85% of sample of Aboriginal, CALD, LGBTQIA+ and media workers with a disability had experienced either personal or professional abuse online.

50% of respondents said the abuse and harassment stayed online only, exactly half said the abuse and harassment either sometimes (11%), or occasionally (39%), moved offline.

42% of the sample said that the abusive messages, comments and other forms of communication were occurring on at least a monthly basis, while 11% experienced it daily.

**SUPPORT**

The most common source of support came from 'friends' – but 'family', and 'colleagues', also figured strongly in the support network that surrounded media workers from diverse backgrounds who experienced online abuse or harassment.

- 24% received support from their employer
- 30% received support from a mental health professional which sometimes occurred as a referral from their employer
- 6.5% said they’d received support from a peak body or their union

**REPORTING**

A lack of awareness of availability and diversity in reporting and support mechanisms.

"There was no mechanism to flag... that you had received a racist email, to send it somewhere where that person could be put on a watch list or whatever it is, you know, where they’re going to become a serial offender."

(Aboriginal Journalist)
IMPLICATIONS OF ONLINE ABUSE

Normalisation of online abuse
Impact on mental health and well-being
A ‘silencing’ effect
desire to leave journalism or public-facing media roles
“...They shoot off these comments they don’t think about and then 5 minutes later they have moved on. They don’t think about how that might have been affecting someone.
(CALD journalist)"

COMPounding DISCRIMINATION AND ABuse

A number of journalists and media workers belonged to more than one of these groups – Aboriginal and/or Torres Strait Islander, and/or queer or transgender, and/or CALD, and/or living with a disability. Discrimination and abuse can worsen, layer and/or become more likely when there is social and political disdain and/or institutional bias and discrimination against more than one aspect of your identity.

While I identify as queer on the internet, I don’t embody it. And I feel like it’s because it’s not safe for me to do so because if I were to do so, I would either be hyper-sexualized and fetishized or I would be [seen] through the lens of like “hypermasculine brown kind of man is a predator”... So, like, that’s an unpleasant space to be in... I just want to be myself, but I can’t.
(CALD journalist who identified as queer).

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KEY RECOMMENDATIONS TO ADDRESS ONLINE ABUSE OF JOURNALISTS AND MEDIA WORKERS

Employers and regulators, and policy makers should work with diverse journalists and media workers to improve conditions for workers in the industry overall. This includes recognising the ‘double-edged sword’ nature of professional social media profiles for media workers.

MENTAL HEALTH

Online abuse puts an emotional burden on the work and well-being of a journalist.

The threats and comments impact my mental health significantly. I really struggled to see the good in myself.
(journalist with a disability)

Download the full report and find out more at: mediadiversityaustralia.org