes at www.bbc.co.uk/ukblack and www.bbc.co.uk/desidownload Elonka specialises in developing new audiences and partnerships. She is currently leading work with the Community Media Association and the BBC that is pioneering content sharing and talent development from non-traditional routes into media.



STEFAN TENNER - *Germany*

MEDIANE Coordinator

CMFE - Community Media Forum Europe - www.cmfe.eu

CMFE

COMMUNITY MEDIA FORUM EUROPE

Founded in 2004, CMFE links various members of the Third Media Sector at the European level. The "Third Media Sector" is made up of non profit-making media serving a local community and has as such a clearly distinct identity alongside the national public service sector and private commercial media. The

CMFE is a common platform for networks, national federations and projects active within this sector. It has an observer status with the Steering Committee on the Media and Information Society (CDMSI) of the Council of Europe and is part of the CoE International Non-Governmental Organisations (INGO) Conference. Currently, CMFE has 107 members (of which 26 are National Federations) from 25 European countries. Among its affiliate members it counts also individuals and organisations from Africa, Asia and North America. Community media, taking the form of broadcasting and/or other electronic media projects, as well as print format, may share to a greater or lesser extent some of the following characteristics: independence from government, commercial and religious institutions and political parties; a not-for-profit nature; voluntary participation of members of civil society in the devising and management of programmes; activities aiming at social gain and community benefit; ownership by and accountability to the communities of place and/or of interest which they serve; commitment to inclusive and intercultural practices.



STEFAN TENNER is a journalist, worked as a correspondent in South Eastern Europe or research associate at the Berlin University of the Arts, coordinator for several European radio projects and media trainer. He is engaged in community station Radio CORAX and the Association of Free Radios in Germany (BFR).

WALTHER TJON PIAN GI - *The Netherlands / Pays-Bas*

Owner

NYUKWHA / Freelance

Pioneer Consultancy in cultural diversity in arts and media in the Netherlands, since 1987. Keyword: inclusiveness. Contributed largely to the development of cultural diversity awareness in the Netherlands, represented the frontrunning position of the Netherlands abroad.

Consultant in cultural diversity in arts and media, in conjunction with managing and consultancy jobs at Scarabes consultancy, The Netherlands Arts Council, The Netherlands Fund for the Performing Arts, MiraMedia and Multicultural Television Netherlands. Since 1987. Speaker and moderator at different congresses in Europe and Canada.



VALENTIN TODOROV - *Bulgaria / Bulgarie*

Managing Editor

Novi Iskar online - www.noviiskar.bg

noviiskar.bg

Online news
from Sofia
and Novi Iskar



Novi Iskar online (www.noviiskar.bg) is a Bulgarian community online media, based in town of Novi Iskar, who is part from Bulgarian capital city Sofia. The media has been working since 2009 and offers news, analysis and comments from Bulgarian capital city Sofia, from town of Novi Iskar and from the whole country as well. Novi Iskar online is one of the main sources of information for

Sofia and Novi Iskar as well, for the Bulgarian press and electronic media - newspapers, magazines, TV and radio stations. The media provides the fastest and the most exact information about Novi Iskar, Sofia and Bulgaria to the world newswires and foreign media. Novi Iskar online is profiled as an online information platform aimed to all age groups of Internet users. The team of journalists, who is created Novi Iskar online believes that in today's digital era and the information society, it's extremely important to the citizen from our town and region, to know not only what happened and why in Novi Iskar and Sofia, but who and what drives the development processes in the northern part of the Sofia Municipality.

I'm working as a journalist for more than 15 years, and my professional practice is related to intensive media work in different spheres. I have explored in detail various European matters and I'm constantly focused on keeping up-to-date with the latest European topics and campaigns on our continent as a Council of Europe's diversity and anti-discrimination campaigns and initiatives for the past years. My rich experience in the journalism have shaped a rather flexible and varied professional profile. I have background with multiple areas of work such as journalistic writing in print media and Internet-based news matters. Among of my professional interests are the themes of anti-discrimination, multiculturalism and diversity in Europe. Currently I'm working as a Managing Editor in one popular in Bulgarian capital city Sofia community online based media.



