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**Global
Press**

INSTITUTE
JOURNAL
NEWS SERVICE

2017 ANNUAL Report

Bans in Wake of Avian Flu Outbreaks Pummel African Poultry Industries
by Esther Nsapu, GPJ DRC

Annual Overview

Dear Reader,

This was a year of growth, change and progress at Global Press.

Political chaos in much of the world brought the need for our work into sharp focus. The emergence of fake news and alternative facts heightened awareness about fact checking, verification and responsible publication practices, all of which have long been hallmarks of Global Press.

Global rights movements centered on fighting racism and extremism helped readers place new value on journalism that highlights human connection, rather than punctuating differences to cultivate derision. And the recent slew of sexual assault and harassment claims offered new evidence that gender justice must remain a priority in all professions. Through the tumult of the year, Global Press stood as a model of dignity-driven journalism that prizes diversity in both the topics we cover and the people we hire to produce the news.

In 2017, Global Press grew in both size and sophistication. We opened three new bureaus, trained 14 new reporters and produced three times the amount of high-quality news coverage than in the year before. We launched a feature podcast and succeeded in producing comprehensive coverage from dozens of places on earth. We invested in operations and added expert team members to country, regional and HQ teams. In total, our budget grew by nearly 60 percent this year!

Despite all of this wonderful change, there is something else that I am most proud of.

In 2017, we accomplished one of my long-time goals of ensuring that Global Press becomes a world-class workplace for both international and U.S.-based team members. This year, we

debuted a competitive compensation strategy to ensure our ability to recruit and retain talent. We created new benefits packages that include health care and professional development for every member of our team, including reporters based around the world! We implemented a new, global maternity leave policy that offers all Global Press staff paid, flexible leave. We expanded our Duty of Care program to include physical, emotional, digital and legal security to ensure that all reporters, editors and trainers are safe and healthy.

Too often the world laments the decline in quality journalism, but fails to recognize that most of the world's journalism jobs are low-quality employment opportunities. I am proud to say that Global Press has become an exceptional employer of women and journalists.

In the pages that follow you will learn more about our core values and key programs. You will understand how we value and define diversity. You will see some of the year's standout stories. And you will come to understand that Global Press journalism is sparking change across the world. This year, we learned that policy makers, movement builders, NGOs and ordinary citizens use our journalism as the basis for action, large and small.

On behalf of the growing Global Press team, thank you for your continued support. I hope you are as proud of our progress as I am. As always, I welcome your feedback.

Sincerely,



Cristi Hegranes

Founder & Executive Director

The Basics

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Mission

Global Press uses journalism as a development tool to train and employ women in developing media markets to produce high-quality local news coverage that elevates awareness and ignites social change.

How it Works

Global Press is creating a new foundation for a just and informed world by operating high-quality independent news bureaus in the world's least-covered places. Global Press Institute trains local women to learn the principled practice of professional journalism. All training graduates are offered long-term employment at Global Press Journal, our award-winning publication. Here, they work within a robust editorial structure to produce accurate, integrity-rich journalism that features local voices, deep context and nuanced analysis. Stories are published in local language and English. Then, they are widely disseminated across the world via Global Press News Service, our innovative syndication division.

Core Values

In order to produce accurate, authentic journalism from some of the world's most-challenging locations, Global Press conducts all editorial, financial and daily operations based on a set of core values:

Dignity

Global Press values the dignity of all people. We create dignified employment opportunities that result in the production of dignity-driven journalism. Our journalists challenge stereotypical victim-based narratives of poverty and disaster by giving voice to non-elite sources who offer new perspectives.

Diversity

Global Press aims to accurately represent the diversity of our world in its hiring practices and its news coverage. We prioritize both physical and cognitive diversity. Global Press benefits from the creativity, innovation and journalistic balance that occurs when people who have different access, experiences and perspectives work together.

Transparency

Global Press believes that journalism thrives in transparent environments. Global Press makes editorial processes, financial reports, gift acceptance policies and other key decision-making materials transparent and accessible to the public on all websites.

Excellence

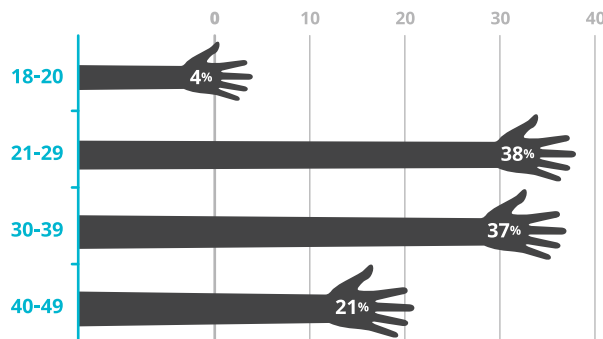
Global Press will become the news organization of record from the developing world. Global Press invests in the training and professional development of every employee. Our editorial process is defined by a non-assignment policy, which allows local reporters to pitch and report stories most relevant in their communities. Every Global Press story goes through a multi-tiered accuracy process that includes fact checking, copy editing, translation and editorial production.

