

# Table 3

## Top 200 newspapers, showing their minority staffing, 1990-2003

Rank	Newspaper, State	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	Community 2003	Diversity Index
1	USA Today, McLean, Virginia	DNR	16.1	20.8	20.8	21.4	20.4	20.3	19.8	17.6	17.9	20.1	18.7	18.2	16.7	30.9%	54
2	The Wall Street Journal, New York, New York	15.3	15.5	15.5	16.8	16.8	18.0	16.9	16.9	17.2	17.6	18.2	17.1	17.3	17.8	30.9%	58
3	The New York Times, New York	11.8	13.1	14.2	14.1	14.8	13.7	14.5	15.6	15.1	15.6	16.2	16.2	16.1	17.1	43.5%	39
4	Los Angeles Times, California	DNR	14.1	15.7	17.2	19.0	19.6	19.1	19.1	19.3	19.5	20.6	20.3	19.3	20.1	60.4%	33
5	The Washington Post, D.C.	16.2	17.1	17.0	18.0	19.2	17.8	19.6	18.5	17.7	17.9	19.3	19.5	20.7	20.8	40.5%	51
6	Daily News, New York, New York	16.0	12.5	14.8	15.0	18.3	20.9	18.4	17.6	16.5	18.1	DNR	18.6	16.3	16.9	50.0%	34
7	Chicago Tribune, Illinois	DNR	12.9	15.7	14.9	15.0	14.9	14.5	14.7	16.4	15.7	14.9	14.8	15.0	15.7	39.7%	40
8	New York Post, New York	8.2	DNR	DNR	DNR	17.3	DNR	DNR	10.6	13.7	12.6	13.9	13.9	DNR	DNR	46.0%	N/A
9	Newsday, Long Island, New York	12.3	DNR	DNR	DNR	16.3	DNR	DNR	DNR	DNR	21.4	22.3	24.0	26.1	25.8	39.7%	65
10	Houston Chronicle, Texas	9.8	9.9	10.7	11.1	11.4	12.7	11.7	12.5	12.4	14.5	15.6	17.3	18.3	18.4	51.1%	36
11	San Francisco Chronicle, California	DNR	10.7	11.0	11.5	12.6	17.3	18.7	17.9	20.7	18.8	18.1	16.9	15.8	16.1	46.2%	35
12	The Dallas Morning News, Texas	DNR	14.8	13.4	15.5	16.7	17.3	16.6	16.5	18.0	17.8	17.0	19.5	16.9	17.5	38.0%	46
13	Chicago Sun-Times, Illinois	DNR	DNR	12.0	DNR	19.3	17.9	23.0	DNR	DNR	DNR	DNR	DNR	DNR	DNR	44.9%	N/A
14	The Boston Globe, Massachusetts	13.9	13.6	15.8	15.0	17.2	17.4	17.8	18.3	18.0	17.9	18.2	16.7	18.3	19.0	16.8%	113
15	The Arizona Republic, Phoenix, Arizona	DNR	DNR	10.4	10.9	11.1	14.4	10.1	13.4	14.8	14.7	19.5	22.2	23.0	24.0	33.7%	71
16	The Star-Ledger, Newark, New Jersey	DNR	DNR	DNR	DNR	19.1	21.7	17.1	22.2	23.4	20.9	19.0	19.8	20.0	16.5	33.2%	50
