DART CENTER FOR JOURNALISM & TRAUMA
THE JOURNALISM SCHOOL AT COLUMBIA UNIVERSITY

Journalists and Safety Training:
Experiences and Opinions

Research and report by
Dart Center for Journalism & Trauma Research Lab at The University of Tulsa

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We thank all the journalists who completed this survey, as well as the organizations and news professionals who shared the survey invitation with colleagues. We specifically acknowledge the help of A Culture of Safety Alliance (ACOS) staff, leaders and member organizations, who distributed and provided feedback on this survey. Without the news industry's willingness to participate, it would not be possible to study and improve current safety trainings.

In addition, we are grateful for the contributions of research assistant Giselle Willis Cuauhtle at The University of Tulsa, who identified publicly available information about HEFAT courses; and Kate Black, associate director of the Dart Center for Journalism and Trauma, who provided editorial support.

The Dart Center for Journalism and Trauma is a project of Columbia Journalism School devoted to informed, ethical and innovative news coverage of violence, conflict and tragedy. For more information and resources, find us online at www.DartCenter.org.

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Executive Summary

"Let's compete like mad on stories, but not on safety."
– David Rohde, Executive Board co-chair, A Culture of Safety Alliance (ACOS)

Over the last generation, safety trainings (sometimes known as Hostile Environment and First Aid Training or HEFAT) have been widely embraced by the news industry as a means of preparing journalists to cover conflict, crisis and other potentially dangerous assignments. Yet the effectiveness, relevance and usefulness of such trainings – both generally and in terms of specific content and approaches – have not been independently assessed.

For this reason, the Dart Center for Journalism and Trauma, a project of the Graduate School of Journalism at Columbia University, surveyed a wide range of journalists around the world about the safety trainings they attended, the skills they acquired and the gaps between these trainings and their professional needs on the ground. From October 2016 to February 2017, 247 journalists completed the survey, which was conducted by the Dart Center's research lab housed at The University of Tulsa Department of Psychology.

This report, prepared by an interdisciplinary team of researchers in psychology, occupational safety and journalism practice, details the survey results. We make no attempt to evaluate particular commercial or nonprofit safety training providers. Instead, this report examines the various approaches to journalism safety training; how journalists assess their training experiences; and the systematic gaps and other issues suggested by their assessments.

Critical findings, followed by distilled recommendations for the news industry and journalism safety/press-freedom advocates, are included in this executive summary. The full report follows.

KEY FINDINGS: THE GOOD NEWS

Journalist safety training has a positive impact.

Many journalists report implementing changes in behavior (such as carrying first aid kits and undertaking other preparations for assignments) as a result of training.

- Many journalists reported changes in their overall attitudes toward safety as a function of training.
- Two-thirds of journalists reported using safety training skills either occasionally or frequently.
- Journalists expressed high satisfaction with safety training content overall, as well as for the expertise of trainers.

KEY FINDINGS: GAPS AND CHALLENGES

Many journalists' safety training is not current.

- Only 27% of journalists surveyed reported trainings completed within the last year; 36% completed one to three years ago; 16% completed three to five years ago; and 21% completed safety training more than five years ago.
- Fewer than half (43%) of the journalists surveyed reported having ever taken a refresher course, even though general industry standards recommend refreshers every three years.
- Thus, at least one-third of the journalists surveyed are in need of either refresher courses or updating of skills to current knowledge, technology and threats.

Training content remains military-and-battlefield centered, despite journalists describing a far broader range of crisis reporting/hostile environment assignments. Lack of training on gender-based violence as well as other gender- and culture-related topics are major gaps, as is gender equity among trainers. Trauma-awareness and digital security trainings also remain significantly limited.

- The most commonly taught topics included first aid (96%); personal safety including ballistic threats and equipment (86%); hostage survival (80%); vehicle/travel safety (77%) medical knowledge (75%); and risk assessment and management (71%).
- First aid was overwhelmingly rated as one of the most useful of available training topics (79%). Medical knowledge (55%), personal safety (49%), risk and assessment management (38%), vehicle security/travel safety (37%), hostage survival (37%), and digital security (37%) were the next most highly ranked among those who received training on these topics.
- The least commonly taught topics included cultural awareness and gender specific considerations (26%), eliciting information (12%), responding to sexual harassment/gender-based violence (8%), crime scene management (7%), and responding to online harassment (3%).
- Only 8% of journalists reported receiving sexual harassment/gender-based violence training and only 3% reported receiving online harassment training. Even when taught, integration of gender and diversity topics received the lowest satisfaction rating.
- Approximately half (46%) of journalists reported receiving some form of psychological trauma training. However, several journalists explicitly described the available training as cursory, dismissive or stigmatizing.
- Barely more than one-third of journalists (35%) reported receiving digital security training, but among those who did receive such training, it was highly valued.
- Journalists consistently expressed a need and desire for:
  - gender-based;
  - regionally relevant;
  - and psychological trauma components.
    These three topics were consistently rated as gaps in available training.

The use of kidnap or hostage scenarios in HEFAT trainings proved a divisive topic.

- Approximately one-third of journalists (37%) rated the value of hostage or kidnap simulations very highly.
- However, a vocal minority questioned the value of advice given and/or the possible deleterious psychological impact on trainees.

Cost remains a significant barrier to access.

- 57% of journalists surveyed reported their safety trainings was paid by their employers.
- Only 9% paid for training out of their own pocket.
- The remaining 33% relied on charitable organizations, NGOs, or a mix of funding sources.
- Cost also seems to be a barrier in accessing refresher courses and other training updates.

RECOMMENDATIONS

Based on this survey, the Dart Center research team suggests the following considerations for training organizations and news outlets:

1. **Increase the availability of sexual violence and harassment training.** The gap between available training and the needs asserted by journalists surveyed was glaring on this point. As demonstrated in journalism and other fields, [1&2] these are not necessarily gender-specific issues but rather are occupational safety issues that concern all employees. These issues have particular importance for journalists who must navigate boundaries with sources and negotiate unfamiliar environments, often under high-stress conditions.
2. **Ensure that safety trainers are knowledgeable about gender and cultural issues.**
   a. Journalists who reported receiving gender-focused and/or cultural trainings were more satisfied with safety trainings overall than journalists who did not complete gender and cultural components, suggesting a desire for this curriculum.

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[1] Branch, S., Ramsay, S., & Barker, M. (2013). Workplace bullying, mobbing, and general harassment: A review. *International Journal of Management Reviews, 15,* 290 – 299.

[2] Parker, K. (2015). *Aggression against journalists: Understanding occupational intimidation of journalists using comparisons with sexual harassment.* Unpublished doctoral dissertation, University of Tulsa, Oklahoma.

    b. Tailor information so it is relevant to the geographic area and cultural context in which journalists will be working.

    c. We also urge safety training providers to diversify the faculty of HEFAT courses to help ensure that these concerns are given priority.

3. **Emphasize the importance of trauma knowledge and coping skills and address stigma attached to emotional and physical reactions to extreme stress.**

    a. All safety training should include modules devoted to encouraging trauma awareness and best practices in self-care and collegial support.

    b. Consider employing more mental health professionals as trainers for modules on this topic. (Of the trauma-related trainings reported on in this survey, only 15% were led in part by trainers with mental health expertise).

    c. Prepare HEFAT trainers to communicate accurate and non-stigmatizing information on psychological resilience, self-care and trauma awareness.

4. **Increase the availability of digital security training**, which is currently offered in only 35% of safety trainings, but when included is rated highly. This is another glaring gap. It should be noted that digital security is closely tied to the threat of kidnapping, targeting with weaponry, and other established physical threats.

5. **Continue to use practical hostile-environment scenarios, but evaluate if there may be unintended consequences for some trainees**. Specifically, kidnapping scenarios may raise issues for some individuals. Therefore, evaluating the longer-term value and impact of hostage scenarios, and assessing which journalists benefit most from such training, should be explored further.

6. **Ensure the availability and affordability of refresher and update courses** to keep journalists' training current.

7. **Emphasize resources for journalists who have limited organizational support or who are working as freelancers without the benefit of established news organizations behind them.**

8. **Sharing information** about specific content offered in various HEFAT training may be helpful in future evaluations of trainings utility.

STUDY LIMITATIONS

- **Limitations of Sample.** The overwhelming majority of journalists who responded to this survey were news professionals with many years' experience and multiple deployments in crisis zones. (The average age of respondents was 41, and average years worked was 16.) These results do not necessarily reflect the needs of younger journalists or of local journalists permanently residing in hostile environments.

- **Timeframe of Trainings.** Since almost three in four journalists surveyed reported their most recent training was over one year ago, any changes in curriculum that occurred within the past year are not represented in this survey. It is also possible that some participants' recollections of training elements may not be accurate because of the length of time between the training and survey completion.

- **Inconsistent training curricula.** The content categories were created from publicly available information about training curricula. The exact content of topics under a particular heading may vary widely across trainings. Conclusions may not apply universally to all trainings.