VITOR TOME - *Portugal*

Education editor

Reconquista



Vitor Tomé, 43, is an invited teacher at the New University of Lisbon, where he teaches Media Education. Nowadays he is developing a post-PhD research project at the University of Algarve (Portugal), Catholic University of Milan (Italy) and Centre

de Liaison de l'Enseignement et les Médias d'Information (Clemi – Paris). He is also a professional journalist since 1993, has a degree in Education and a PhD in Media Education. He worked in SEVERAL research projects in Portugal (i.e. Children and Youth in the News, Media Education in Castelo Branco) and abroad (i.e. Pestalozzi Programme, No Hate Speech Movement, MARS). Nowadays I'm working as a freelance journalist for the regional newspaper Reconquista, based in Castelo Branco, established in 1945 and one of the most well-known regional newspapers in Portugal. Reconquista won a special mention from the World Association of Newspapers for his role in a research project related with schools, media and young people.



MARINA TUNEVA - *FYROM / ARYM*

Board Member / Lecturer/Trainer

EJTA - European Journalism Training Association / School of Journalism and Public Relation

www.vs.edu.mk



ВИСОКА ШКОЛА ЗА НОВИНАРСТВО
И ЗА ОДНОСИ СО ЈАВНОСТА

The European Journalism Training Association was founded 24 years ago. It groups at present 57 journalism schools from across the greater Europe. Members meet at least once a year for a conference and AGM and this year EJTA is co-sponsor of the World Journalism Education Congress. Members engage in joint projects of research and student journalism. EJTA produced the Tartu Declaration, which is a benchmark of what journalism students should be taught, and which has been adopted by several other organisations, in particular by UNESCO.

Marina TUNEVA - is a Lecturer at the School of Journalism and Public Relations, Skopje, Macedonia; Trainer for the Macedonian Institute for Media. She is working in the area of media communication, trainings in PR/media relations/diversity reporting/peace journalism/communication skills, planning and implementing of media campaigns, production of communication strategies, monitoring and evaluation of campaigns, strategies and project implementation, production of promotional materials and publications, drafting speeches, organizing promotional events, web content management, networking and communication with groups of interest and stakeholders, media monitoring, press clipping, writing of reports from different events, etc. She is author of several publications, among which the Diversity Reporting Handbook, the book "Media, Citizens and Intercultural Communication" and "Introduction to Public Relations".



MURAT TUREMIS – *Germany / Allemagne*

Freelance

Photographer / Journalist - www.murattueremis.com



My work as a photographer is published at German and international magazines and newspapers. My work is always in human interest. The exchange and cooperation with colleagues will give me the possibility to wide my network and new perspective. So at the end I can offer new stories to all the magazines and newspapers in the near future. 1989-1990 studies at parson school of design, New York and personal assistant to prof. Ben J. Fernandez, New York - Since 1988 freelance photographer and photo journalist. Publications in magazines and newspapers like Geo, Stern, Spiegel, Merian, Die Zeit, WDR, SZ-Magazin, Elle, National Geographic magazine Turkey, NZZ, International Herald Tribune, New York Times. Commercial clients included SAP, Euwax ag, Julius Baer Bank, CitiBank amongst others - 1986 - 1991 - Study of photography at the university of applied sciences Dortmund. Works as full-time photo assistant in car photography, advertising photography and fashion – 1964 - Born in Kirchheim Teck, Germany.

IRYNA ULASIUK - *Italy / Italie*

Global Governance Programme / Research Strand on Cultural Pluralism

European University Institute / Robert Schuman Centre for Advanced Studies - www.eui.eu



The European University Institute (EUI) is an international centre for doctorate and post-doctorate studies and research. It also hosts the Robert Schuman Centre for Advanced Studies (RSCAS) which is devoted to inter-disciplinary, comparative, and policy research on the major issues on the European integration process. In addition to its own faculty, the Centre hosts a large post-doctoral fellowship programme, academic and non-academic visitors, and it is committed to enhance the dialogue with the world of practice.