17	The Miami Herald/El Nuevo Herald, Florida	DNR	31.2	34.7	34.7	37.6	40.4	40.3	40.8	43.0	46.8	42.9	43.3	45.5	44.2	65.0%	68
18	The Philadelphia Inquirer, Pennsylvania	13.2	13.0	13.3	14.3	14.7	15.7	16.0	16.6	15.5	15.8	15.8	15.1	16.4	16.9	25.9%	65
19	The Atlanta Journal-Constitution, Georgia	DNR	16.0	16.3	16.1	18.1	18.1	18.7	19.8	19.2	21.7	19.7	20.3	18.9	21.3	37.4%	57
20	Detroit Free Press, Michigan	18.0	21.0	21.2	21.0	20.4	DNR	15.7	16.2	16.3	22.3	25.3	24.0	23.0	28.4	27.2%	104
21	The Plain Dealer, Cleveland, Ohio	12.0	12.2	15.8	16.1	15.4	17.9	17.5	15.5	12.8	14.4	13.9	14.2	14.5	15.1	23.0%	66
22	The Oregonian, Portland, Oregon	7.1	8.5	7.8	9.9	11.6	12.8	14.1	14.3	14.1	15.4	15.4	17.4	17.6	18.2	16.8%	108
23	Star Tribune, Minneapolis, Minnesota	6.7	6.8	6.8	7.2	10.8	11.4	10.5	11.4	10.7	11.5	13.0	14.6	13.6	13.4	15.4%	87
24	The San Diego Union-Tribune, California	DNR	DNR	8.6	6.9	6.8	7.1	7.8	9.2	9.2	12.8	DNR	DNR	DNR	14.7	45.8%	32
25	St. Petersburg Times, Florida	10.3	10.0	9.3	12.7	12.7	14.1	12.7	12.7	13.2	12.6	11.2	9.7	11.7	13.8	20.6%	67
26	The Denver Post, Colorado	DNR	DNR	8.8	9.3	14.1	9.6	9.9	12.0	16.6	14.7	11.3	15.6	16.3	18.1	28.6%	63
27	Denver Rocky Mountain News, Colorado	7.3	6.1	8.9	12.7	8.7	8.4	9.2	10.9	11.4	DNR	14.1	11.4	8.9	8.5	26.0%	33
28	The Orange County Register, Santa Ana, California	14.3	14.3	14.3	18.7	19.9	16.7	18.0	17.8	15.8	15.9	18.5	17.5	18.8	22.3	48.7%	46
29	The Sun, Baltimore, Maryland	18.6	19.6	14.2	14.3	14.3	16.0	18.0	16.7	16.8	17.2	17.8	16.4	14.4	15.8	32.9%	48
30	St. Louis Post-Dispatch, Missouri	6.9	6.3	7.8	9.4	8.8	7.1	12.3	10.3	8.4	7.9	13.1	14.2	13.4	13.6	19.3%	70
31	The Sacramento Bee, California	15.5	15.7	18.3	21.9	22.1	23.1	23.2	24.4	24.1	26.2	28.1	27.9	28.5	29.6	33.2%	89
32	San Jose Mercury News, California	DNR	13.9	14.3	17.0	17.8	20.1	24.0	24.7	25.8	27.5	32.2	30.7	31.7	33.2	52.0%	64
33	The Kansas City Star, Missouri	DNR	12.8	10.5	12.4	11.9	15.0	16.8	17.4	15.9	17.0	17.7	17.8	15.8	17.5	18.8%	93