The Survey

With violence, threat and harassment directed toward news professionals escalating worldwide, the safety of journalists has become widely recognized as an essential element of press freedom. The Committee to Protect Journalists (CPJ) reports that over the last 25 years, 1,229 journalists have been killed while working (1992 – early 2017), under circumstances ranging from combat deaths to kidnapping to assassination, with a widespread climate of impunity for such attacks.[3] In addition to general occupational exposure to violence, a recent survey of female journalists found 48% reported experiencing work-related sexual harassment.[4]

Beginning in the mid-1990s, major news companies responded to rising risks by embracing Hostile Environment, First Aid, or Safety Training (HEFAT). As a general approach, HEFAT has become the industry and insurance company standard.[5] However, little is documented about what constitutes effective training, or the pertinence of content covered by different trainings and providers to the varying needs of news professionals. Obtaining information is further hindered because of the proprietary nature of some of these trainings. Some organizations may be hesitant to share branded techniques and content that have required substantial monetary investment.

For that reason, this survey was designed as a first step to learn more about the content and perceived effectiveness of HEFATs by gathering information about trainings from journalists who have completed one or more courses.

Researchers at the Dart Center for Journalism and Trauma Research Lab housed at the University of Tulsa's Department of Psychology designed an online survey to gather information from journalists about their experiences with HEFATs. Questions were generated based on all shared or publicly available information about training content. The initial survey was made available in October and November of 2016. Information about the survey was disseminated

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[3] Committee to Protect Journalists (2017). Retrieved from https://cpj.org/killed/
[4] Barton, A. & Storm, H. (2016). Violence and harassment against women in the news media: A global picture. Retrieved from International Women's Media Foundation http://newssafety.org/ uploads/IWMF.FINALA.PDF
[5] J. Daniszweski, personal communication, December 12, 2016

though social media, emails, blog posts, and other electronic means.[6] Minor modifications were made at the end of 2016, resulting in Phase II of the study. Results from Phase I of the survey included data from 190 journalists.[7] Preliminary results were presented to the annual meeting of A Culture for Safety Alliance (ACOS) in December 2016.

As a result of the presentation of preliminary data, ACOS stakeholders asked researchers to inquire about additional content not included in the original survey. In Phase II, new questions were added including "What gender was/were your trainer(s)?" The Dart Center added a clarification question addressing training length: "If your most recent training was two and a half days or longer, how long was the training?" The Dart Center also added additional questions about graphic content ("Did your safety training include information about graphic content?" and "Do you believe training on how to manage graphic content would be helpful to you?") to supplement similar information gathered in Phase I. Other additions included the following short response questions: "What training techniques or approaches used during your safety training were the most effective?", "What are the core skills or knowledge that must be included in courses like these?", and "What specific additions would help make these trainings more effective for specific needs? (gender, region, profession, etc.)."

After changes were made, Phase II of the survey was released in January 2017 and was active through February 2017. Additional data was collected from another 126 journalists.[8] Of the new responses, 57 journalists were included in analysis, bringing the total number of responses to 247. The 57 journalists who completed the survey in Phase II were not statistically different from those who completed Phase I in terms of gender, minority status, or age.[9] Therefore, the responses collected in each phase were combined, and these combined results are discussed in this report.

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[6] The Dart Center for Journalism and Trauma, the Canadian Journalism Forum for Journalism and Trauma, and ACOS helped disseminate the survey

[7] Initially, 265 journalists accessed the online survey, but 41 did not go beyond the first few questions and 34 people did not confirm attending a safety training.

[8] Of the new respondents, 64 did not complete more than the first few questions of the survey and 5 had not participated in a training.

[9] One-way ANOVAs: age by survey version ($F[1, 330] = .004$, $p = .947$); gender by survey version ($F[1, 330] = .534$, $p = .465$); minority status by survey version ($F[1, 330] = .092$, $p = .761$).

The Journalists[10]

Of the 247 total journalists who responded to the survey: (1) the sample was roughly equivalent across gender (131 males, 53%; 116 females, 47%), (2) almost half had journalism degrees (n=114, 46%),[11] and (three) a small number self-identified as members of a minority group (n=34, 14%).

The journalists sampled were relatively experienced. The median age of journalists was 41, with a range of 22 – 71 years. The average number of years worked as a journalist was 16, with experience ranging from 0 to 49 years. The average number of safety training journalists reported participating in was two, with one journalist who reported participating in 10 trainings.

The largest group of journalists (n=112, 45%) worked for one employer full-time. The next largest group of respondents were freelance journalists (n=104, 42%). Other employment arrangements included working full time for multiple employers (n=15, 6%), employment in a field other than journalism (n=7, 3%), working part time for multiple employers (n=5, 2%), working part time for one employer (n=2, 1%), and retired (n=2, 1%).

Most (59%) journalists reported working in several mediums. Of the 41% who worked in only one medium, 17% (n=43) worked solely in broadcast, 9% (n=22) worked solely in print, 9% (n=21) worked solely in photography, 3% (n=7) worked solely online, 1% (n=1) reported working solely in video or multimedia, and 2% (n=6) worked solely in other, self-defined categories including a UN agency and podcasts.

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[10] See Appendix A for further demographic information

[11] 246 journalists answered this question
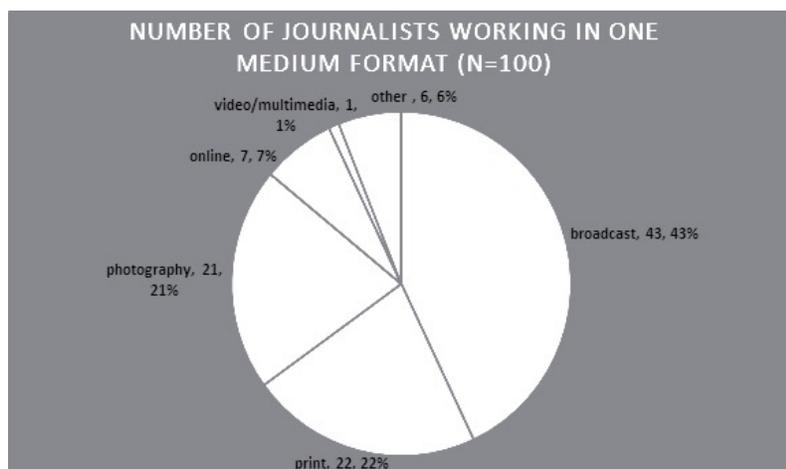
Note: This graph contains information only for journalists who reported working in a single medium. The remaining 147 journalists worked with multiple media.

Most of journalists (n=151, 61%) reported working with several distribution methods. Of the 247 journalists,[12] 54% (n=133) reported working on the internet, 39% (n=95) reported working for a newspaper, 37% (n=91) reported working with television, 30% (n=76) reported working for a magazine, 24% (n=59) reported working with radio broadcasts, 22% (n=54) reported working for a wire service, and 16% (n=39) reported working for a photography or video service.

Number and Percentage of Journalists Working with Various Distribution Methods (N=247)

Distribution Method	Number of Journalists	Percent of Journalists
Internet	133	54
Newspaper	95	39
Television	91	37
Magazine	76	30
Radio Broadcast	59	24

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[12] Journalists could provide multiple answers to this question.

Wire Service	54	22
Photography/Video Service	39	16

Note: Journalists could provide multiple answers to this question.

Most journalists also worked multiple beats (n=216, 87%). The majority (n=204, 83%) reported covering war, 64% (n=159) reported covering human rights, 62% (n=154) reported covering human interest, 46% (n=114) reported covering political stories, 43% (n=105) reported covering national stories, 38% (n=94) reported working in investigative journalism, 31% (n=76) reported covering local stories, 22% (n=54) reported covering entertainment, 15% (n=38) reported covering business stories, 13% (n=31) reported covering sports, and 8% (n=19) reported covering other types of stories including nature, pets, and climate change.

Number and Percentage of Journalists Covering Various Beats (N=247)

Beat Covering	Number of Journalists	Percent of Journalists
War	204	83
Human Rights	159	64
Human Interest	154	62
Politics	114	46
National	105	43
Investigative	94	38
Local	76	31
Entertainment	54	22
Business	38	15

Sports	31	13
Other	19	8

Note: Journalists could provide multiple answers to this question.

Most of journalists reported completing their most recent training over one year ago, with only 27% (n=64) trainings completed within the last year; 36% (n=88) were completed one year to three years ago, 16% (n=38) completed three to five years ago, and 21% (n=51) completed more than five years ago.[13]

The most common length of training was two-and-a-half-days or more (n=193, 80%) followed by two-days (n=28, 12%). Several of the trainings were one-day trainings (n=12, 5%), and 3% (n=8) of trainings were half-a-day.[14]

The overwhelming majority of journalists (n=232, 95%) reported that all of their training was conducted in person. Only 2% (n=7) reported a combination of in person and online training; 1% (n=2) reported a combination of in person, online and video conferencing; 1% (n=2) reported a combination of in person and video conferencing; and 1% (n=2) reported only being trained online.[15]

Number and Percentage of Journalists working in Various Locations (N=247)

Region	Number of Journalists	Percentage of Journalists
Middle East/North Africa	129	53
Europe/Central Asia	91	37
Asia	76	31
Africa	71	29
US & Canada	57	23

[13] 241 journalists responded to this question.
[14] 241 journalists responded to this question.
[15] 245 journalists responded to this question.