Newsroom Diversity at Global Press

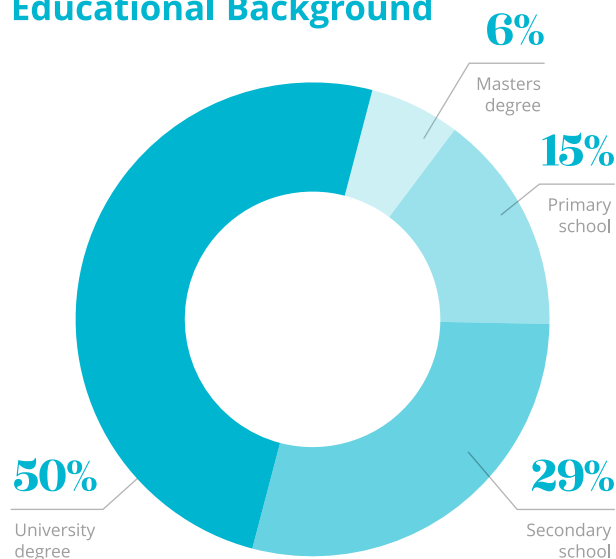
Global Press seeks to simultaneously disrupt inequality in the newsroom and in the representation of the people and places it covers. Our reporters come from diverse educational and socioeconomic backgrounds. They represent different races, religions, tribes, castes and generations, which enables them to cover their similarly-diverse communities with knowledge and nuance.

Reporters

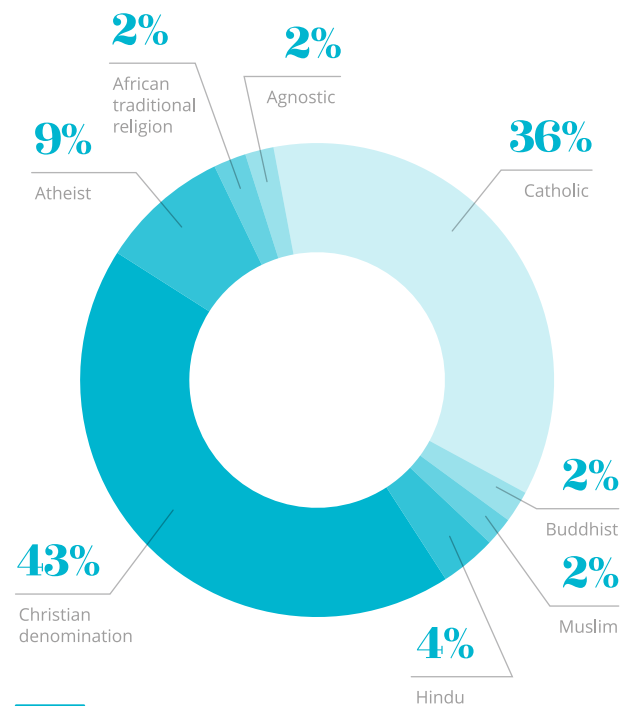
Age Range



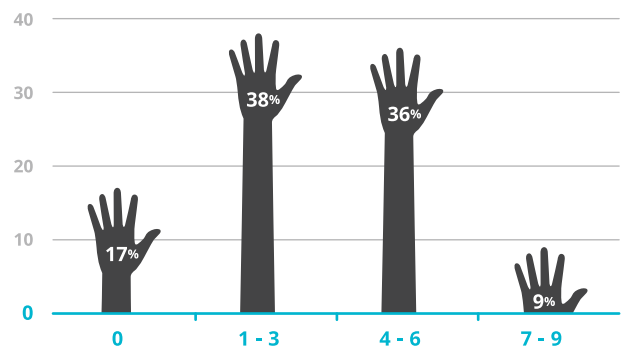
Educational Background



Religion



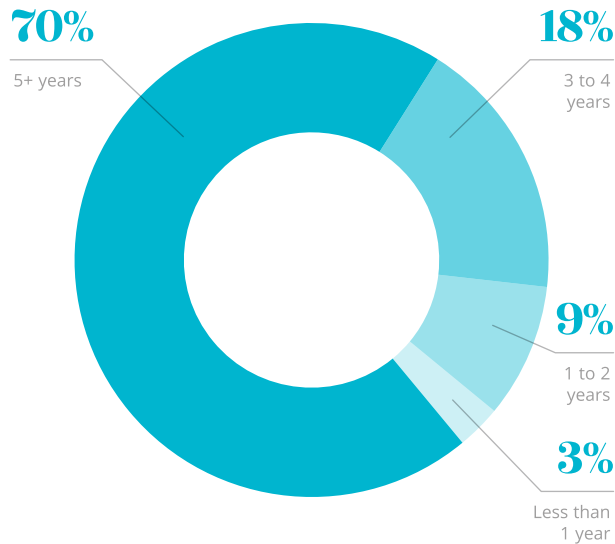
of Dependents



In total **Global Press** reporters speak 25 languages

Reporters

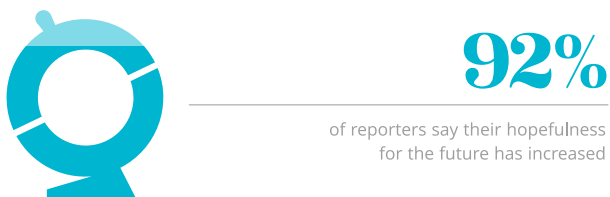
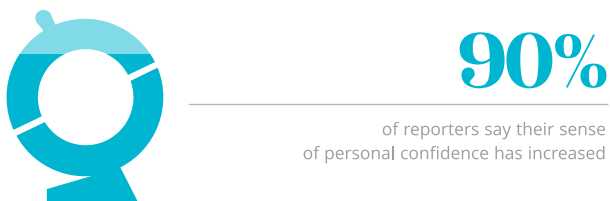
Reporter Tenure at Global Press