# Table 3, Top 200 newspapers with minority staffing, continued

Rank	Newspaper, State	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	Community 2003	Diversity Index
34	The Times Picayune, New Orleans, Louisiana	DNR	DNR	9.6	11.9	13.4	13.7	14.6	14.3	14.8	13.9	13.5	14.9	14.8	13.9	40.9%	34
35	Orlando Sentinel, Florida	DNR	12.2	20.5	15.0	15.0	13.6	13.9	14.3	15.3	15.8	16.0	15.6	16.7	18.4	29.1%	63
36	The Indianapolis Star, Indiana	5.2	5.4	6.6	5.9	7.8	9.4	8.6	9.1	11.1	7.6	8.5	10.1	10.7	12.4	19.8%	62
37	South Florida Sun-Sentinel, Fort Lauderdale, Florida	DNR	11.3	10.6	12.7	12.9	11.7	15.3	13.6	14.9	17.7	21.6	20.1	22.7	22.9	38.1%	60
38	The Columbus Dispatch, Ohio	DNR	5.5	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	15.8%	N/A
39	Pittsburgh Post-Gazette, Pennsylvania	7.2	9.5	9.9	10.8	7.6	8.0	9.3	8.3	8.7	9.7	8.8	9.6	9.3	8.5	11.9%	71
40	Boston Herald, Massachusetts	DNR	DNR	DNR	DNR	DNR	11.2	6.8	8.1	6.7	8.5	6.0	7.6	9.6	5.5	19.0%	29
41	The Detroit News, Michigan	14.7	15.4	16.8	18.7	19.5	DNR	16.5	18.3	18.6	18.5	19.0	20.4	22.1	22.7	31.4%	72
42	Milwaukee Journal Sentinel, Wisconsin	8.5	10.2	9.3	9.9	10.6	12.0	15.6	13.4	13.0	13.5	15.7	17.3	16.3	18.0	17.9%	101
43	The Charlotte Observer, North Carolina	11.4	12.7	13.3	13.9	13.9	13.9	13.4	12.7	15.3	14.5	14.4	17.1	14.9	16.9	27.8%	61
44	The Seattle Times, Washington	DNR	21.0	21.1	21.6	20.4	19.2	23.0	20.1	23.6	20.1	20.6	21.2	20.4	20.3	24.2%	84
45	The Buffalo News, New York	DNR	4.1	3.0	3.0	6.1	5.5	DNR	DNR	DNR	DNR	DNR	10.3	11.4	12.1	15.7%	77
46	San Antonio Express-News, Texas	16.1	17.9	19.1	20.8	22.3	27.4	23.2	24.9	24.0	26.7	26.6	28.5	30.3	29.7	60.7%	49
47	Fort Worth Star-Telegram, Texas	DNR	12.1	12.7	13.8	12.9	13.4	15.3	17.3	17.7	17.6	20.6	20.8	19.3	19.9	33.0%	60
48	The Courier-Journal, Louisville, Kentucky	11.5	11.9	12.8	12.1	12.9	12.9	12.4	11.8	11.0	12.0	11.7	10.9	11.9	12.5	15.3%	82
49	The Tampa Tribune, Florida	DNR	7.4	8.8	7.6	8.6	9.5	8.2	6.1	8.2	9.3	6.5	7.4	7.3	6.0	27.9%	21
50	The Daily Oklahoman, Oklahoma City, Oklahoma	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	17.0	21.1	25.1%	84
51	The Virginian-Pilot, Norfolk, Virginia	5.7	9.2	9.5	12.6	10.6	9.6	10.4	13.1	11.5	12.1	14.0	13.9	13.7	12.2	39.2%	31
52	St. Paul Pioneer Press, Minnesota	6.2	8.2	8.9	11.4	10.7	11.6	12.8	11.7	11.0	12.7	11.8	14.9	18.0	11.0	13.4%	82
53	Hartford Courant, Connecticut	12.2	DNR	10.7	11.7	12.9	12.8	15.4	13.8	13.1	16.3	13.6	13.7	14.3	13.9	21.2%	65
54	Omaha World-Herald, Nebraska	DNR	DNR	4.3	4.5	5.1	5.2	5.5	5.4	4.6	4.3	5.1	6.1	DNR	6.8	11.9%	57
55	The Cincinnati Enquirer, Ohio	13.0	13.9	15.8	16.2	15.7	13.9	13.7	13.3	13.3	11.8	11.8	11.2	11.9	9.7	15.3%	63
56	Richmond Times-Dispatch, Virginia	10.5	10.0	9.9	8.5	9.8	10.3	10.6	11.4	10.5	11.8	10.5	12.8	10.7	11.5	35.4%	32
57	Arkansas Democrat-Gazette, Little Rock, Arkansas	DNR	14.1	8.5	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	22.6%	N/A
58	The Tennessean, Nashville, Tennessee	12.2	14.6	14.0	18.3	20.9	19.5	20.0	20.6	13.8	17.1	17.1	14.5	16.5	19.9	17.5%	114
59	Austin American-Statesman, Texas	DNR	17.0	20.0	20.7	17.9	19.5	18.2	17.6	18.9	21.6	20.3	22.3	21.9	22.1	37.5%	59
60	Contra Costa Newspapers, Walnut Creek, California	DNR	DNR	11.8	8.4	7.9	6.2	5.8	10.8	14.8	12.0	16.0	15.4	16.2	16.3	39.9%	41
61	The Press-Enterprise, Riverside, California	8.8	12.6	14.1	12.9	15.5	13.5	15.7	18.1	19.3	20.0	17.9	21.0	21.0	24.2	51.0%	47
62	The Record, Hackensack, New Jersey	DNR	DNR	6.8	8.0	9.4	11.6	10.2	9.8	11.5	DNR	13.6	12.6	15.1	16.5	34.0%	48
63	Los Angeles Daily News, Woodland Hills, California	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	17.8	14.1	13.3	15.3	16.3	51.6%	32
64	The Florida Times-Union, Jacksonville, Florida	3.8	3.4	3.7	6.1	4.4	8.1	11.0	18.8	14.9	12.3	9.9	11.8	10.2	9.3	28.9%	32
65	Rochester Democrat and Chronicle, New York	8.7	8.0	7.4	13.0	12.4	11.4	13.6	16.3	16.7	15.6	11.6	13.1	13.0	14.8	16.9%	88
66	The Palm Beach Post, West Palm Beach	10.3	12.7	11.7	10.8	9.5	11.0	9.7	9.3	10.0	10.3	12.3	12.6	13.5	15.2	29.2%	52