Latin America/Caribbean	16	7
South America	12	5

Note: Journalists could provide multiple answers to this question.

Number and Percentage of Locations Where Trainings Were Held (N=247)

Region	Number of Journalists	Percentage of Journalists
Europe/Central Asia	138	56
US & Canada	62	25
Asia	40	16
Middle East/North Africa	32	13
Africa	23	9
Latin America/Caribbean	6	2
South America	4	2

Note: Journalists could provide multiple answers to this question.

The Trainings

Overall Satisfaction

"I really hope ALL newspapers introduce compulsory first aid, emotional trauma, and safety training."[16]

Overall, journalists were satisfied with training in terms of content, delivery, and trainers. They reported having learned skills necessary to protect themselves, but were less confident in their ability to employ those skills in real-world scenarios. In addition to the questions listed in the table below, journalists were asked to rate their overall training experience as excellent (5), good (4), neutral (3), poor (2), or very poor (1). Overall, trainings were rated highly.[17] Further, 82% endorsed the statement that safety trainings were well organized, with specific objectives and goals (n=196).[18]

Mean Ratings Regarding Satisfaction with Training

Question	Number of Journalists	Average	Standard Deviation
The trainer was knowledgeable	237	4.54	.647
The content was organized and easy to follow	236	4.36	.715
Training improved/increased my skill and knowledge	235	4.31	.694
I would recommend the training to others	234	4.29	.849
The exercises used were relevant and useful	236	4.22	.878

[16] This and other unattributed direct quotations that follow are taken from survey participant responses to open-ended questions.

[17] Average response to this question was 4.15. 235 journalists responded to this question.

[18] 20 journalists responded to this question.

The materials distributed were relevant and useful	231	4.10	.896
I feel confident that the training would help if the opportunity arose	234	4.08	.768
The training was relevant to my needs	235	4.07	.852
Opportunities to practice and reinforce what was taught were provided	234	4.00	.857
I have used the training in my work	231	3.90	.838
I feel prepared to use what I learned in the workplace	234	3.88	.752
I felt a sense of mastery of the training content after completing the training	235	3.60	.887
The training helped me deal with any fear and anxiety that arose when working when exposed to horrific sights and threatening situations	226	3.31	.986
The training addressed gender and diversity-related threats sensitively and accurately	225	2.81	1.188

Note: 5 – strongly agree, 4 – agree, 3 – neutral, 2 – disagree, 1 – strongly disagree

Training Components

Most Common/Least Common[19]

The five most common training components journalists reported were:

1. First aid (n=236, 96%)

2. Personal safety: Ballistic threats, personal protective equipment (n=212, 86%)

3. Hostage survival: Kidnapping/Abduction (n=198, 80%)

4. Vehicle security and travel safety (n=191, 77%)

5. Medical knowledge (n=185, 75%)

The five least common training components journalists reported were:

1. Cultural awareness and gender specific considerations (n=63, 26%)

2. Eliciting information (n=29, 12%)

3. Responding to sexual harassment (n=19, 8%)

4. Crime scene management (n=18, 7%)

5. Responding to online harassment (n=8, 3%)

Usefulness

After reporting on components included in their trainings, journalists were asked "Which topics of training have been the most useful to you? (Check top three)." First Aid was clearly assessed as the most useful training component. In fact, 79% (n= 187) of journalists who completed a first aid component rated it as one of the three most useful training components. In general, as can been seen in Appendix A, the other components ranked most often in the top three were also those most frequently offered:

- Personal safety: Ballistic threats, personal protective equipment (n=104, 49%)

- Medical knowledge (n=101, 55%)

- Risk assessment and management (n=65, 38%)

- Hostage survival: Kidnapping/Abduction (n=74, 37%)

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[19] See Appendix B for all components included in research.

A clear exception to this pattern was digital security. Digital security was included in 35% (n=87) of reported training, making it the fourteenth most common component offered. However, of those who completed a digital security component, 37% (n=32) reported it was one of the three most useful components, tying it for fifth most useful component.

The components rated as least useful also tended to be those offered less frequently, with the exception of a low rating for the frequently taught topic managing conflict (n =8, 9%):

- Cultural awareness and gender specific considerations (n=4, 6%)

- Eliciting information (n=4, 14%)

- Responding to sexual harassment (n=2, 11%)

- Crime scene management (n=2, 11%)

- Responding to online harassment (n=1, 13%)

Since these components were offered so rarely, the percentages are misleading: No strong conclusions on the actual usefulness of these components can be drawn at this time. In fact, it is unclear if the usefulness rating in this study is capturing the importance of the topic for journalists' practice, or the quality of the specific training currently offered. It should be noted that data elsewhere in this study suggests journalists' desire for training on certain of these subjects. Future studies might disaggregate the relevance of the topic from the quality of training.

First Aid

> *"As a result of the training, I carry a first aid kit in my gear, as well as a trauma bandage and tourniquet on my person when on assignment in a hostile environment."*

First aid was the most commonly endorsed training component. It was present in 96% (n=236) of trainings, and 79% (n=187) who received this training chose it as one of the three most useful training components. In response to an open-ended question,[20] 35 journalists reported first aid was the most useful component of training. In another open-ended response,[21] 18 journalists named first aid/medical treatment as a core skill that should be included in all

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[20] Q03: What is the most useful part of safety training? (See Appendix D for all responses)
[21] Q08: What are the core skills or knowledge that must be included in courses like these? (See Appendix D for all responses)

trainings. First aid was again a topic of discussion, when journalists reflected on advice they would give to other journalists going into training:[22] "Focus on the first aid."

Psychological Trauma

"My training was exciting and applicable if a member of my crew broke their leg or needed to be evacuated from a burning car. But those things are easy in comparison to dealing with… coming home to people who can't relate to everything you've seen and heard when dealing with people whose lives are torn apart."

"The course came at a late stage of [my] career and it was an eye opener on all the mistakes I had [done] throughout the years… Unfortunately, I was diagnosed with PTSD [Post-traumatic stress disorder] in 2006, and I decided to put [an end] to my career as I could not [cope] with violence any longer."

"I've had two mental breakdowns quite suddenly in 20 years amid intense news stories. One murder story and one on Catholic child abuse. Both times I felt I was in trouble with the police and hadn't slept enough. Too much stigma to feel I could be open about it, but I know other reporters also go through this all the time. I'd love to see a survey on it. The pace of work, irregular hours and pressure are huge risk factors. I've never had any other problems except when in huge stories. First employer was fine. The second didn't renew my contract after the breakdown. Huge discrimination still exists, yet news organizations don't do enough to support reporters or help them understand the warning signs."

Emotional trauma, stress, and self-care/coping was a component of 46% (n=113) of trainings and 36% (n=40) journalists who received this training viewed this component as one of the three most useful topics of training. Open-ended responses[23] suggested this component is both vital and needed in more trainings. Of those who provided open-ended responses, 62

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[22] Q04: What would you tell a journalist going to safety training for the first time? (See Appendix D for all responses)

[23] Q05: What, if anything, in safety training assisted you to manage the emotional impact of what you were exposed to? (See Appendix D for all responses)

journalists reported no content had addressed managing emotional impact. When journalists reflected on training components they wished had been included in their own safety trainings,[24] 35 wished they had received more information about psychological trauma, emotional literacy, and coping skills.

Open-ended responses also suggested misconceptions and/or cynicism amongst trainers and participants about utility of addressing psychological trauma and preparedness. For example, some respondents reported a belief that emotional preparation would not be possible and that physical safety precluded attention to emotional safety. Some journalists reported that trainers undermined the emotional well-being of trainees, or communicated a personal belief that coping with emotions was not something that could be trained. More attention to providing psychological trauma and resilience education, reducing stigma and cynicism about this topic, and better preparing HEFAT trainers appears warranted.

Kidnapping

"I was in a situation where I was held captive and was able to remain relatively present and eventually negotiate my way out of the situation. In the hours and days following, I reached back out to my trainers and they provided support and guidance for taking care of myself so I could get back to work."

"The hostage exercise was ridiculous. People were very upset at being taken at gun point, put in stress positions for long periods, abused etc. I injured my hand and strained muscles. It was really not an appropriate exercise for anyone unless they are heading off to [Syria's] frontlines or something. 99% of the people on the course including me did not learn anything from it and will never be in that situation. It mostly seemed to be about the ex-military blokes running the course having an opportunity to show off and put us all under extreme duress."

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[24] Q06: Was there anything not covered by the safety training that you believe would have been helpful? What was it? (See Appendix D for all responses)

Hostage survival training was provided in 80% (n=198) of trainings, and 37% (n=73) of those who received it believed it was one of the three most useful components of training. However, open-ended responses[25] suggested hostage training was a contentious issue and not everyone benefited. Six journalists believed hostage exercises physically increased danger because of particular advice provided or the potential to trigger traumatized participants.