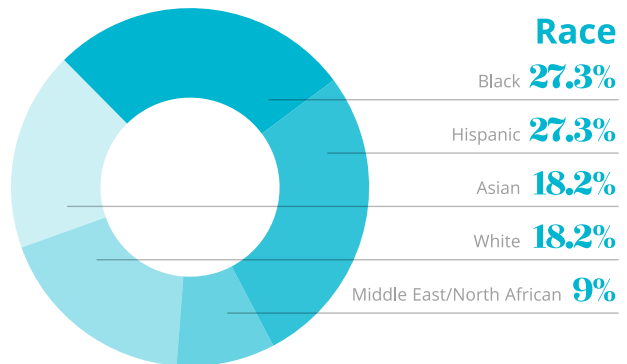
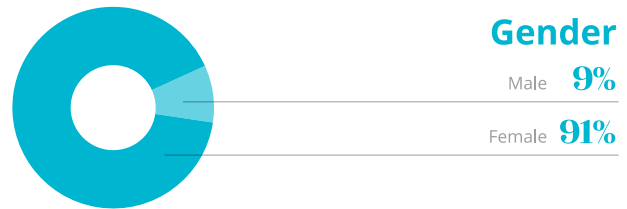
81% of Global Press reporters

are the primary earners in their households.

Since joining Global Press

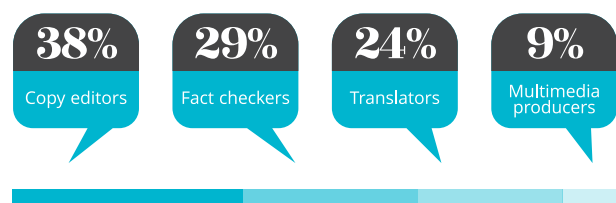
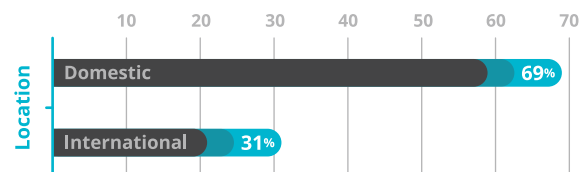
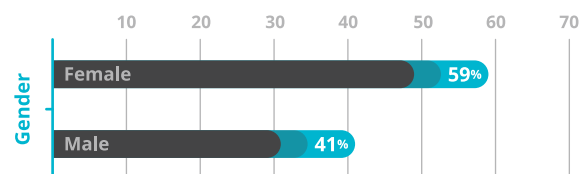


Global Press HQ Diversity



The Global Press Accuracy Network

Global Press employs accuracy professionals to support the editorial process as fact checkers, copy editors, translators and producers.



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Duty of Care

Global Press defines duty of care as prioritizing the physical, emotional, digital and legal safety of our team members. For media organizations that employ foreign correspondents, security protocols are often limited to extraction. But because Global Press reporters live in the communities that they cover, extraction is not an option. We have designed an industry-leading duty of care strategy that will become a book in 2018!



After Quake, Mexico City Residents Unite to Search for Survivors
by Mayela Sánchez, GPJ Mexico

Physical Security

Global Press uses a combination of proactive training and reactive emergency protocols to mitigate risks and quickly respond to threats.