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67	Asbury Park Press, Neptune, New Jersey	DNR	7.2	9.6	12.3	10.3	12.6	9.8	13.3	11.6	9.9	11.3	5.3	8.2	5.3	15.3%	35
68	The Providence Journal, Rhode Island	3.5	DNR	DNR	DNR	DNR	DNR	DNR	9.4	4.5	6.7	2.7	5.4	DNR	DNR	16.3%	N/A
69	Las Vegas Review-Journal, Nevada	DNR	6.6	2.7	8.2	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	39.2%	N/A
70	The News & Observer, Raleigh, North Carolina	5.1	DNR	8.2	10.5	9.6	11.2	11.2	16.0	15.8	15.5	15.7	19.4	19.2	19.8	34.7%	57
71	The Fresno Bee, California	16.0	13.7	13.0	14.5	16.9	22.1	23.7	23.2	23.9	22.4	23.4	24.1	24.6	30.6	58.0%	53
72	Seattle Post-Intelligencer, Washington	DNR	8.9	DNR	11.4	12.4	15.3	11.2	10.4	10.2	11.0	13.1	14.3	13.0	13.7	24.3%	56
73	The Commercial Appeal, Memphis, Tennessee	DNR	DNR	9.5	10.9	10.8	13.5	14.3	12.9	14.2	14.3	14.8	12.9	13.9	10.3	45.7%	23
74	The Des Moines Register, Iowa	4.7	5.0	4.5	3.8	6.0	6.0	5.4	7.5	7.8	8.4	8.5	9.2	8.8	9.0	7.3%	124
75	Philadelphia Daily News, Pennsylvania	DNR	17.0	18.8	20.9	21.2	21.9	24.5	25.0	24.7	22.4	22.4	21.5	23.7	23.7	45.9%	52
76	Daily Herald, Arlington Heights, Illinois	DNR	DNR	3.2	3.2	6.3	3.8	3.4	5.5	4.6	6.1	5.8	6.1	5.0	5.7	22.7%	25
77	The Birmingham News, Alabama	DNR	6.2	DNR	7.9	7.9	7.8	8.7	10.2	11.1	10.7	13.2	15.2	15.7	19.0	32.3%	59
78	The Honolulu Advertiser, Hawaii	33.7	30.9	39.7	40.0	37.9	43.8	44.1	51.7	47.0	46.5	49.0	50.4	44.6	50.0	77.8%	64
79	The Blade, Toledo, Ohio	DNR	4.6	4.0	5.0	4.0	4.7	10.0	9.0	6.5	5.7	6.6	9.4	7.6	6.9	15.4%	45
80	The Grand Rapids Press, Michigan	DNR	9.9	12.7	11.5	14.7	15.7	17.6	13.3	16.9	13.1	15.5	15.7	9.4	11.9	14.7%	81
81	Tulsa World, Oklahoma	DNR	DNR	DNR	DNR	DNR	DNR	9.3	10.5	7.8	8.0	9.0	8.8	9.7	8.7	27.5%	32
82	The Journal News, White Plains, New York	DNR	DNR	11.4	10.5	12.2	11.9	13.4	13.1	18.3	9.8	10.0	12.3	12.8	16.4	32.2%	51
83	Journal Newspapers, Alexandria, Virginia	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	16.7	16.7	DNR	DNR	DNR	39.6%	N/A
84	The Salt Lake Tribune, Salt Lake City, Utah	DNR	5.1	4.3	6.1	5.8	6.0	5.4	5.0	5.7	6.3	4.6	DNR	DNR	7.8	15.5%	50
85	The Beacon Journal, Akron, Ohio	15.0	14.4	14.4	17.4	18.9	19.3	19.9	21.6	21.1	20.1	16.5	12.5	16.7	17.7	11.8%	150
86	Dayton Daily News, Ohio	11.6	9.7	11.9	12.2	11.9	12.9	14.7	14.5	16.2	15.8	15.1	13.8	13.2	13.2	14.9%	89
87	The News Tribune, Tacoma, Washington	DNR	9.9	11.8	15.5	14.6	15.4	16.3	13.3	9.8	12.2	16.7	15.5	14.2	15.1	22.6%	67
88	The Syracuse Newspapers, New York	7.4	7.6	10.3	DNR	10.0	12.1	12.7	12.7	12.1	13.6	11.7	13.5	11.6	13.1	11.3%	115
89	The News Journal, Wilmington, Delaware	DNR	11.1	10.2	14.0	16.8	17.6	10.5	19.8	15.1	15.4	15.3	11.5	13.3	17.3	25.1%	69
90	Pittsburgh Tribune-Review, Pennsylvania	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	4.4	DNR	DNR	DNR	5.8	7.3%	80
91	The Morning Call, Allentown, Pennsylvania	DNR	DNR	4.5	4.5	5.9	5.7	7.6	5.9	6.8	9.1	9.6	8.5	10.7	9.9	11.4%	87
92	The State, Columbia, South Carolina	9.0	10.2	8.6	12.4	7.7	13.1	19.8	10.4	10.4	14.3	12.4	13.2	13.4	15.6	43.3%	36
93	The Knoxville News-Sentinel, Tennessee	8.2	10.5	6.3	7.4	8.5	7.8	8.3	7.3	6.0	6.8	6.1	3.7	6.7	8.5	7.9%	108
94	Lexington Herald-Leader, Kentucky	DNR	8.6	8.2	8.3	10.8	11.4	12.6	10.9	16.1	8.6	11.5	9.8	11.8	12.4	7.9%	156
95	Albuquerque Journal, New Mexico	DNR	10.7	10.3	12.8	14.1	16.0	15.8	15.8	13.8	15.3	15.5	17.0	18.4	17.9	53.7%	33
96	Telegram & Gazette, Worcester, Massachusetts	DNR	DNR	0.9	DNR	2.3	2.3	2.3	3.1	3.1	3.6	3.1	3.4	3.8	3.7	13.3%	28
97	The Spokesman-Review, Spokane, Washington	DNR	3.5	2.7	2.4	2.4	4.0	4.7	4.2	4.0	3.9	2.4	6.1	5.9	6.2	10.4%	60