Gender/Cultural Awareness

"I was advised in my first training about how to use protective gear like flak jackets and helmets, and I invested in them. But while this is good knowledge to have, this hasn't been practically useful. I work in situations of urban violence in Latin America where showing up in that gear essentially means getting denied access. No one wants to be seen with you in a residential neighborhood looking like you're dressed for war. So, I would have appreciated more tips on how to deal with those situations."

"Did the training help me know what to do when a valuable interviewee groped and kissed me against my will? Not at all, but I feel a little better prepared if I should ever be in a crowd and somebody yells 'grenade!'"

Most but not all trainings listed gender and cultural awareness under the same topic heading, so they were queried together in the survey. Of the 63 journalists who reported completing a training with a gender/cultural awareness component, 33 were male and 30 were female. Across the whole group, those who reported their training had a gender/cultural awareness component ($M = 4.47$) also reported statistically significant ($p < .001$) higher satisfaction with trainings than those who did not receive gender/cultural awareness training ($M = 4.04$), although the absolute difference is small.[26]

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[25] Q02: Is there anything that you leaned in safety training that you felt was ill advised or may have increased your risk of danger? What was it? (See Appendix D for all responses).

[26] For statistical analysis, satisfaction scores were transformed to correct for positive skew ($F[1, 234] = 11.80$, $p = .001$) However, untransformed means are reported for ease of interpreting results.

"…you are in there with a bunch of other bravado macho journalists bragging about what we have [endured]. At least for me (a woman, but bravado none the less) it [wasn't] a safe place to open up or touch upon the topics of trauma, relationships, addiction or stress. No way."

"The trainers tried to be gender sensitive, but I think were not very successful. Most of the approach was about how women were often more at risk and so the men in the team needed to help them out. There was no content aimed at female participants that would have given them tools or approaches to use for themselves, if they encountered any physical or sexual threats."

Specific gender concerns included a lack of sexual harassment and assault training. In open-ended responses, 17 journalists reported a need for assault and harassment training and 13 journalists reported a need for general, gender issues training.[27] Only 8% (n=19) of trainings included sexual harassment components, and 11% (n=2) of journalists who received this training selected sexual harassment training as one of the three most helpful components. Sexual harassment and gender training was also addressed in another set of open-ended responses.[28] Four journalists believed the inclusion of training on gender concerns would help trainings meet their needs and three journalists focused on the need for sexual harassment and assault training.

"Safety training is important but it is situation-specific. Which can dilute it. My last session felt far too 'you're at war in Africa-ish' for current assignments in Europe, where it's terrorism in nice places. Or for the US, with so many mass shootings. You can't prepare for something that happens out of the blue, which is why having a store of relevant knowledge and training is important."

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[27] Q06: Was there anything not covered by the safety training that you believe would have been helpful? What was it? (See Appendix D for all responses).

[28] Q09: What specific additions would help make these trainings more effective for your region? Your gender? Other specific needs? (See Appendix D for all responses).

In open-ended responses, [29] four journalists reported trainings were too focused on a "one-size-fits-all" approach, and three noted the trainings were not specific to local threats.

Graphic Content

Though graphic content was inadvertently not included in the list of training components provided in the survey, the topic was addressed elsewhere. More than four-in-10 journalists reported regularly viewing graphic content for work (n=106, 43%). A similar number reported viewing graphic content multiple times (n=98, 40%), 14% (n=35) reported viewing content one to two times, and 3% (n=7) reported never being required to view graphic content.[30]

In the second phase of the survey, journalists were asked further questions about safety training and graphic content. These 57 journalists were asked if their training included managing graphic content. Almost half of journalists (n=20, 42%)[31] reported their training included information about graphic content. The majority (n=40, 85%) also reported training on how to manage graphic content would be helpful while seven (15%) individuals reported such training would not be helpful to them.[32]

Digital Security

> *"Need much more on cyber security. I have been working in the field for nearly a decade and I still feel like I don't have a grasp of this. I have been monitored and I know my computer has been accessed, but I lack the technical skills to respond…Honestly, I think cyber security is the single most undervalued skill in journalism."*

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[29] Q02: Is there anything that you leaned in safety training that you felt was ill advised or may have increased your risk of danger? What was it? (See Appendix D for all responses).

[30] 246 journalists responded to this question.

[31] 48 journalists responded to this question.

[32] 47 journalists responded to this question.

Approximately one-third of journalists (n=87, 35%) received training about digital security. Of the 87 who completed a digital security component, 37% of journalists (n=32) reported digital security was one of the most useful components of their training. Five journalists also responded that digital security was "the most useful part of safety training" in open-ended responses.[33] Digital security training may be of particular importance for journalists. Recent research suggests journalists have concerns about the usability and adaptability of digital security tools.[34] Hence the need for digital security training may be a rising area of concern.
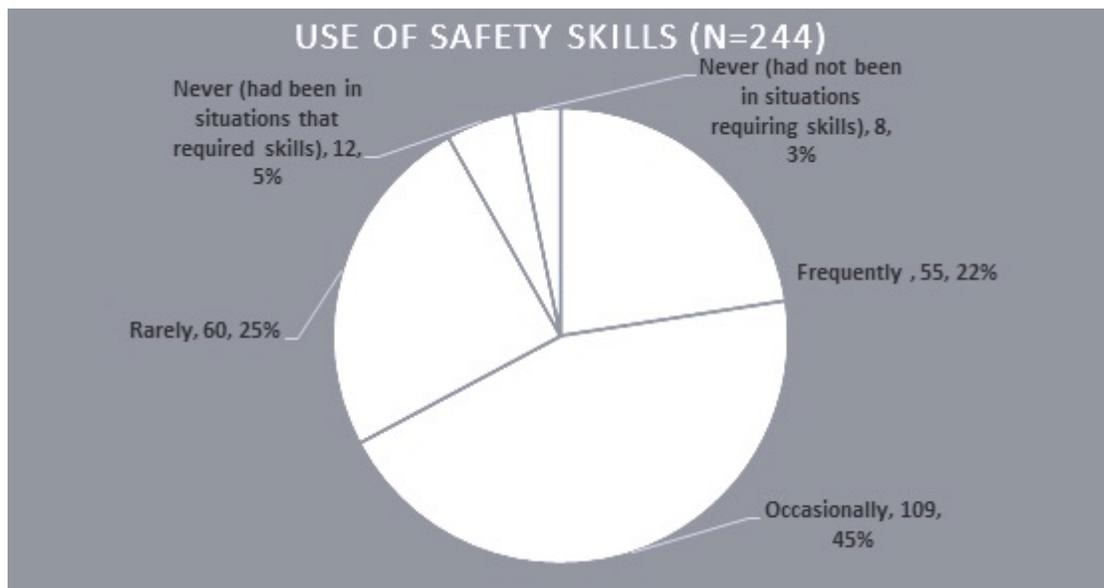
Training Approaches and Outcomes

Utilizing Skills

"[Safety training] saved my life. That's why I decided to do this survey (usually don't do such things). The week-long training was a contractual obligation - didn't want to do it, couldn't wait for it to end - thought I hadn't retained the info until I was in a violent hostage situation and the training came back very clearly, allowing me to negotiate my way out of what seemed at the time like certain death."

Nearly half (n=109, 45%) reported "occasionally" using the specific skills learned in safety training, 22% (n=55) reported using specific skills "frequently," 25% (n=60) reported "rarely" using the skills, 5% (n=12) reported "never using the skills but being in a situation that required safety skills," and 3% (n=8) reported "never using the skills and never being in a situation where skills were needed." [35]

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[33] Q03: What is the most useful part of safety training. (See Appendix D for more details.)

[34] McGregor, S. E., Charters, P., Holliday, T., & Roesner, F. (2015, August). Investigating the computer security practices and needs of journalists. Presented at 2015 *USENIX Security Symposium*, Washington D.C.

[35] 244 journalists responded to this question.

USE OF SAFETY SKILLS (N=244)

Never (had been in situations that required skills), 12, 5%

Never (had not been in situations requiring skills), 8, 3%

Frequently, 55, 22%

Rarely, 60, 25%

Occasionally, 109, 45%

Journalists reported several changes in thought and action after completing training. In open-ended responses,[36] 46 journalists reported they were more safety conscious and aware after training, and 28 reported they began carrying first aid kits or other gear after completing a safety training. Twenty-five journalists also reported beginning to do risk assessments and 19 reported applying basic safety principles while in hostile environments.

There was some concern that instead of imparting important skills, trainings were simply increasing confidence to potentially dangerous levels. Five journalists viewed increased confidence as an aspect of training that potentially increased danger as it could make journalists take greater risks.[37]

Refreshers

"My main thing is that I feel like I forgot most of what I learned when I did the course

a couple years ago…However, I have not been in any hostile situations in the past

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[36] Q01: What, if anything, have you done differently as a result of safety training? (See Appendix D for all responses).

[37] Q02: Is there anything that you leaned in safety training that you felt was ill advised or may have increased your risk of danger? What was it? (See Appendix D for all responses).

two years and so I really think that if I were to go somewhere, I would need a refresher."

