IRE Training Committee 2022-23
September 19 Meeting Report

Members
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- **Katrina Janco,** Independent Journalist
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- **Patti DiVincenzo**, IRE Senior Training Director / IRE Training Committee Staff Liaison
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Report
I. Introductions
   a. Chair Josh Hinkle led introductions of the committee (see list above). All members were present, except Lisa Pickoff-White. She'd reached out to Hinkle earlier in the day, saying she would be out due to illness.
   b. Executive Director Diana Fuentes joined the meeting and spoke about the organization's mission of training.
   c. Senior Training Director/Staff Liaison Patti DiVincenzo briefly reviewed the organization's current training opportunities.

II. Outline Committee Purpose/Goal/History
   a. Hinkle spoke about the creation of the committee, its launch last year and why it was formed.

III. Review 2021-22 Work/Recommendations
   a. Hinkle outlined the recommendations and implemented work from last year's committee. (see summary at end of document).

IV. Discuss 2022-23 Committee Priorities/Timeline
   a. Hinkle did the following:
      i. Walked committee members through the recommendation process last year.
      ii. Said there would be three working groups within the committee (each having a leader) that would be created and assigned later.
      iii. Added that the committee would likely conduct its research/discussions and deliver recommendations to the board/staff in early spring 2023.

V. Discuss 2022-23 Working Groups
   a. Hinkle asked members to discuss their interests in training areas in order to get an idea of what working groups would be created this year:
      i. Simone Weichselbaum discussed her interest in local training for underserved areas in the nation, specifically mentioning her ideas surrounding past IRE/NABJ trainings and the possibility of partnering with the NBCU Academy.
      ii. Aaron Kessler discussed social events/networking being explored by the Member Services Committee and how these could be paired with training activities. He also discussed the need to have a list of training experts on specific topics.

      iii. Lam Thuy Vo spoke about universities that serve underserved communities and how she could work with existing programs related to education-focused programs/initiatives in IRE.

      iv. Katrina Janco spoke about her interest in inclusive training, including areas surrounding the disability community – like responsible writing. She also spoke about the need to include community colleges in the training discussions for the future.

      v. April Simpson, Emily Le Coz and Alex Richards agreed with the suggestions and said they would participate in any working group where they're needed.

VI. Next Steps
   a. Hinkle said he would review the notes from the meeting and begin creating/assigning work groups.
   b. The committee will meet again in a month to discuss working group expectations.

2021-22 Recommendations

- **Digital/Hybrid Working Group**
  - New/Re-imagined Hybrid/Virtual Training Topics
    - Project management from start to finish for both newsroom and home-based teams. Envisioning a hands-on, simulation type approach setting up folders, collaborative discussion areas such as Slack, etc.
    - Podcasting - How to set them up, distribute, write for audio, go from idea to publication
    - Designing story-specific web packages - from creating standalone websites and story email addresses to making tip forms to solicit more people. Include best practices on branding serialized content
    - Localized FOIA sessions based on state laws
  - Tech Recommendations
    - Investigate using unlisted YouTube videos for free streaming and storage instead of a Vimeo subscription.
    - Establish a basic "hybrid" kit to either be shipped to or travel with a training director, including a small omnidirectional microphone and external camera that could be connected to a computer.
  - Other Hybrid/Virtual Suggestions
    - Bring in a speaker virtually to supplement an in-person training event. During a multi-day training, participants get a lot of just one training director. Hosting a virtual speaker to anchor one or two sessions (more presentation/Q&A style) is a lightweight way to expand the potential impact of a training. While there's still a bit of a tech hill to climb depending on the training location and capabilities, it has the added benefit of the training director being able to facilitate the session in person and smooth out any issues.
    - Have people record videos on certain topics to be inserted and played during trainings – like a brief demonstration of a tool or technique that doesn't require those in attendance to follow along, or how a particular investigation came together, etc. for a data training. It gives the trainer a bit of a break - and varies the formatting. IRE could potentially build a library of 10-20 videos like this for trainers to use.

- **Local Journalism Working Group**
  - Multi-day Total Market/Region Training for Local Journalists
    - This idea combines the best practices of IRE's existing regional watchdog workshops and its Total Newsroom Training (TNT). Instead of a single newsroom, it could be offered to several/all newsrooms (and outlets) in a single city/market/region, primarily consisting of in-person, hands-on learning.

- **Diversity/Management Working Group**
  - College Course Curriculum Toolkit
    - IRE could develop an out-of-the-box course curriculum toolkit designed as a supplement for colleges and universities that offer classes on the basics of investigative and data journalism. This could be designed as a complete kit with "lessons" or elements geared toward teaching the fundamentals of the craft packaged with specific assignments, sample data sets and other tools that work in concert to reinforce the lessons. This curriculum would not only ensure future journalists get the instruction they need to be successful, but it would expose them to the benefits of IRE and encourage them to become lifelong members.