Emotional Security

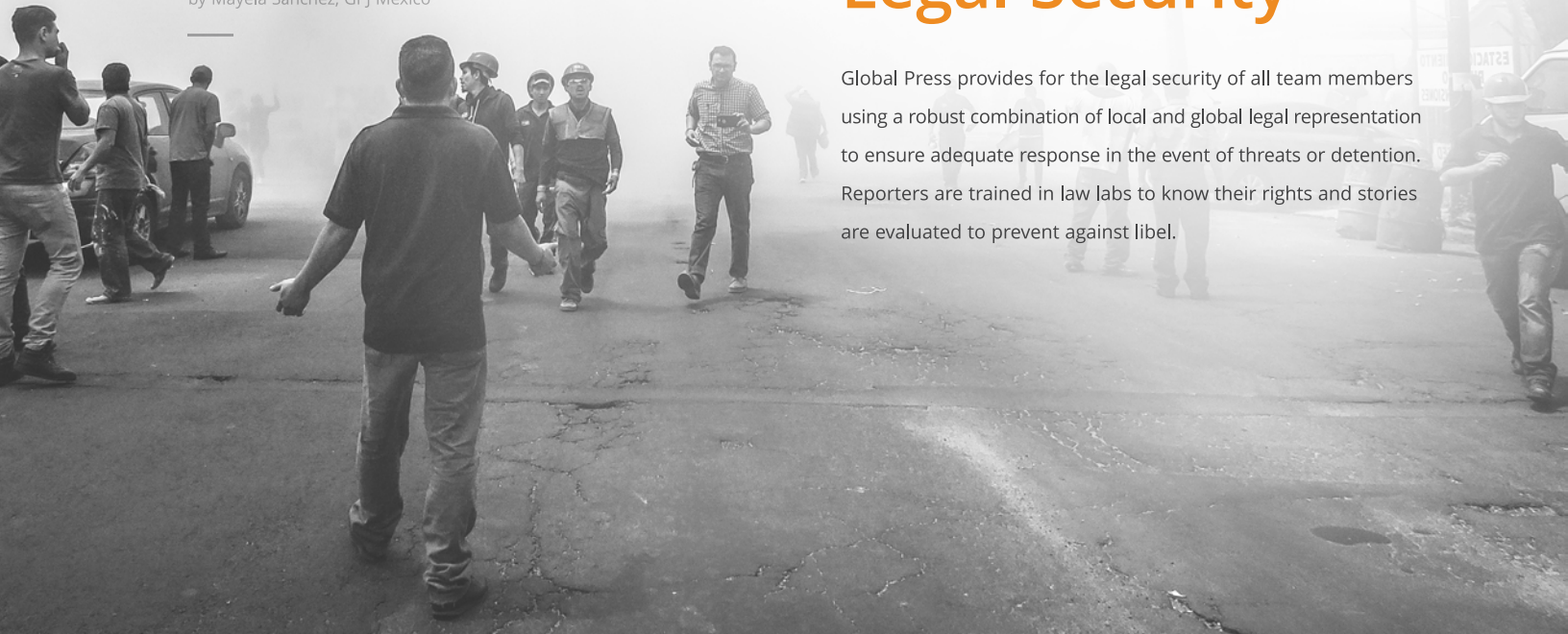
Global Press employs a variety of practices to monitor and provide for the emotional security of our team members to foster a culture of both psychological resilience and mental health. Workplace wellness programs, PTSD-screening and culturally-appropriate counselling sessions have become hallmarks of our duty of care program.

Digital Security

Global Press uses robust digital security mechanisms to offer reasonable degrees of protection against hacking, phishing and espionage. Digital security needs vary greatly across bureau locations. Country tier rankings are defined, in part, by digital sophistication of governments or other agents deemed to operate against the interests of access to free, fair information.

Legal Security

Global Press provides for the legal security of all team members using a robust combination of local and global legal representation to ensure adequate response in the event of threats or detention. Reporters are trained in law labs to know their rights and stories are evaluated to prevent against libel.



Strategic Plan Progress Report

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In 2017, Global Press debuted a new three-year Strategic Operations Plan to guide our progress and expansion across six key initiatives. When realized, Global Press will have become the world's leading news source from the developing world. In the spirit of transparency, each year we will offer an update on our benchmarks and achievements in key areas.

Strategic Initiative #1: Update and expand the Global Press curriculum and training program to scale reporter trainings in new global locations

Status: On Schedule

Key Updates

- Hired new talent to redesign and update all curricula.
- Created new trainer facilitation guides and train-the-trainer modules.
- Developed exciting regional expansion plans for the next three years.

Strategic Initiative #2: Innovate, reorganize and strengthen the Global Press newsroom

Status: On Schedule

Key Updates

- Improved the editor-reporter ratio to ensure high-quality, faster production.
- Implemented new local law contracts for all reporters.
- Launched the Global Press Accuracy Network, which employs fact checkers, copy editors, translators and producers across the world.

Strategic Initiative #3: Develop new editorial products in tandem with a new sales team to maximize revenue potential

Status: On Schedule

Key Updates

- Launched an Enterprise division of Global Press Journal to produce investigative coverage.
- Produced new multimedia content including explanatory animations, illustrations and data visualizations.
- Debuted a feature podcast to explore topics in international journalism and global development.

Strategic Initiative #4: Maximize global audience engagement to deliver accurate information and create actionable opportunities for global readers

Status: On Schedule

Key Updates

- Developed a three-part earned revenue strategy that includes live events, brand extensions and syndication.
- Invested in audience engagement softwares and feedback technologies.
- Increased local-language distribution in local markets.

Strategic Initiative #5: Invest in operational, administrative and governance infrastructures to better support talent, and ensure high-functioning leadership

Status: Ahead of Schedule

Key Updates

- Created a world-class workplace that features competitive compensation, global benefits, maternity leave, professional development and workplace wellness programs.
- Launched an all-new Duty of Care program that prioritizes physical, emotional, digital and legal security for reporters around the world.
- Updated board of directors recruitment policies and added three high-value members to the board.

Strategic Initiative #6: Advance avenues for philanthropic revenue, including major gifts, foundation giving, events and membership strategies

Status: Ahead of Schedule

Key Updates

- Grew the annual budget by 59 percent.
- Saw a 100% renewal of philanthropic gifts, a majority of which was for general operating support.
- Created a development team to support high-quality donor stewardship and reporting.

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Global Press Journal Story Highlights

Global Press Journal is the award-winning publication of Global Press. Here are some of our best stories from 2017.