Forty-three percent (n=103) of journalists had ever completed a refresher course.[38] The current standard for any industry is refreshers every three years.[39] General training research not specific to journalists, suggests yearly refreshers may be most useful, because 90% of what a trainee learns is typically forgotten after a year.[40] When journalists were asked to express any concerns they had about training,[41] 13 noted a need for more refreshers. Research suggests refresher courses are most useful when implemented immediately prior to when the skills will be used.[42] Safety training refreshers provided immediately before a dangerous assignment may help journalists remember skills they would otherwise forget.

Trainer Professional Background

"I didn't find the traditional [Hostile Environment] training by ex-military useful. I felt those trainers didn't understand the media world and tended to place too much attention on what to do once problems occur, as opposed to making decisions to mitigate problematic situations. There's also a swashbuckling '[War] is great!' ethos that I find distasteful; it's macho and we should be encouraging cautious thinking rather than trying to emulate people who have sought out war as participants."

"[Trainings I] did were held by [ex-military] who have a completely different view of the war zone than journalists. Their deployment experience is completely different, they go in with troops, they are armed. I [don't] think they fully understand what we

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[38] 241 journalists responded to this question.

[39] A Culture of Safety Alliance, December 2016 Meeting.

[40] Salas, E., Tannenbaum, S. I., Kraiger, K., & Smith-Jentsch, K. A. (2012). The science of training and development in organizations: What matters in practice. *Psychological Science in the Public Interest, 13*(2), 74 – 101.

[41] Q10: Is there anything else that we should know as we work to understand the usefulness of safety training for journalists? (See Appendix D for all responses.)

[42] Salas, E., Tannenbaum, S. I., Kraiger, K., & Smith-Jentsch, K. A. (2012). The science of training and development in organizations: What matters in practice. *Psychological Science in the Public Interest, 13*(2), 74 – 101.

do there. I think that courses provided by experienced journalists would give people

better idea [what's] that all about, maybe in combination with an [ex-soldier], a

psychologist and medic."

Most trainings (n=219, 91%) included at least one military trainer, although about a third (n=79, 33%) included both medical and military professionals. Approximately a quarter (n=57, 24%) were led exclusively by military personnel, and only 15% (n=37) were led by a combination of medical, military, and media professionals. Only 15% (n=35) included mental health professionals.[43&44] The presence of a military trainer did not predict a respondent's overall satisfaction with training.[45] However, in open-ended responses,[46] five journalists were concerned that trainings were too dependent on a military mindset.

Trainer Gender

"…trainers were offensive in some of the jokes about women. Not [actually] abusive,

just that tiresome male attitude. Safety [trainers] are almost always ex-military, and

male, and they still have that whole military tough men thing going on. I wouldn't

want to discuss issues like sexual assault with them, to be honest, but it's something

that should be an option with adequate trainers."

Questions about the gender of instructors was collected in Phase II (n=57). The largest number of journalists reported multiple trainers, all of whom were male (n=19, 39%). Thirty-five percent (n=17) reported their trainers were majority male, 13% (n=6) reported they had multiple trainers with an equal number of males and females, and 13% (n=6) reported they had one male trainer. No journalists reported trainings with only one female, with multiple all female trainers, or with majority female trainers.[47] The gender of trainers did not predict a respondent's overall

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[43] 242 journalists responded to this question.

[44] A table including all combinations of trainers is included in Appendix C.

[45] Due to positive skew, a question about overall satisfaction with training was transformed using a logarithm transformation prior for the analysis. ($F[1, 234] = 1.52$, $p = .217$).

[46] Q02: Is there anything that you learned in safety training that you felt was ill advised or may have increased your risk of danger? What was it? (See Appendix D for all responses).

[47] 48 journalists responded to this question.

satisfaction with training,[48] but the low number of responses to this particular question makes it difficult to detect any statistically significant trends, so results should be interpreted cautiously.

Training Length

In Phase II, journalists (n=57) who reported a training of two-and-a-half-days or longer were asked to provide a more specific time frame (options included two-and-a-half-days, three-days, four-days, and five-days.) Of the 57 journalists who answered this additional question, the majority attended five-day trainings (n=16, 46%).[49] One in four of the journalists reported four-day trainings (n=9, 26%), and a similar number reported three-day trainings (n=8, 23%). Only 5% (n=2) journalists reported two-and-a-half-day trainings.

Phase I of the survey also addressed journalists' satisfaction with length.[50] Most journalists felt the training they attended was the *"right length"* (n=184, 77%) with 20% reporting their training was *"too short"* (n=49). Only 3% (n=8) thought their training was *"too long."*

There were no statistically significant differences between satisfaction with the training program and the length of the training program.[51] However, there were statically significant differences between journalists' subjective report of training length and satisfaction.[52] There were no differences in satisfaction between those who felt their training was the *"right length"* and those who believed it was *"too short"* ($p = .067$). However, there were differences between those who felt their training was the *"right length"* and those who believed it was *"too long"* (*"right length"* journalists were more satisfied). Those who felt it was *"too short,"* were also more satisfied than those who believe the trainings were *"too long"* ($p = .001$). Hence trainings perceived as *"too long"* were rated lower than other trainings.

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[48] ($F[3, 46] = 1.06$, $p = .372$).

[49] 35 journalists responded to this question.

[50] 241 journalists responded to this question.

[51] Due to positive skew, a question about overall satisfaction with training was transformed using a logarithm transformation prior for the analysis. ($F[3, 234] = .630$, $p = .596$).

[52] Due to positive skew, a question about overall satisfaction with training was transformed using a logarithm transformation prior for the analysis ($F[2, 234] = 14.02$, $p < .001$).

Training Methods

"I kind of wish we'd been tested on the material - I *think* I retained a lot of the information, but worry that in a pressure situation I might go blank. One thing that would be interesting would be an online test that one could do periodically to drill themselves on techniques, etc. Obviously, not a replacement for intensive courses, [etc.…] - but might be a nice way to help retain knowledge."

"My course covered pretty much every aspect of safety during several days of lectures, practice and simulations. Without the simulations (everything from car accidents, "friendly" interrogation by police/security officials, kidnapping, robbery etc.) a lot of the stuff would have been pretty useless. It might have helped to a small degree, but the simulations are what actually drove home what facing a situation like that might actually feel like in real life. Another very useful thing was getting to talk with other journalists about what they had experienced and learning from [each other]."

Journalists were asked to indicate if trainings included the following training methods: classroom/lecture, discussion, onsite exercises/simulations/role-plays, and testing of skills. The majority of trainings (n=147, 60%) included all these methods. Eighteen percent of (n=43) trainings included three of the methods (classroom/lecture, discussing, and onsite exercises/simulations/role-plays); 4% (n=9) of trainings solely included onsite exercises, and 6% (n=15) included only lecture and onsite exercises. All other training method combinations were endorsed by fewer than 5% of journalists (n=31, 12%). [53] In open-ended responses,[54] 11 journalists reported practical scenarios were the most effective training approaches used in their training, and 6 reported the most effective approach was role playing.

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[53] 245 journalists responded to this question.

[54] Q07: What training techniques or approaches used during your safety training were the most effective? (See Appendix D).

Training Cost

"I'm a freelance journalist and have not participated in [one] for more than a decade because of cost / distance."

"[Freelance] journalists are the most vulnerable as they [don't] even have a health or accident insurance. [They] have to shoulder everything on their own. [For] those covering disasters and crimes, [they're] walking time bombs. [Most] of them rely on journalism as bread and butter and in the event that they get mugged or assaulted, all the income stops and them and the families [they're] supporting will suffer financially [that's] why [it's] important for them to stay safe"

Fifty-seven percent (n=137) of trainings were paid for by the journalists' employers. Charity/Nonprofit organizations paid for 20% (n=47) of trainings, 9% (n=21) of journalists reported paying for their own trainings, 7% (n=18) reported multiple sources payed for multiple trainings they completed, and 7% (n=18) responded "other." "Other" responses varied from a union, a university, a combination of nonprofit and self-pay, and specific nonprofit organizations.[55]

Who Provided Funding for Journalists Attending HEFATS (N=241)

Paid for Trainings	Number of Journalists	Percentage of Journalists
Employers	137	57
Charity/Nonprofit	47	20
Self	21	9
Depended on Training	18	7
Other	18	7

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[55] 241 journalists responded to this question.

Journalists expressed concerns about cost and access to trainings.[56] Eleven noted the cost of trainings makes attending difficult, and 13 specifically addressed the difficulty freelancers' face when attempting to attend trainings (these difficulties often include price of trainings).

Importance of Colleagues

"What I found in the past was that other experienced journalists were just as good a source of information as the trainers."

"Ask questions pertaining to your specific needs. Take advantage of your colleagues' experience and knowledge"

"Being in a room full of other colleagues who're dealing with the same struggles [helps with coping with emotions.] Solidarity."

Safety trainings may be providing additional benefits by creating an environment where journalists can gather and tell their stories, listen to those of their colleagues and gain informal mentoring. When asked what advice they would give to others going into safety trainings, six journalists emphasized the usefulness of speaking with colleagues' and taking advantage of their knowledge[57]. These findings are consistent with other research findings from the Dart Center that suggest social support[58] and organizational support[59] reduce the negative psychological impact of trauma. Conversely, organizational stresses, such as inconsistent management, conflicts with supervisors, and policy changes may increase the risk of negative psychological reactions.[60]

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[56] Q10: Is there anything else that we should know as we work to understand the usefulness of safety training for journalists? (See Appendix D for all responses).

