## Contents

Acknowledgments ix  

Introduction: The Black and White of Newspapers 1  

2. Seeking Justice in a Climate of Irony: The Hiring Initiative’s Uneasy Prelude, 1968–76 46  
4. The Gay Nineties: Reimagining and Renegotiating a Multicultural Newsroom 107  

Afterword: Closing a Chapter of Newspaper History 167  

Appendix A. Draft Statement on Newsroom Diversity 179  
Appendix B. Mission Statement: Newsroom Diversity 2000 181  

Notes 183  
Index 227  

*Illustrations follow page 106*