Iryna Ulaisuk is a linguist and a lawyer. In the last 8 years she has been dealing with the promotion of the rights of marginalised groups of people, national minorities and migrants. In the media, her doctoral thesis dealt with the European (primarily Council of Europe's), international and domestic practices with regard to media pluralism and freedom issues, more precisely with legal regulation of linguistic and ethnic diversity in public and private broadcasting and print media. Since 2010, she has worked as a researcher for various EU projects, including the Mediva Project (Media for Diversity and Migrant Intergration consolidating knowledge and assessing media practices across the EU) and the Accept



Pluralism Projects. She is a co-author of an innovative toolkit "Media Diversity Assessment Indicators" and a bibliographic database on the studies assessing the capacity of European media to promote migrant integration. Iryna Ulasiul is currently a researcher for the cultural pluralism strand of the global governance programme of the European University Institute

LUCIA VASELLA - *Switzerland / Suisse*

Trainer & Project Manager

Rudioschule klipp+klang - www.klippklang.ch

**klipp+klang
radioschule**

© www.klippklang.ch

I am working for the Radio School klipp+klang. This school was launched over 15 years ago and the inclusion of underrepresented groups and persons in media has always been a very important topic. The school offers cheap radio trainings for everyone and launches a lot of projects that focus on the inclusion of diversity in radio production. Therefore we are very interested in exchange of professional practise. We are looking for inputs and common developments regarding this topic and to get to know other projects that aim on diversity inclusiveness.

Lucia Vasella (1979) - I am currently working as freelance journalist and as project coordinator and radio trainer for the Radio School klipp+klang in Switzerland. I am also co-founder and organiser of the yearly listening festival sonOhr Hörfestival in Switzerland, a contest for radio documentaries and radio plays launched in 2011. I've studied Social Anthropology and Media Science. During and after my studies I've worked for six year for the local community radio station Radio RaBe in Bern, first as programm coordinator, later as news journalist and project manager.



PATRICK VERNIERS - *Belgium / Belgique*

International Department Director

Media Animation - www.media-animation.be



Média Animation est un centre de ressources (sans buts lucratifs) en éducation aux médias pour la communauté francophone de Belgique (Fédération Wallonie-Bruxelles). Il est reconnu et subsidié par les ministères de l'enseignement et de la culture. Le centre est spécialisé dans les domaines de la recherche appliquée, de la formation, de l'information et des ressources éducatives à destination des enseignants, adultes, travailleurs sociaux et professionnels de l'éducation. Media Animation coordonne et participe à différents projets européens dans les domaines de l'éducation aux médias, de la diversité culturelle, de la citoyenneté et de la non-discrimination. Le centre anime activement le réseau européen pour l'éducation aux médias (www.euromedialiteracy.eu) / Media Animation (non profit organization) is a media education resource center and lifelong learning organization for the Belgian French-speaking Community (Brussels Wallonia Federation). It is recognized and subsidized by the Ministry of education and Ministry of culture. The center is specialized for implementing research, information, training and educational resources for teachers, social workers, adults and professionals in educational sector. Media Animation coordinates and participates in different EC funded project in the fields of media literacy, cultural diversity, citizenship and non-discrimination. Media Animation works actively to develop a European network for media literacy (www.euromedialiteracy.eu).

Patrick Verniers est directeur des relations internationales de Media Animation asbl (association d'éducation permanente et centre de ressources en éducation aux médias). Il est également vice-président du Conseil Supérieur de l'éducation aux médias de la Fédération Wallonie-Bruxelles. Expert auprès de la Commission

Européenne et du Conseil de l'Europe, il a initié et coordonné plusieurs programmes européens en matière d'éducation aux médias. Patrick Verniers est maître de conférence invité à l'école de communication de l'Université Catholique de Louvain-la-neuve (Belgique) et Président du Master en éducation aux médias à l'IHECS (Institut des Hautes études en communication sociale, Bruxelles). Il coordonne et participe à des projets européens en matière d'éducation aux médias, de citoyenneté, diversité culturelle et de lutte contre les discriminations. / Patrick VERNIERS is international department director of Media Animation (resource centre for Media Education and lifelong learning centre). Vice-president of the governmental higher board for Media Education of the Brussels Wallonia Federation (Belgium). He is expert for the Council of Europe and for the European Commission. Senior Lecturer for the communication school of UCL (Catholic University of Louvain-la-neuve) and President of the Media Education Master at IHECS (Higher School for Social Communication, Brussels). He contributes and coordinates different European projects in the field of media education, non discrimination, citizenship and cultural diversity.