[57] Q4: What would you tell a journalist going to safety training for the first time (See Appendix D for all responses).

[58] Newman, E., Simpson, R. & Handschuh, D. (2003) Trauma exposure and post-traumatic stress disorder among photojournalists. *Visual Communication Quarterly, 10*, 4-13.

[59] Drevo, S. (2016). The war on journalists: Pathways to posttraumatic stress and occupational dysfunction among journalists. Unpublished doctoral dissertation, University of Tulsa, Oklahoma.

[60] Smith, R., Drevo, S., Newman, E. (2017). Factors associated with PTSD among journalists. *Stress and Health.*

Need for Standardization?

> *"[I find] that [what behaviors I change after a training] all depends on the company offering the course. I have had outstanding courses then employer went for less expensive outfit and the training was honestly sub-par compared to earlier outfit. Scenarios were often times not relevant and other exercises were just waste of time - Medical training always [worthwhile] no matter what outfit though"*

> *"I consistently [hear] about how great courses in the UK are, while I was a bit disappointed by the course that I was sent to by a freelance employer."*

Standardized training, or the lack thereof, was not directly queried in any portion of the survey. However, five journalists expressed a need for standardized trainings in open-ended responses.[61] It may also be helpful for trainers to be more explicit about the content covered in a training ahead of time, to help journalists and news organizations better select pertinent preparation.

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[61] Q10: Is there anything else that we should know as we work to understand the usefulness of safety training for journalists? (See Appendix D for all responses).

Conclusions and Recommendations

"More organizations need to make the mental and physical well-being of the journalists they assign to [harm's] way a central concern. And that means changing [institutional] cultures."

Results suggest the following considerations for training organizations and news outlets:

1. **Improve sexual assault and harassment training.** Only 8% (n=19) of journalists reported receiving sexual harassment training and only 3% (n=8) reported receiving online harassment training. As demonstrated in journalism and other fields, [62&63] these are not necessarily gender issues but are safety issues that concern all employees.

2. **Emphasize the importance of trauma knowledge and coping skills and address stigma attached to emotional and physical reactions to extreme stress.** As part of this, consider employing more mental health professionals as trainers, at least for this module.

3. **Continue to use practical hostile-environment scenarios, but evaluate their long-term impact and value and assess if there may be unintended consequences for some trainees**. Specifically, kidnapping scenarios may be too intense for some trainees.

4. **Ensure trainers are knowledgeable about gender and cultural issues.**

   a. Journalists who reported receiving gender-focused and/or cultural trainings were more satisfied with safety trainings overall than journalists who did not complete gender and cultural components, suggesting a desire for this curriculum.

   b. Tailor information so it is relevant to the geographic area and cultural context in which journalists will be working.

   c. We also urge safety training providers to diversify the faculty of HEFAT courses to help ensure that these concerns are given priority.

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[62] Branch, S., Ramsay, S., & Barker, M. (2013). Workplace bullying, mobbing, and general harassment: A review. *International Journal of Management Reviews, 15,* 290 – 299.

[63] Parker, K. (2015). *Aggression against journalists: Understanding occupational intimidation of journalists using comparisons with sexual harassment.* Unpublished doctoral dissertation, University of Tulsa, Oklahoma.

5. **Increase the availability and integration of digital security training, which is currently discussed in only 35% of trainings.**

6. **Increase accessibility of trainings for freelance journalists.** Cost appears to be the major barrier preventing freelance journalists from accessing trainings. Longer trainings may have greater costs for freelancers, even if an organization is paying for the training, due to loss of working time.

7. **Diversify the composition of training teams.**

   a. Results indicated that military experts often lead or dominate training teams. There was not a statistically significant difference in training satisfaction of those who had military trainers and those who did not. However, open-ended responses suggested a vocal subgroup of journalists were wary of military trainers.

   b. Results indicated few mental health professionals are part of training teams. The lack of mental health professionals may be hindering access to information about mental health.

   c. At this time, it is unknown if diversifying the training team would improve effectiveness. Results also indicated a lack of female trainers on trainings teams. This lack may contribute to current dissatisfaction with gender-specific trainings.

Future Directions/ Gaps/ Questions/Caveats

1. This sample does not represent younger journalists, and there may be different generational needs in training. Other studies from the Dart Center suggest that lack of mentoring may be related to worse journalistic occupational functioning.[64] It is an open question if the feasibility and appropriateness of mentoring programs for safety might be warranted. Given that a few journalists focused on the importance of veteran peer advice in open-ended questions, this idea should be explored further.

2. This sample included only a minority of journalists (15%) who reside full-time in hostile environments or work as local journalists in crisis areas. Further, some regions

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[64] Newman, E., Simpson, R. & Handschuh, D. (2003) Trauma exposure and post-traumatic stress disorder among photojournalists. *Visual Communication Quarterly, 10*, 4-13.

were under-represented in survey responses (e.g., Latin America). It remains important to assess difference in training needs for these groups and regions.

3. Concerns about addressing gender and cultural specific issues emerged as an area of relative concern. Further exploration of these issues is warranted to address these specific concerns and it may be useful to query each component separately rather than together.

4. Because many of the trainings journalist reported occurred more than one year ago, it is possible journalists misremembered training components. Hence this study focuses on the impression and memory of trainings. Further, this report also fails to reflect changes that may have occurred in trainings within the past year (e.g., possible increase in digital security components).

5. Variety of trainings
   o The current variety and options in training components, lengths, and techniques create difficulties for news professionals when selecting courses that will be helpful to specific needs.
   o Open-ended answer responses suggested a wide variety of training experiences. Standardizing these experiences may better equip organizations to ensure their journalists are prepared to enter hostile environments.
   o It may be time to create a standard set of core concepts and skills that all programs contain. However, the development of proprietary trainings may make standardization difficult.
   o Alternatively, customizing training to specific needs of journalists may also be a viable future direction.

The information in this report was collected from journalists with a wide array of experiences. A future study, in which HEFAT trainers and organizations evaluate journalists' competencies and skills post-training and follow up on their actual use of safety skills could inform the industry of the effectiveness of current trainings, further informing the most effective ways to train journalists, and promoting safety and freedom of the press.

Appendices

Appendix A - Additional Demographic/Occupational Information

With respect to location, 55% (n=137) reported working in multiple regions and countries, 10% (n=25) reported working in multiple regions within their home country, 8% (n=20) reported working in a single region abroad, and 8% (n=19) of journalists reported working in a single region within their home country. The remaining journalists (n=46, 19%) reported a combination of the options listed above.

Many journalists report spending time working on location, with 54% (n=133) of journalists reporting working on location between one and 49% of the time. Thirty-seven percent (n=91) of journalists reported spending between 50 and 99% of their time working on location, several journalists reported spending all of their time working on location (n=21, 8%), and 1% (n=1) reporting never working on location.[65]

Of the 246 journalists who responded, 12% (n=28) reported never working in a hostile environment. The majority of journalists reported living outside of a crisis zone and traveling to hostile environments for work (n=183, 74%) and 14% (n=35) reported living and working in a hostile environment.

Journalists were asked different questions depending on their living situation. Journalists who lived in a conflict zone were asked, "How often do you leave the hostile environment where your work occurs?" (n=57), 16% (n=9) reported never leaving, 30% (n=17) reported leaving one to two times a year, 28% (n=16) reported leaving three to five times a year, and 26% (n=15) reported leaving more than five times a year.

Of the journalists who answered the question "if you live outside of crisis zones, how often do you travel to hostile environments to work?" (n=209), 10% (n=20) reported never traveling to hostile environments for work, 42% (n=89) reported traveling to a hostile

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[65] 246 journalists responded to this question.

environment one to two times a year, 29% (n=60) reported traveling three to five times a year, and 19% (n=40%) reported traveling more than five times a year.

Appendix B - Reported Components of HEFATs (N = 247)

Component	Number of Responses	Percent of Total
First Aid	236	96
Personal Safety: Ballistic Threats, Personal Protective Equipment	212	86
Hostage Survival: Kidnapping/Abduction	198	80
Vehicle Security and Travel Safety	191	77
Medical Knowledge	185	75
Risk and Assessment Management	173	71
Working in Riots and Crowds	170	69
Security Management	142	58
Working in Disaster Areas	138	56
Surveillance Awareness	132	53
Working with Police/Security/Military	118	49
Emotional Trauma, Stress and Self-Care/Coping	113	46
Managing Conflict	93	38
Digital Security	87	35
Self Defense of Physical and Sexual Assaults	82	33

Cultural Awareness and Gender Specific Considerations	63	26
Eliciting Information	29	12
Responding to Sexual Harassment	19	8
Crime Scene Management	18	7
Responding to Online Harassment	8	3

Note: Journalists could provide multiple answers to this question.