Refugees from Violence in Myanmar Face Threats in Northern India

About half of the 14,000 Rohingya refugees known to be living in India are in and around Jammu, a city in a contested area near India's northern tip. They fled Myanmar to escape extreme anti-Muslim violence, but they're facing similar sentiments now in Jammu.

Raihana Maqbool, Reporter, GPJ Indian-Administered Kashmir



Argentina's Deportation Changes Prompt Concern In Nation Known to Champion Immigrant Rights

President Mauricio Macri's emergency decree to speed up deportations and bar entry for immigrants with criminal charges or convictions has sparked a national debate in Argentina. Human rights groups say immigrants who have committed even minor offenses will lose the ability to defend themselves and keep their families together, but proponents say the changes are necessary to prevent crime and to rid the nation of foreign narcotics traffickers, arms dealers and money launderers.

Lucila Pellettieri, Senior Reporter, GPJ Argentina



A Diabetes Epidemic Arrives by Highway In Mexico's Rural South

Rates of diabetes have skyrocketed in Mexico's rural south, prompting health officials to declare an emergency. Area residents point to changes in the local diet after paved roads brought sugary drinks and processed foods to the region.

Marissa Revilla, Senior Reporter, GPJ Mexico





Sri Lankan Garment Factories Boost Wages and Benefits as Labor Shortage Looms

The clothing-manufacturing industry in Sri Lanka produces the country's leading export, but it is also facing a chronic labor shortage, as young women are avoiding the factory jobs. The monotony, harsh conditions and staggering production quotas – along with the social stigma associated with the work – keep women both from taking the many available jobs and from staying in the industry long.

Manori Wijsekera, Senior Reporter, GPJ Sri Lanka

The Ground Still Shakes: Hope Fades in Post-Earthquake Nepal

Years after a deadly earthquake decimated huge portions of Nepal, the majority of people who lost their homes are still living in tents, shacks and other temporary shelters. The government, slow to make good on promised support, has offered full assistance to less than 1 percent of the people it says need it.

Kalpana Khanal, Reporter, GPJ Nepal



In Kirumba, Congolese Fleeing Violence Face Food Shortages, Hunger, Malnutrition

One hundred miles north of Goma, the capital of DRC's North Kivu province, insecurity has become part of everyday life for the local population following clashes between armed groups or attacks by armed groups on regular army posts. People are fleeing their homes in conflict-prone areas to relatively secure areas, where they find crowding, food scarcity, hunger and malnutrition.

Merveille Kavira Luneghe, Senior Reporter, GPJ DRC



Small Steps, Big Change: Communities Take Food Sovereignty Into Their Own Hands

Families, neighborhoods and villages around the world are pulling out of global food systems to grow their own in an effort to protect themselves from volatile politics and prices. Environmental challenges including seasonal droughts and climate change are ongoing problems, but the people who control their own food supplies say the risk is worth it for independence.

Special Project by Global Press reporters around the world



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High-Impact Journalism



Nepalese Workers in Qatar Uncertain as Effects of Persian Gulf Travel Ban Unfold by Yam Kumari Kandel, GPJ Nepal

For years, GPJ senior reporter Yam Kumari Kandel has been investigating migrant worker rights. This year, her years-long investigation spurred major changes in the way workers are matched to employers abroad. Her coverage forced the labor ministry and its related departments to acknowledge that Nepalese employment agencies (known in Nepal as manpower agencies) often knowingly send workers into jobs abroad that have inhumane conditions. After this three-part series was published, lawmakers drafted a bill that, when passed, will require that manpower agencies work only with foreign companies that have been vetted by Nepalese embassies abroad. That bill is awaiting cabinet approval. The government also now conducts raids on manpower agencies that are suspected of fraudulent activity, including sending workers into illegal or inhumane work situations abroad.

Global Press stories are not written with the intent to cause specific change. We believe exceptional journalism gives citizens, organizations and governments little choice but to act. Our journalism gives millions of people access to authentic information that can be used to inform policy, provoke action and change minds. Here are recent examples of social change:



With Economy in Shambles, Zimbabwe's Gold Miners Risk Mercury Poisoning for Payday by Linda Mujuru, GPJ Zimbabwe

After reading GPJ coverage on Zimbabwe miners and their high exposure to mercury poisoning, Pact Zimbabwe, a development organization working to improve the lives of small-scale and artisanal gold miners, said they will use the article to increase awareness on the danger of mercury use.

86.3% of readers ▶ take action.

After reading an article on Global Press Journal 86.3% of readers put our stories to use. Our readers share articles, use the information to inform their work or studies and conduct additional research on the topic.