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98	The Patriot-News, Harrisburg, Pennsylvania	DNR	DNR	6.8	7.8	10.2	10.3	10.4	10.4	10.3	8.5	8.4	7.9	6.5	5.9	12.2%	48
99	The Post and Courier, Charleston, South Carolina	6.3	9.7	10.2	11.4	12.2	12.3	10.8	10.5	9.8	8.1	12.3	11.8	DNR	DNR	35.9%	N/A
100	The Washington Times, D.C.	11.2	DNR	8.2	7.3	6.8	7.9	7.0	7.4	7.8	8.0	DNR	DNR	9.6	DNR	46.7%	N/A
101	The Roanoke Times, Virginia	9.7	9.6	8.0	7.4	8.3	10.7	5.4	5.2	6.2	7.0	7.2	5.8	8.9	8.4	13.7%	61
102	Ventura County Star, California	DNR	DNR	5.7	5.8	10.0	11.5	9.9	13.8	11.2	12.1	11.2	14.7	10.6	11.3	42.2%	27
103	The Daytona Beach News-Journal, Florida	8.0	8.3	6.7	4.9	3.9	3.2	DNR	4.6	4.9	4.9	7.9	5.4	5.5	8.5	18.2%	47
104	Times Union, Albany, New York	DNR	DNR	7.1	10.3	9.8	7.1	4.2	7.1	6.5	2.4	5.4	5.3	4.7	9.5	12.1%	79
105	Arizona Daily Star, Tucson, Arizona	0.0	9.9	16.8	DNR	17.6	19.3	16.2	19.2	17.1	18.6	16.2	24.8	24.8	27.8	40.4%	69
106	The Gazette, Colorado Springs, Colorado	DNR	2.6	2.9	7.9	8.9	8.7	10.7	7.7	11.6	8.0	13.3	10.6	8.5	6.9	22.8%	30
107	New Haven Register, Connecticut	6.5	4.2	3.3	4.9	4.3	4.0	5.8	5.0	8.9	11.9	10.6	DNR	13.3	15.9	22.1%	72
108	Press-Telegram, Long Beach, California	15.3	15.7	16.4	24.6	18.6	25.7	27.7	29.6	DNR	19.8	11.5	9.2	10.4	14.9	77.7%	19
109	Tribune Newspapers, Mesa, Arizona	DNR	DNR	DNR	14.3	10.9	7.1	4.8	DNR	3.6	3.4	4.0	3.2	3.0	6.2	23.6%	26
110	The Clarion-Ledger, Jackson, Mississippi	13.0	11.5	17.4	15.7	17.2	21.6	19.5	19.3	26.1	28.0	27.3	27.7	30.6	29.2	48.7%	60
111	San Francisco Examiner, California	DNR	DNR	12.6	13.3	12.4	14.8	18.6	13.2	14.5	14.3	16.5	DNR	DNR	18.9	45.9%	41
112	Mobile Register, Alabama	DNR	DNR	DNR	13.8	13.8	11.9	11.6	11.8	12.8	11.7	6.3	7.8	9.7	8.6	32.0%	27
113	Sarasota Herald-Tribune, Florida	DNR	4.8	6.0	5.7	8.9	11.2	11.7	11.8	11.3	11.1	9.7	5.6	6.2	8.2	14.5%	57
114	Union-News, Springfield, Massachusetts	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	7.0	DNR	DNR	5.3	20.2%	26
115	The Escondido North County Times, California	DNR	8.5	12.5	DNR	DNR	DNR	DNR	9.2	DNR	DNR	5.0	14.4	10.4	7.3	35.6%	21
116	Daily Press, Newport News, Virginia	DNR	11.9	11.8	10.2	13.0	8.4	11.4	11.7	10.9	13.2	13.8	15.2	17.0	8.4	38.7%	22
117	News & Record, Greensboro, North Carolina	12.7	11.6	11.1	12.2	12.9	13.8	13.8	10.7	8.0	12.3	9.8	12.1	11.0	9.0	29.3%	31
118	Wisconsin State Journal, Madison, Wisconsin	4.2	1.5	2.6	2.8	2.9	5.4	6.3	2.6	2.2	DNR	6.1	4.8	5.3	4.9	8.9%	55
119	The Advocate, Baton Rouge, Louisiana	2.9	DNR	2.0	3.0	DNR	8.0	8.8	6.8	8.0	8.7	9.0	8.5	10.0	7.5	37.3%	20
120	The Greenville News, South Carolina	DNR	DNR	5.7	7.4	5.6	8.8	11.5	15.8	15.5	20.4	18.4	18.6	14.7	14.9	22.3%	67
121	The Wichita Eagle, Kansas	DNR	5.6	6.8	7.1	9.4	10.9	10.2	10.0	9.9	11.5	11.6	12.0	15.8	11.7	18.2%	64
122	The Press Democrat, Santa Rosa, California	DNR	10.3	15.0	17.3	17.3	16.4	12.9	14.3	12.5	13.4	14.0	DNR	DNR	DNR	25.0%	N/A
123	Florida Today, Melbourne, Florida	7.7	DNR	11.8	16.3	14.6	15.8	10.4	19.1	18.0	17.6	16.5	13.7	16.3	18.9	16.5%	115
124	Winston-Salem Journal, North Carolina	DNR	DNR	4.4	6.9	2.8	4.8	2.2	3.3	5.3	6.4	7.2	9.3	7.1	8.1	19.6%	41
125	The Modesto Bee, California	15.7	20.3	19.5	21.8	25.3	18.9	18.7	22.1	16.5	17.8	20.3	19.3	20.3	19.2	43.2%	44
126	The Flint Journal, Michigan	DNR	DNR	9.8	9.1	9.3	12.1	11.0	13.1	13.3	DNR	8.4	10.7	11.0	12.0	19.4%	62
127	The Times Herald Record, Middletown, New York	DNR	DNR	DNR	8.2	DNR	DNR	DNR	DNR	DNR	7.3	DNR	7.3	9.7	DNR	23.6%	N/A
128	The Times, Munster, Indiana	DNR	DNR	DNR	DNR	12.5	16.7	DNR	3.8	DNR	DNR	DNR	DNR	DNR	DNR	26.2%	N/A
129	News-Press, Fort Myers, Florida	DNR	DNR	8.0	7.6	11.5	15.3	16.2	15.6	17.8	13.0	12.5	15.6	11.5	10.8	22.4%	48
130	Courier-Post, Cherry Hill, New Jersey	DNR	DNR	10.5	17.9	10.7	10.2	8.7	9.6	DNR	14.3	12.9	10.5	10.9	15.7	23.0%	68