Reported Top 3 Most Useful Components of Training Received Most Useful Components of HEFAT (N = 247)

Component	Number of Responses	Percent of journalists who received training
First Aid	187	79
Personal Safety: Ballistic Threats, Personal Protective Equipment	104	49
Medical Knowledge	101	55
Hostage Survival: Kidnapping/Abduction	73	37
Vehicle Security and Travel Safety	71	37
Risk and Assessment Management	65	38
Working in Riots and Crowds	54	32

Emotional Trauma, Stress and Self-Care/Coping	40	36
Surveillance Awareness	32	24
Digital Security	32	37
Working in Disaster Areas	31	22
Security Management	26	18
Self Defense of Physical and Sexual Assaults	19	23
Working with Police/Security/Military	15	13
Managing Conflict	8	9
Cultural Awareness and Gender Specific Considerations	4	6
Eliciting Information	4	14
Responding to Sexual Harassment	2	11
Crime Scene Management	2	11
Responding to Online Harassment	1	13

Note: Journalists could provide multiple answers to this question.

Percentage is out of those who received that training component (see previous table column one, for number of journalists who received each training)

Appendix C - Training Personnel

Background of Trainers (N = 242)

Trainer Types Present	Number of Journalists	Percent of Total
Military and medical personnel	79	33
Military personnel only	57	24
Military, medical, and media personnel	37	15
Military and media personnel	15	5
Military, medical, and mental health professionals	12	4
Military, medical, media, and mental health professionals	11	4
Medical personnel only	6	3
Medical and media personnel	6	3
Media personnel only	5	2
Military, media, and mental health professionals	4	2
Military and mental health professionals	4	2
Medical, media, and mental health professionals	2	1
Medical and mental health professionals	2	1
Media and mental health	2	1

professionals		
Mental health professionals only	0	0

Appendix D

Responses to Open-Ended Questions

Q01 What, if anything, have you done differently as a result of safety training? (N = 167)

Changes in Thought/Awareness
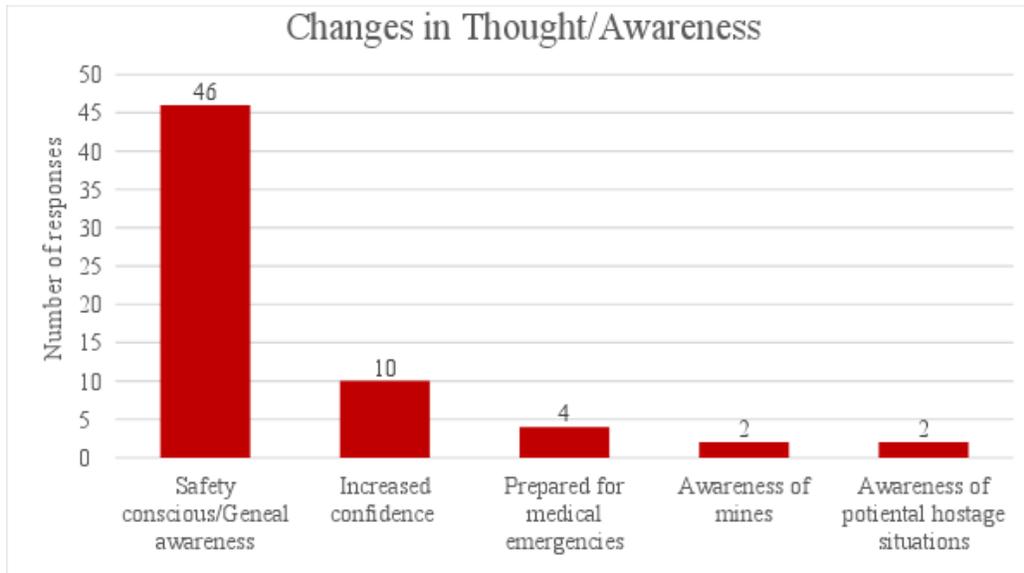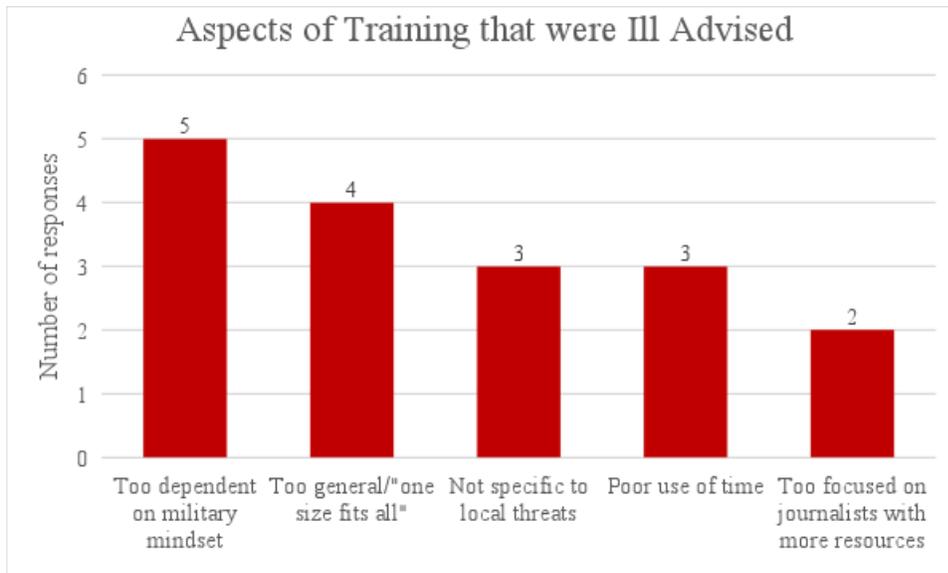
Note: Journalists could provide multiple answers to this question.

The following attitudinal changes were endorsed by one journalist each, increased awareness in/of: troop behavior, possible dangers at lodging locations, vigilance in private life, fire hazards, informants and fixers, travel safety, the needs of colleagues and sources, psychological trauma, and when to 'hit dirt.'

Q01 What, if anything, have you done differently as a result of safety training? (N = 167)
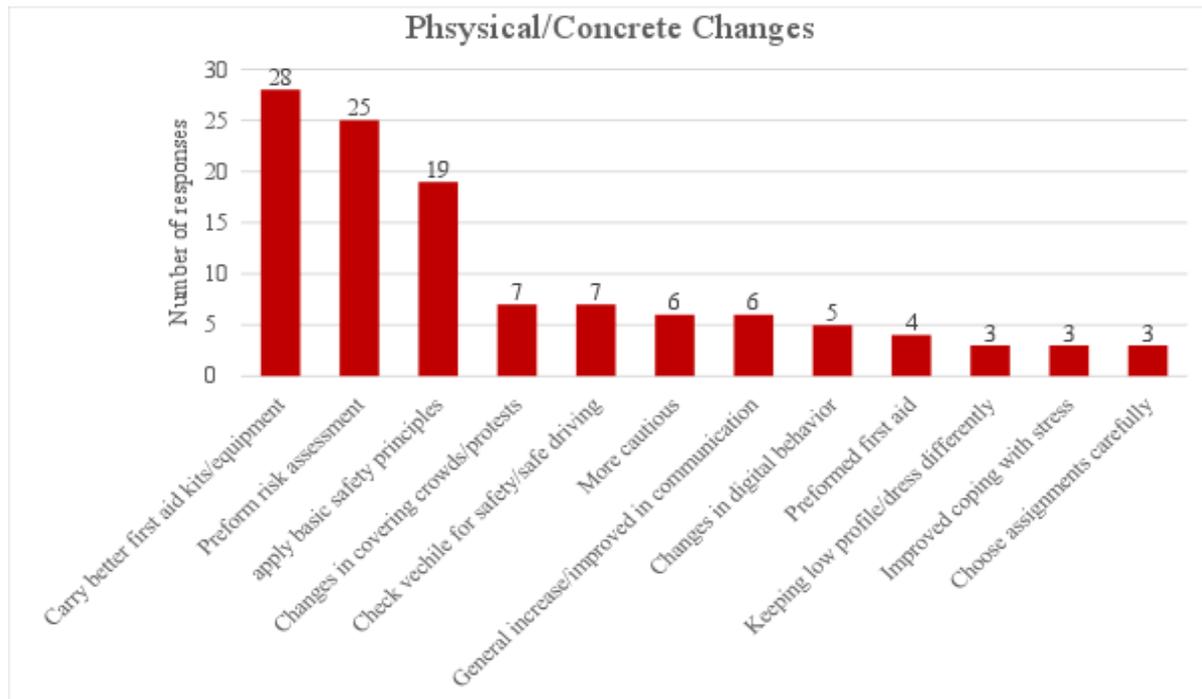
Note: Journalists could provide multiple answers to this question.

The following behavioral changes were reported by two journalists each: informing others of location, better communication with translators and fixers, changes in travel, changes in behavior when working with soldiers or militants, covering stories while maintaining personal safety, and more selective about who to work with.

The following behavioral changes were reported by one journalist each: preventive medical actions, able to handle a detainment situation, able to set boundaries during a sexual harassment situation, use of counter surveillance, and development of better peer networks.

Q02: Is there anything that you learned in safety training that you felt was ill advised or may have increased your risk of danger? What was it? (N = 172)

Note: Journalists could provide multiple answers to this question.