MOSCHOS VOITSIDIS - Greece / Grèce

President

ESIEMTH - Journalists' Union of Macedonia (Greece) and Thrace Daily Newspapers - www.esiemth.gr

The Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) is a trade union, representing over 800 professional journalists in Northern Greece. It is a full member of the International Federation of Journalists (IFJ) and the European Federation of Journalists (EFJ), serving on the EFJ's Steering Committee. ESIEMTH also serves as co-chairman of the EFJ's Labor Rights Experts Group and is represented in the EFJ's Broadcasting Experts Group.

I have been a journalist since 1976 and am also a practicing attorney at law. I have served as president of the Journalists' Union of Macedonia and Thrace Daily Newspapers (ESIEMTH) since 2008. During this time, I have set as a priority the Union's involvement in European campaigns that aim at safeguarding labor rights, promoting freedom of expression and maintain high standards of journalism.



ALEXANDER VOJVODA - France

MEDIANE Internship

Council of Europe - www.coe.int/mediane



The Council of Europe (CoE), based in Strasbourg (France), covers virtually the entire European continent, with its 47 member countries. Founded on 5 May 1949, the Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. The Council of Europe aims at creating a common democratic and legal area throughout the whole of the continent, ensuring respect for its fundamental values: human rights, democracy and the rule of law, which are the foundations of a tolerant and civilised society and indispensable for European stability, economic growth and social cohesion. The main objectives of the CoE are to protect human rights, pluralist democracy and the rule of law; to promote awareness and encourage the development of Europe's cultural identity and diversity; to find common solutions to the challenges facing European society; to consolidate democratic stability in Europe by backing political, legislative and constitutional reform.

Alexander Vojvoda - MEDIANE Trainee. Alexander has worked for various community-based media projects as chief editor, journalism trainer, programme manager or project manager. Currently, he works on quality and listenership researches in the area of community media and organises projects on the intersections of media, politics, art and culture. Alexander holds a MSc Degree in Sociology (JKU Linz) and a MA Degree in Political Communications (Goldsmiths College London).



FABIEN WILLE - *France*

Maître de Conférences

Université de Lille / Faculté des Sciences du Sport et de l'Education Physique - er3s.univ-lille2.fr/accueil.html



L'ER3S, Equipe de recherche septentrionale: "sport et société", a orienté son activité scientifique autour de la question des médias de sport en général et plus précisément sur les problématiques de responsabilité sociale plus récemment. Ces recherches servent de point d'appuis pour différentes formations dispensées au sein de la Faculté des Sciences du Sport. The ER3S, Equipe de recherche septentrionale: "sport et société" (Northern Research Team: "Sport and Society"), has directed its scientific activity around the issue of

sports media in general and more specifically on the issues of social responsibility recently. These studies serve as a point of support for various training programs offered in the Faculty of Sport Sciences.

Professeur des Universités, spécialiste des questions relatives aux relations entre sport et médias, je développe actuellement un champ de recherche autour de la question de la responsabilité sociale des médias de sport. J'ai réalisé différentes expertises à ce sujet et notamment au sein du projet MARS, en assistant, en participant et parfois en animant différentes rencontres. Je coordonne un projet de recherche : MéDiS (Médias et Diversité dans le Sport) financé par la MESHS (Maison Européenne des Sciences de l'Homme et de la Société) et je suis par ailleurs responsable d'une équipe de recherche intitulée : Responsabilité et stratégie des acteurs du sport, au sein d'une nouvelle unité de recherche régionale. Professor, specializing in issues related to the relationship between sport and the media, I am currently developing a search field on the question of the social responsibility of sports media. Professor, specializing in issues related to the relationship between sport and the media, I am currently developing a search field on the question of the social responsibility of sports media. I made different expertise on this subject (CSA belge) and in particular within the MARS project, attending, participating and sometimes animating various meetings. I coordinate a research project: Medis (Media and Diversity in Sport) funded MESHS (European Maison des Sciences de l'Homme and society) and I am also responsible for a research entitled: Responsibility and strategy involved in sport, in a new unit of regional research.