# Table 3, Top 200 newspapers with minority staffing, continued

Rank	Newspaper, State	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	Community 2003	Diversity Index
131	The Press of Atlantic City, Pleasantville, New Jersey	DNR	DNR	DNR	DNR	DNR	DNR	DNR	12.8	12.6	7.7	12.6	14.3	DNR	10.0	28.7%	35
132	Portland Press Herald/Maine Sunday Telegram, Maine	DNR	DNR	0.0	0.0	1.8	1.2	1.2	1.1	1.1	0.0	0.0	2.7	5.7	6.4	3.9%	163
133	Connecticut Post, Bridgeport, Connecticut	DNR	DNR	DNR	DNR	DNR	DNR	7.1	4.5	DNR	DNR	DNR	DNR	DNR	3.3	26.1%	13
134	The Christian Science Monitor, Boston, Massachusetts	3.6	DNR	8.3	5.3	4.5	4.8	DNR	DNR	DNR	DNR	DNR	7.4	5.1	3.5	30.9%	11
135	Lincoln Journal Star, Nebraska	DNR	2.6	3.8	4.2	3.4	3.4	1.6	1.8	1.8	5.5	6.5	12.3	11.8	12.9	8.1%	159
136	The San Bernardino County Sun, California	DNR	17.5	14.1	14.5	20.3	21.9	27.0	33.8	30.3	31.0	25.0	22.5	23.6	25.7	57.6%	45
137	Chattanooga Times Free Press, Tennessee	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	2.7	4.3	DNR	16.4%	N/A
138	Daily Breeze, Torrance, California	2.4	2.5	0.0	2.3	2.4	DNR	3.8	DNR	6.3	3.3	3.2	6.3	DNR	DNR	66.5%	N/A
139	The Times, Trenton, New Jersey	DNR	DNR	2.4	5.6	8.1	7.7	9.1	10.3	10.4	10.1	8.8	9.9	11.1	8.3	30.1%	28
140	El Paso Times, Texas	33.3	31.7	29.5	34.4	48.3	62.1	62.9	64.4	58.0	55.7	58.7	55.7	54.3	61.4	77.1%	80
141	South Bend Tribune, Indiana	DNR	5.1	5.0	7.5	7.9	7.8	7.5	6.0	7.9	10.1	10.5	8.2	DNR	DNR	13.9%	N/A
142	The Register-Guard, Eugene, Oregon	DNR	DNR	4.9	4.9	5.3	DNR	4.4	DNR	DNR	1.6	2.4	2.5	DNR	1.5	11.0%	14
143	Lansing State Journal, Michigan	10.8	13.1	7.9	11.1	13.6	15.9	14.1	15.5	13.3	15.9	15.4	16.1	15.9	13.4	16.1%	83
144	The Bakersfield Californian, California	DNR	18.3	20.9	25.0	19.5	22.2	22.2	20.8	18.7	9.2	10.6	15.8	DNR	DNR	51.2%	N/A
145	The Ledger, Lakeland, Florida	11.1	8.7	9.9	11.0	12.0	11.8	8.8	11.5	12.7	12.2	14.5	15.1	14.8	16.5	25.6%	64
146	Anchorage Daily News, Alaska	6.5	3.9	5.8	5.8	6.0	4.6	5.4	7.1	5.3	6.7	5.4	5.6	5.0	DNR	29.0%	N/A
147	The Oakland Tribune, California	25.0	28.4	29.0	41.3	42.9	36.8	DNR	DNR	DNR	47.8	DNR	DNR	DNR	17.5	66.5%	26
148	The Evansville Courier and Press, Indiana	8.5	8.5	7.6	9.2	4.7	2.7	DNR	1.6	8.1	4.8	2.8	2.8	2.8	2.9	7.1%	41
149	Journal Star, Peoria, Illinois	DNR	DNR	9.0	7.4	8.5	8.3	10.5	8.4	6.4	6.2	5.8	5.7	5.6	5.6	11.0%	51
150	Deseret News, Salt Lake City, Utah	DNR	1.5	DNR	1.6	1.6	2.9	1.9	1.7	2.4	5.5	4.5	7.8	4.0	4.2	14.4%	29
151	Vindicator, Youngstown, Ohio	DNR	DNR	DNR	DNR	DNR	5.3	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	13.3%	N/A
152	Rockford Register Star, Illinois	DNR	11.8	15.3	18.3	14.3	17.2	14.7	16.9	13.2	18.8	22.2	16.7	17.5	19.7	19.7%	100
153	The Augusta Chronicle, Georgia	7.9	10.0	9.6	9.2	9.7	8.5	11.1	11.4	9.4	9.1	12.7	10.3	9.6	8.2	41.7%	20
154	The Times, Shreveport, Louisiana	DNR	15.7	14.1	17.8	23.4	29.3	26.6	25.4	25.4	28.8	29.9	27.0	26.2	27.1	42.0%	65
155	Bucks County Courier Times, Levittown, Pennsylvania	DNR	DNR	4.3	4.3	DNR	8.3	7.7	11.3	18.2	13.2	15.2	17.5	20.8	20.0	11.0%	183
156	The Oakland Press, Pontiac, Michigan	DNR	DNR	12.9	16.7	15.3	DNR	DNR	18.8	0.0	9.3	8.2	8.1	DNR	DNR	18.4%	N/A
157	The Patriot Ledger, Quincy, Massachusetts	10.4	12.3	12.5	11.7	13.5	15.0	9.6	10.4	8.7	4.8	3.7	4.2	3.4	5.5	10.2%	54
158	The Fayetteville Observer, North Carolina	6.1	4.6	DNR	9.7	6.2	6.4	6.9	9.1	12.2	11.3	12.1	12.5	14.4	15.9	46.6%	34
159	Reno Gazette-Journal, Nevada	12.5	DNR	6.3	10.1	11.1	15.3	16.9	17.6	16.9	15.8	16.7	11.9	16.7	16.7	24.1%	69
160	Inland Valley Daily Bulletin, Ontario, California	DNR	8.3	9.8	12.7	12.3	31.5	19.7	DNR	15.8	20.2	DNR	14.0	DNR	DNR	65.0%	N/A
161	The Idaho Statesman, Boise, Idaho	DNR	8.8	8.5	8.6	7.3	12.5	12.1	11.9	12.1	8.3	9.2	DNR	7.6	5.1	14.5%	35
162	Staten Island Advance, New York	DNR	DNR	8.1	15.1	19.7	17.6	16.3	17.3	16.2	10.1	10.1	11.4	13.5	13.2	28.7%	46
163	The Repository, Canton, Ohio	DNR	3.1	6.0	7.3	6.5	7.5	11.3	7.8	6.5	3.5	8.9	6.7	0.0	6.3	9.2%	68