Reader Feedback

11

01 What other news sites do you read for news about the developing world?

Top 5

BBC

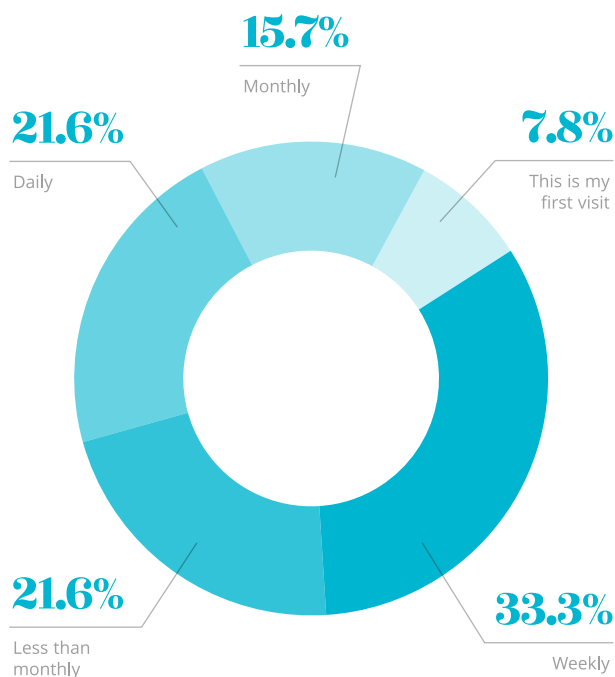
The New York Times

npr

The Economist

the guardian

03 How often do you visit Global Press Journal?



02 In terms of quality, how does Global Press Journal compare?

74.5%

Say better than others

23.5%

Say the same

2%

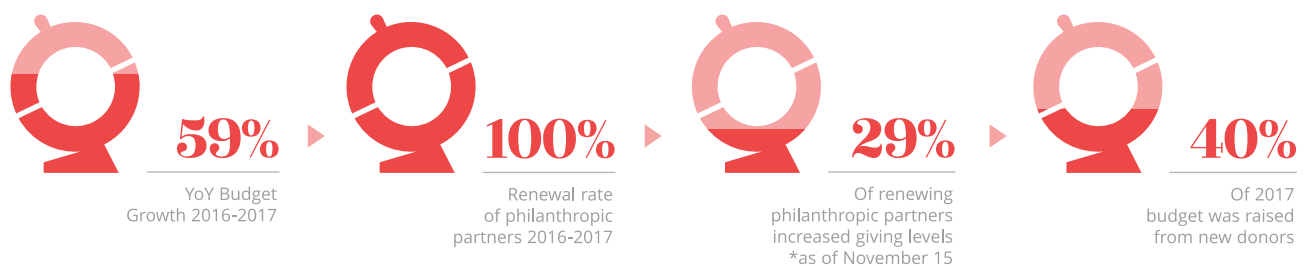
Say worse than others

“

All data from the 2017 Global Press Journal Reader Survey, a sampling of 100 global readers.

Financials Overview

From new, powerful philanthropic partnerships to a growing base of engaged donors, Global Press grew substantially in 2017.



Thank you to our supporters

11th Hour Project
 Anne & Greg Avis
 Channel Foundation
 Cloud Mountain Foundation
 COMO Foundation
 Dietel Partners
 Embrey Family Foundation
 Emily Kaiser & Gene Bulmash Donor Advised Fund
 First Dollar Foundation
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 Open Square Foundation
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 Skees Family Foundation
 Solutions Journalism Network
 Stewart R. Mott Foundation
 Susie Tompkins Buell Foundation
 SV2
 Tecovas Foundation
 U.S. Charitable Gift Trust
 We Work Charitable
 William & Flora Hewlett Foundation
 Women's Capital Collaborative of RSF
 Social Finance

Annual Budget Growth



What's Next in 2018

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2018 will be another amazing year at Global Press! From bold global expansion to an exciting new event series, we will be building our brand and growing our global footprint.

An All-New Reader Experience

In January 2018 Global Press Journal will debut an all new look, feel and navigation experience designed to offer a more curated reader experience. New sections will feature ongoing watchdog coverage of the sustainable development goals, monthly focus on topics of global connection and even more multimedia, data visualizations and of course, the podcast!

Global Press, Refugee Program

Historically, Global Press programs have been rooted in specific places. But in a world where 65.3 million people are refugees, internally-displaced or asylum seekers, long-term coverage of people without a place is necessary. In 2018, Global Press will debut a refugee program that will train refugees to report on the refugee experience at different stages and in multiple global locations.

The Global Press Influencer Event Series

In 2018, Global Press will launch a new live event series that will bring our Enterprise stories to life. Featuring our reporters and editors, local experts and influencer audiences, we will tackle difficult global topics, explore solutions and analyze our own original data and reporting in quarterly interactive convenings.

