

March 20, 2009

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Martin Baron, Editor  
The Boston Globe  
135 Morrissey Blvd.  
Boston, MA 02125

Dear Mr. Baron:

The leadership of the National Association of Black Journalists is concerned that the *Boston Globe's* planned layoffs will disproportionately affect African-American journalists-- many of whom are recent hires-- thus further diminishing coverage of this community.

We would like to discuss your plans to realize a newsroom that reflects the metro area's population. Many of our members have survived previous cuts at the *Globe*. Certainly, they must be integral employees who are vital to ensuring fair and excellent coverage of the African-American community in greater Boston.

Boston has prided itself in being a "majority minority" city. How can the *Boston Globe* claim to represent almost 300,000 minorities with only a handful of minorities on its staff? According to the 2008 ASNE census, the *Boston's Globe's* editorial staff was 9.1 percent black in a metro area which is more than 25 percent black. In many low-income African-American communities in Boston, the print product is still an important source of news and information about their community.

**Diversity is good for business. How will your next census report to ASNE reflect a commitment to making sure African-American journalists do not lose ground?**

As you fight to preserve your company, know that NABJ is committed to helping our members survive and thrive in this evolving multimedia landscape. We are offering unprecedented multimedia training and would like to know about other ways we can work with you to keep our members competitive and more valuable than ever to the *Boston Globe* and its readers.

Sincerely,



Barbara Ciara  
President