# Table 3, Top 200 newspapers with minority staffing, continued

Rank	Newspaper, State	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	Community 2003	Diversity Index
164	The Post-Tribune of Northwest Indiana, Merrillville	DNR	17.7	18.2	16.4	16.7	22.1	25.4	21.2	23.0	20.5	15.4	15.4	12.7	12.7	30.5%	42
165	The Gazette, Cedar Rapids, Iowa	DNR	DNR	2.8	2.9	1.3	1.3	0.0	0.0	1.3	1.0	3.6	2.0	1.3	2.3	6.1%	38
166	The Gwinnett Daily Post, Lawrenceville, Georgia	DNR	DNR	DNR	DNR	DNR	DNR	DNR	7.1	5.3	5.3	14.3	19.0	4.3	5.0	33.0%	15
167	Honolulu Star-Bulletin, Hawaii	DNR	47.0	47.0	50.0	48.8	45.1	47.0	46.7	43.5	45.9	47.5	DNR	DNR	DNR	80.0%	N/A
168	Bangor Daily News, Maine	DNR	DNR	DNR	DNR	DNR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.5%	0
169	The Macon Telegraph, Georgia	10.9	11.4	12.7	12.3	12.3	18.5	19.4	16.2	DNR	14.3	12.1	15.3	12.9	17.7	41.5%	43
170	Corpus Christi Caller-Times, Texas	DNR	DNR	17.4	18.2	17.2	16.4	16.9	14.7	18.1	27.3	31.3	30.4	26.4	20.0	62.3%	32
171	The Scranton Times and The Tribune, Pennsylvania	DNR	DNR	DNR	DNR	0.0	0.0	0.0	0.0	DNR	0.0	0.0	0.0	1.5	4.6	3.9%	119
172	Reading Eagle, Pennsylvania	DNR	DNR	0.0	1.0	0.0	DNR	1.1	2.1	3.0	2.0	2.1	DNR	13.5	4.0	13.9%	29
173	Home News Tribune, East Brunswick, New Jersey	DNR	5.3	6.2	9.2	DNR	8.3	7.4	6.0	3.9	9.0	9.4	8.4	11.5	15.1	39.8%	38
174	Pensacola News Journal, Florida	8.5	DNR	DNR	DNR	20.9	20.0	23.4	31.7	28.1	23.4	24.1	21.4	24.1	21.7	23.0%	94
175	The Union Leader, Manchester, New Hampshire	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	DNR	0.0	0.0	DNR	DNR	5.1%	N/A
176	Springfield News-Leader, Missouri	6.5	10.3	8.1	6.5	8.2	DNR	10.6	7.1	8.8	7.4	9.7	4.5	13.3	8.8	5.9%	148
177	Erie Times-News, Pennsylvania	1.6	0.0	5.6	0.0	2.9	1.6	DNR	1.8	DNR	1.8	1.9	1.5	3.1	2.8	9.3%	30
178	The Record, Stockton, California	9.5	25.0	25.8	29.1	27.8	23.2	18.0	18.0	15.3	15.9	15.4	17.5	19.0	14.9	50.3%	30
179	The Journal Gazette, Fort Wayne, Indiana	DNR	DNR	13.6	10.3	10.6	8.5	12.9	10.8	6.0	4.3	7.5	6.3	6.3	7.7	11.3%	68
180	Standard-Examiner, Ogden, Utah	DNR	DNR	1.9	3.4	3.9	1.8	DNR	7.5	3.6	1.9	1.8	1.8	1.6	3.6	14.0%	26
181	Press & Sun-Bulletin, Binghamton, New York	DNR	DNR	8.5	12.1	12.7	DNR	10.0	11.1	11.4	12.5	11.5	3.6	4.0	13.2	6.8%	195
182	The State Journal-Register, Springfield, Illinois	DNR	DNR	3.8	DNR	5.4	6.0	3.1	3.6	DNR	8.5	6.6	6.5	6.7	6.6	9.4%	70