Publications

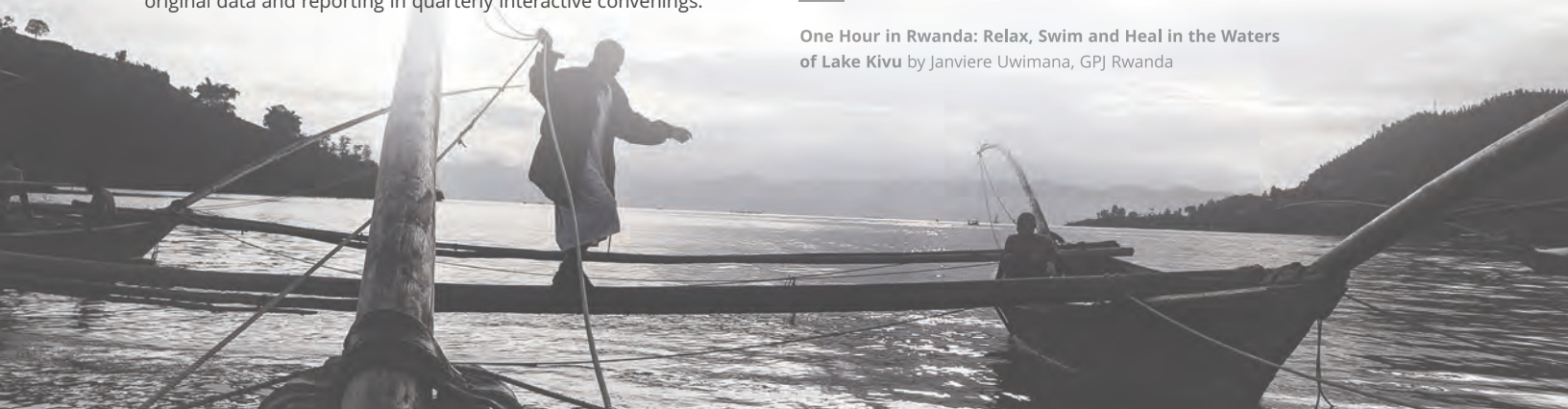
For nearly 12 years, Global Press has been building internal publications to bolster our operations and strategic goals. Now, we're ready to share them with the world! In 2018, we will be publishing the Global Press Style Book, a dignity-centered style guide that speaks on global locations, cultures and issues where the AP Style Guide is silent.

We'll also be publishing the Global Press Duty of Care Book in order to offer other media outlets and international organizations the opportunity to provide comprehensive, responsible resources for local team members around the world. The book features hostile environments training for local people, culturally-appropriate emotional self-care for every region of the world and digital security for low-tech environments.

The Research and Accuracy Division

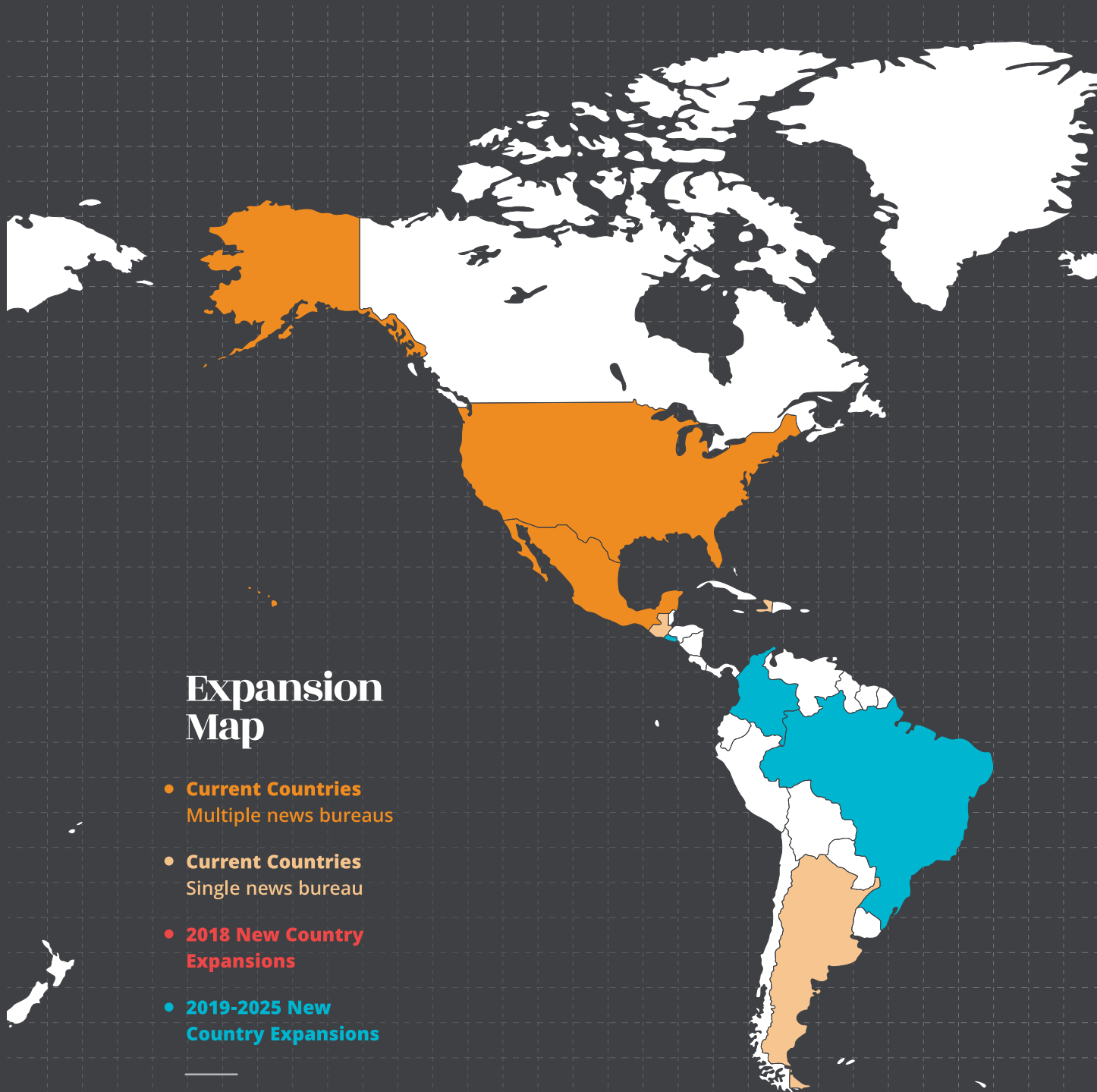
Global Press will revolutionize data from the developing world. One of the biggest challenges our reporters face is a lack of reliable data about the regions and issues they cover. In 2018, we will begin training reporters in every bureau to collect data on under-researched topics using state-of-the-art technologies and scientific methodologies. This data will create the foundation for the GPJ Research and Accuracy Division, which will grow to be a thriving research entity, complete with a robust, original database.