ROBIN WILSON - *United Kingdom / Royaume-Uni*

Independent researcher

Consultant on Intercultural Issues - www.robinwilson.eu

Dr Robin Wilson is an independent researcher who advises the Council of Europe on the subject of intercultural dialogue. He has a background in journalism, including as editor of the magazine Fortnight in the 1980s and 1990s. He is a political scientist and has published many texts on issues of nationalism, ethnic conflict and power-sharing. Dr Robin Wilson est chercheur indépendant qui conseille le Conseil de l'Europe au sujet du dialog interculturel depuis 2002. Il a



eu aussi une formation comme journaliste, y compris comme editeur du magazine Quinze Jours en less annees 80s et 90s. Il est scientifique politique, et a publie beaucoup de textes autour du nationalisme, du conflit ethnique et du partage du pouvoir.

YUKLAN WONG - *Belgium / Belgique*

Campaigns and project officer

EFJ / IFJ - European / International Federation of Journalists - www.ifj.org



EFJ / IFJ – EUROPEAN / INTERNATIONAL FEDERATION OF JOURNALISTS - The IFJ, in particular its European Branch, the European Federation of Journalists, is an international network of organisations of journalists and media professionals focusing its activities mainly on training and on ethics in the field of journalism. EFJ covers 33 European countries and is made up of national trade unions and professional organisations of journalists and media professionals. EFJ / IFJ is an observer member of the CoE steering committee on Media, and Information Society (CDMC). EFJ / IFJ already was one of the MARS partner organisations. Recently, EFJ / IFJ lead a European survey on initiatives taken in Europe on media and diversity issues (Media4Diversity report published by the EU in 2009) and led a campaign on Ethical Journalism that included dimensions related to diversity and non discrimination. IFJ will be the official and administrative partner of MEDIANE as EFJ does not have, until now, an autonomous administrative status from IFJ. In MEDIANE, EFJ/IFJ will be mostly in charge of issues and topic related to editorial management

Yuk Lan WONG - Campaigns and project officer – Belgium. Yuk Lan Wong is the campaigns and projects officer of the International/European Federation of Journalists. She joined the Federation since August 2009 after she obtained her Joint Honours' degree in Social Policy and Journalism, Films and Media Studies at Cardiff University in the UK. During her studies, she also obtained work experience at the United Nations Association in Wales, where she was the coordinator of the Young Professional Network. She has been involved in various European projects in promoting ethical journalism, media diversity and trade union rights.



HAZAL YOLGA - *Cyprus / Chypre*

Communications and Advocacy Coordinator

CCMC - Cyprus Community Media Centre - cypruscommunitymedia.org



Established in 2009, the Cyprus Community Media Centre (CCMC) works to empower civil society organisations and community groups with the tools to communicate their message to a wider audience. Through training and dedicated production support, equipment loan and access to a state-of-the-art production studio, CCMC promotes the benefits of community-based media by giving people the skills to be in control of their own messages. We believe that through our work we can be an example of best practice, aiding the establishment of a vibrant community media sector in Cyprus.

Hazal Yolga was born in Nicosia, Cyprus in 1987. She completed her undergraduate degree in Mathematics at the University of New Hampshire and then received an M.A. degree in Communication, Culture, & Technology from Georgetown University. She is the Communications and Advocacy Coordinator/TC at Cyprus Community Media Center.



CHARA ZYMARA - *Cyprus / Chypre*

Journalist

Freelance

My name is Chara Zymara and I was born in Cyprus. I have studied Political Sciences at the Aristotle University of Thessaloniki and have obtained my MSc in European Political Economy from the London School of Economics and Political Science. Having completed my educational studies in 2011, I returned to Cyprus, where I pursued a career in journalism. I have worked as Economics/Business editor for Kathimerini newspaper from January 2012 to March 2013. In the meantime, I was also working as Supportive Administrative Staff for the Faculty of Social and Political Science of the University of Cyprus, where I study for my PhD (in Political Science). In March 2013, I had the opportunity to work as a fixer for the french news agency ARTE and the British BBC, with whom (ie BBC) I have established a partnership as freelance journalist specialized in Cyprus issues ever since.