183	Green Bay Press-Gazette, Wisconsin	3.6	3.8	3.8	5.3	5.0	DNR	8.6	6.8	3.4	6.2	4.9	3.4	9.3	10.7	8.8%	121
184	Savannah Morning News, Georgia	DNR	DNR	DNR	DNR	DNR	DNR	DNR	13.4	DNR	DNR	DNR	DNR	3.6	7.8	38.5%	20
185	Waterbury Republican-American, Connecticut	1.3	DNR	1.6	DNR	DNR	1.1	DNR	DNR	2.2	1.5	3.1	5.7	4.3	4.2	15.6%	27
186	The Topeka Capital-Journal, Kansas	2.9	2.9	6.0	3.0	3.4	DNR	5.0	7.3	6.0	3.8	2.9	1.8	5.8	7.1	15.7%	45
187	The Huntsville Times, Alabama	0.0	DNR	10.5	0.0	11.5	9.0	10.0	9.4	9.3	8.9	3.7	7.6	9.1	6.6	22.8%	29
188	Statesman Journal, Salem, Oregon	7.1	11.3	14.7	15.3	10.9	13.5	12.0	17.5	18.0	16.7	16.1	20.0	18.5	15.7	20.7%	76
189	Asheville Citizen-Times, North Carolina	4.9	4.8	3.3	3.4	3.6	1.7	3.2	14.3	4.0	7.2	9.7	11.3	8.6	13.3	9.7%	138
190	Kalamazoo Gazette, Michigan	13.5	10.9	12.7	13.2	13.0	12.5	12.7	12.5	14.3	16.1	12.1	14.5	15.1	15.1	13.2%	114
191	MetroWest Daily News, Framingham, Massachusetts	DNR	DNR	DNR	DNR	2.3	DNR	DNR	DNR	DNR	DNR	DNR	1.3	5.8	4.3	8.0%	54
192	Argus Leader, Sioux Falls, South Dakota	7.0	7.5	4.3	7.3	7.5	6.8	6.7	6.7	6.4	6.1	7.4	7.5	7.8	12.5	6.3%	199
193	Morning Star, Wilmington, North Carolina	8.2	8.2	12.2	10.0	19.1	DNR	DNR	DNR	DNR	6.0	8.3	12.0	12.8	9.4	27.3%	34
194	Belleville News-Democrat, Illinois	DNR	4.0	DNR	DNR	DNR	DNR	6.3	5.9	DNR	DNR	10.2	8.0	11.8	14.0	19.8%	71
195	Beaumont Enterprise, Texas	17.4	14.5	12.7	9.8	10.2	DNR	11.8	11.1	11.6	22.0	20.0	19.1	24.4	19.6	32.7%	60

### Table 3, Top 200 newspapers with minority staffing, continued

Rank	Newspaper, State	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	Community 2003	Diversity Index
196	Cape Cod Times, Hyannis, Massachusetts	DNR	1.7	1.9	2.2	3.8	3.5	4.8	4.8	4.9	3.2	2.9	2.8	6.3	7.2	7.3%	99
197	The Ann Arbor News, Michigan	DNR	DNR	DNR	12.3	15.6	16.1	14.3	12.3	11.8	18.6	8.6	7.2	8.5	7.1	18.5%	38
198	Lubbock Avalanche-Journal, Texas	DNR	DNR	DNR	8.9	DNR	17.1	DNR	5.6	6.5	7.3	7.4	3.9	10.2	9.8	42.7%	23
199	The Post-Crescent, Appleton, Wisconsin	1.9	1.9	1.8	1.9	1.9	DNR	3.3	DNR	1.9	1.9	4.8	3.3	0.0	3.4	5.1%	66
200	Amarillo Daily News and Amarillo Globe-Times, Texas	DNR	8.5	7.7	5.8	3.1	5.3	3.0	6.1	5.1	7.2	7.6	6.1	3.5	5.1	31.4%	16

Source: "Does your newspaper reflect its community?"

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The report is at <http://www.asu.edu/cronkite/asne>