



**Out & Proud Media Training
Covering Gender and Sexual Minorities
March 7 - 8, 2022
Johannesburg, South Africa**

PROGRAMME

The two-day workshop on covering gender and sexual minorities is organized by the Out & Proud Project partners (Southern Africa Litigation Centre, COSPE, Centre for Civil and Political Rights, The Rock of Hope, Trans Research Education Training, and Nyasa Rainbow Alliance), in association with Taboom Media. This training is made possible with support from the European Union.

LEAD TRAINER: Brian Pellot: brian@taboommedia.com
 LEAD TRAINER: Anna Meli: anna.meli@cospe.org
 GUEST SPEAKER and CO-TRAINER: Welcome Mandla: wlishivha@gmail.com

LOGISTICS: Laptops may not be used during training sessions. Before arriving, please review this schedule and familiarize yourself with the [Out & Proud Media Guide](#) and [Covering Sexual and Gender Minorities & Religion in Sub-Saharan Africa: A Reporting Guide for Journalists](#)

PRE-WORKSHOP EXERCISE #1: Read Chapter Four (Key SSOIE Terminology) of *Covering Sexual and Gender Minorities & Religion in Sub-Saharan Africa: A Reporting Guide for Journalists* and highlight any terms you have questions about for further discussion.

PRE-WORKSHOP EXERCISE #2: Prepare **one** story idea you would like to pursue that address SSOIE (sex, sexual orientation, gender identity and expression) issues in your community. Outline 2-3 possible angles for the story idea and challenges you expect to face.

TRAINING DAY 1 (Monday, March 7, 2022)

- 08:30 - 09:00 **Registration**
- 09:00-09:15 **Housekeeping**, Consent Forms, POPIA & COVID-19 regulations;
Safety and Security
- 09:15 - 09:45 **Journalist and Activist Introductions** (Anna Meli)
Journalists and activists meet for a morning of joint activities.
Each participant will have one minute to share:
 - *Your name and gender pronouns*
 - *Your organization and role*
 - *One hobby you enjoy doing outside of work*
 - *What do you hope to gain from this workshop?*
- 09:45 - 10:00 **Motivations and program overview**
 - *Framework of the workshop*
 - *motivation of participants, programme of the training and rules of engagement*
- 10:00-10:15 **Welcome remarks** - *International Federation of Journalist (video message)*
- 10:15 - 11:00 **Ethical journalism and human rights reporting**





- Anna Meli: articulate qualities of good journalism, identify ethical considerations, international standards.
- Welcome Mandla: Ethical reporting covering sexual and gender minorities: journalists' responsibilities

11:00 - 11:15 **Coffee/tea and snack break**

- 11:15 - 12:15 **Revising key SOGIE terminology and concepts** (Brian Pellet)
 - Accurately define terms, identify problematic language and stereotypes, understand binaries, and ensure accurate and inclusive LGBTQI+ representations
- 12:15 - 13:00 **Myth vs. Reality? Rethinking SOGIE misconceptions** (Welcome Mandla)
 - Sift fact from fiction and discuss media's role in challenging untruths
- 13:00 - 14:00 **Lunch** in small groups to discuss regional media freedom issues and challenges we face when covering human rights
- 14:00 - 15:00 **Refining story ideas and choosing the best SOGIE story angles**, that would work in different trainees' newsrooms/contexts based on the day's discussions (Brian Pellet)
 - Small groups per theme
- 15:00 - 16:00 **How media can interact with the LGBTI movement in Southern Africa**
 - Guest speaker: Welcome Mandla
 - Round table: feedback from LGBTI Forum on the Agenda from Change, Key messages (NRA, TREAT, ROH)
 - Group discussion
- 16:00 - 16:15 **Coffee/tea and snack break**
- 16:15 - 17:00 **Wrap up discussion** among LGBTI activists and journalists (Brian Pellet)

HOMEWORK: Revise and refine **one story idea** based on the day's learnings. Identify at least five potential sources (specific individuals and/or representative voices/authorities), and prepare editorial pitch for your story (**maximum 5 minutes total**), which will be delivered the day after for group feedback. Journalists must email their pitches (one paragraph) to brian@taboommedia.com by 7:00 am tomorrow. We will display them during the group discussion.

TRAINING DAY 2 (Tuesday, March 8, 2022)

- 08:30 - 09:00 **Arrival and registration**
- 09:00 - 10:00 **Analyzing inequality + minority media coverage** (Brian Pellet)
 - Understanding how news media can challenge inequality
 - Analyze and critique regional media representations of LGBTQI+ people
 - Case Studies
- 10:00 - 11:00 **Sourcing your stories + safety and sensitivity** (Brian Pellet & Welcome Mandla)
 - Analyze how sources are used in SSOGIE stories



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- *Reflect on the consequences of stereotypical/problematic source representation and discuss practical advice for keeping yourself, your colleagues and your sources safe when reporting on controversial issues*
- *Case studies*

11:00 - 11:15 **Coffee/tea break**

- 11:15 – 13:00 **Interface between LGBTI activists and journalists** (Anna Meli)
 - *Speed dating in small groups*

13:00 - 14:00 **Lunch** and 1:1 planning/feedback sessions with trainers if needed

- 14:00 - 15:30 **Story Pitches** (Brian Pellet, Anna Meli and Welcome Mandla)
 - *Journalists share and discuss final story pitches with group and identify collaboration opportunities.*

- 15:30 - 16:00 **Q&A and Open discussion**

16:00 - 16:15 **Coffee/tea and snack break**

- 16:15 - 16:30 **Sprints on best practices** (Brian Pellet)
 - *Journalists update reporting resolution on best practices for reporting on SOGIE based on their experiences and knowledge gained from training sessions*

- 16:30 - 17:00 **Wrap-up feedback and evaluation** (all)

TRAINERS BIOGRAPHIES:

Brian Pellet is [Taboom Media](#)'s founding director. He speaks regularly about gender and sexual diversity and religion at media and human rights conferences around the world. He is based in Cape Town where he occasionally freelances for international news and media outlets. Before Taboom, Brian served as [Religion News Service](#)'s director of global strategy, as [Index on Censorship](#)'s digital policy advisor, and as [Free Speech Debate](#)'s online editor. He is a volunteer mentor-editor at [The OpEd Project](#).

Anna Meli, journalist, expert on foreign affairs, migration and diversity. She has collaborated with Italian and international editorial offices and organizations. Degree in Political Sciences and expert in intercultural communication, she is also working in Italy and Europe on research, consulting and training activities for the promotion of diversity in the media. At present Head of communication department in [COSPE onlus](#) and Vice president of [Charter of Rome Association](#).

Welcome Mandla Lishivha is a journalist, editor, and author of the forthcoming memoir *Boy On The Run*. He has been shortlisted for the Gerald Kraak Anthology and longlisted for the City Non-Fiction Award. His writing has appeared in Reuters, GQ, Daily Maverick, Mail & Guardian, Getaway, and City Press, where he served as arts and lifestyle editor. He is currently pursuing a doctoral degree in jurisprudence at the University of Pretoria looking at the intersection between the black and queer liberation movements in South Africa.



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