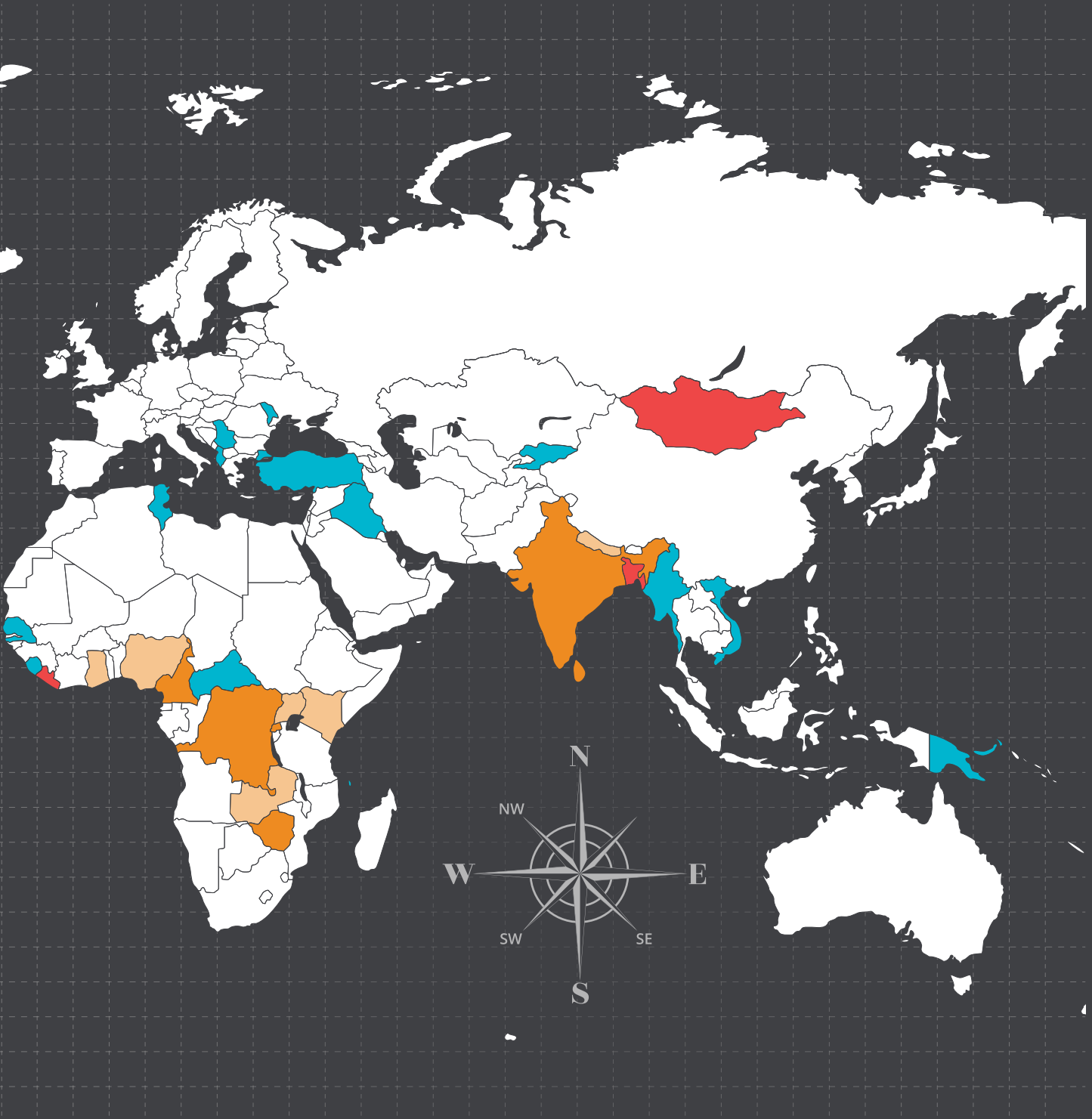
One Hour in Rwanda: Relax, Swim and Heal in the Waters of Lake Kivu by Janviere Uwimana, GPJ Rwanda



Expansion Map

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**Peace in the Cacao Fields: Local Women from
Feuding Ethnic Groups Unite** by Pascaline Kavugho
Mwasi Saambili, GPJ DRC