Ill advised. The following responses were provided by one journalist each: hostage exercises, having a safety training, increasing paranoia, "yes" without specifying, not enough focus on avoiding danger, conflicting information provided, and not enough focus on digital security.

Q02: Is there anything that you learned in safety training that you felt was ill advised or may have increased your risk of danger? What was it? (N = 172)
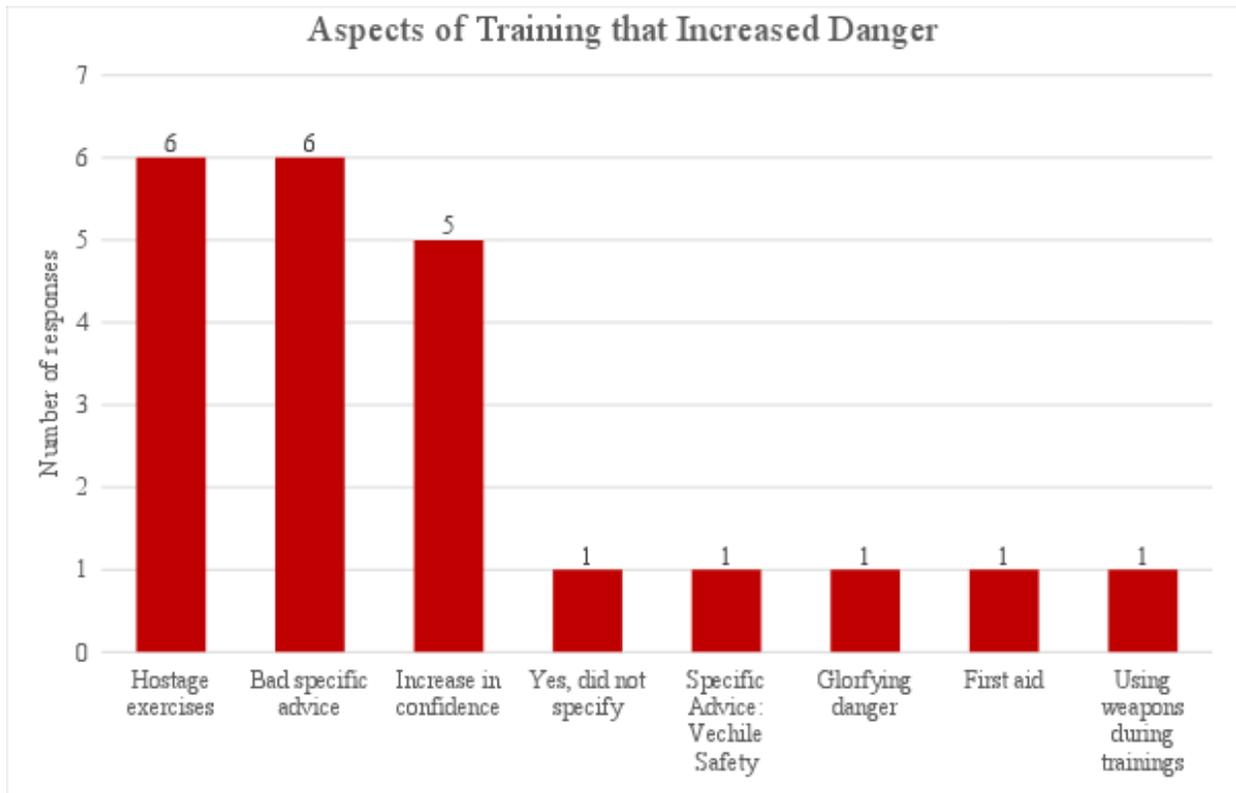
Note: Journalists could provide multiple answers to this question.

Increased danger. Six journalists complained that the training provided bad advice. Of those six, two were concerned with advice about vehicle/travel safety, three were concerned about hostage situations, 1 was concerned about being told there is "strength in numbers," and one felt there were flaws in the cross-fire portion of training.

Q03 What is the most useful part of safety training? (N = 182)
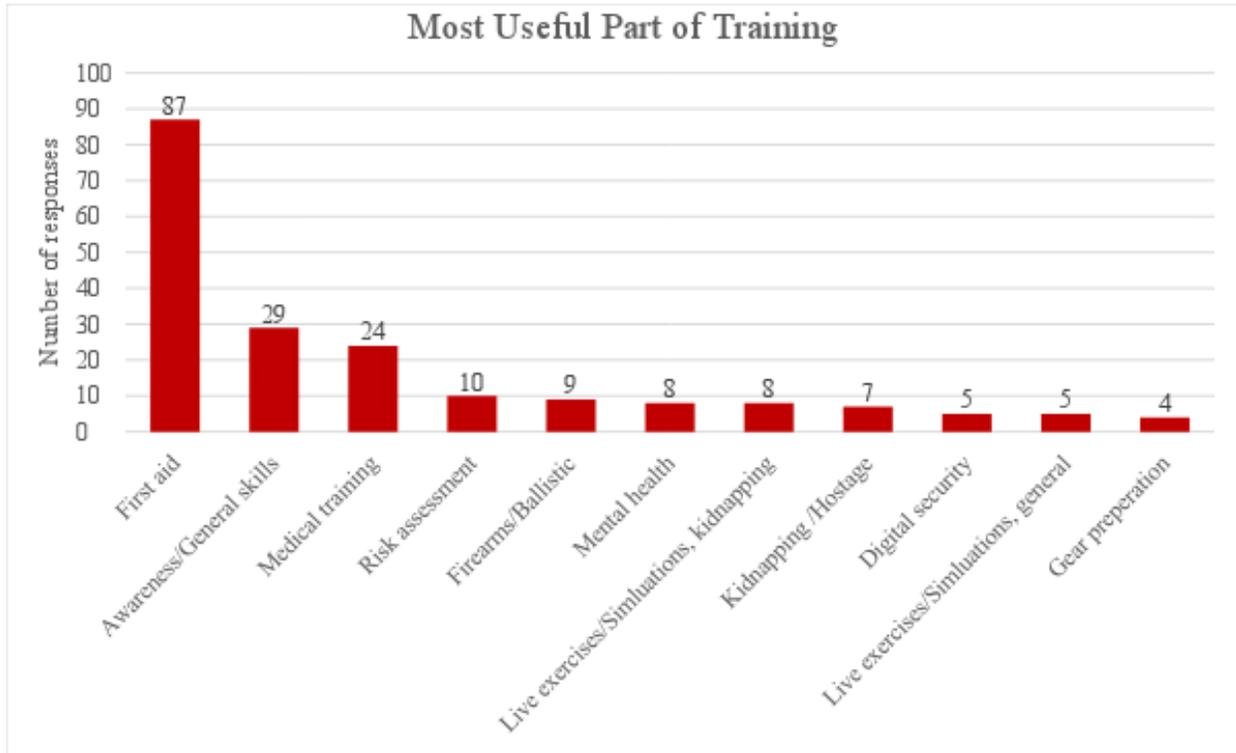
Note: Journalists could provide multiple answers to this question.

The following components were endorsed as useful by three journalists each: vehicle safety, avoiding danger, travel/travel planning, and role-playing exercises.

The following components were endorsed as useful by two journalists each: increased confidence, communication, disaster zones, combat/cross-fire, working with locals, minefields/IEDs, how people think in dangerous situations, crowds/riots, checkpoints, and self-defense.

The following components were endorsed as useful by one journalist each: learning about troops, remaining calm, live exercises/simulations about medical scenarios, live exercises/simulations of gunfire scenarios, counter surveillance, "keeping a system that works

for me," learning to make decisions, the first aid kit provided by the training company, knowledge gained from other participants, nothing, learning about one's personal weaknesses, how to dress, map reading, and case studies/classroom exercises.

**Q04 What would you tell a journalist going to safety training for the first time? (N = 165)**

Note: Journalists could provide multiple answers to this question.

The following advice was offered by three journalists each: insist on gender and diversity instruction, make the training relevant to you, immerse yourself, go to a training before going into the field, do a first aid course instead of a HEFAT, and do not take it too seriously.

The following advice was offered by two journalists each: be emotionally prepared for the kidnapping exercise, take a HEFAT instead of a first aid only training, the training may be draining or overwhelming, do not be afraid of the scenarios, focus on the threat evaluation section, be cautious of ex-military trainers, focus on the digital security section, do not go, and share your experiences in the training.

The following advice was offered by one journalist each: "do not be afraid to say no", "be critical of any subjective advice", "focus on the ballistics section," "focus on the riot training section," "wear comfortable clothes," "wear warm clothes", "take snacks," "take time off work after the training," "the training cannot replace common sense," "the training may be lifesaving," "study, get a trainer who understand the media," "instructors might be hostile," "nothing (unpleasant surprises in the training are important to learning)," "listen rather than talk," "take advantage of the opportunity," "do not worry if your trainer is ex-military," "do not be distracted by the scenarios," "have a positive attitude," "focus on the general mindset rather than specific advice," "get lots of sleep during the training," "everyone needs training," "do not become complacent," and "do not take the opportunity for granted."

Q05 What, if anything, in safety training assisted you to manage the emotional impact of what you were exposed to? (N = 150)
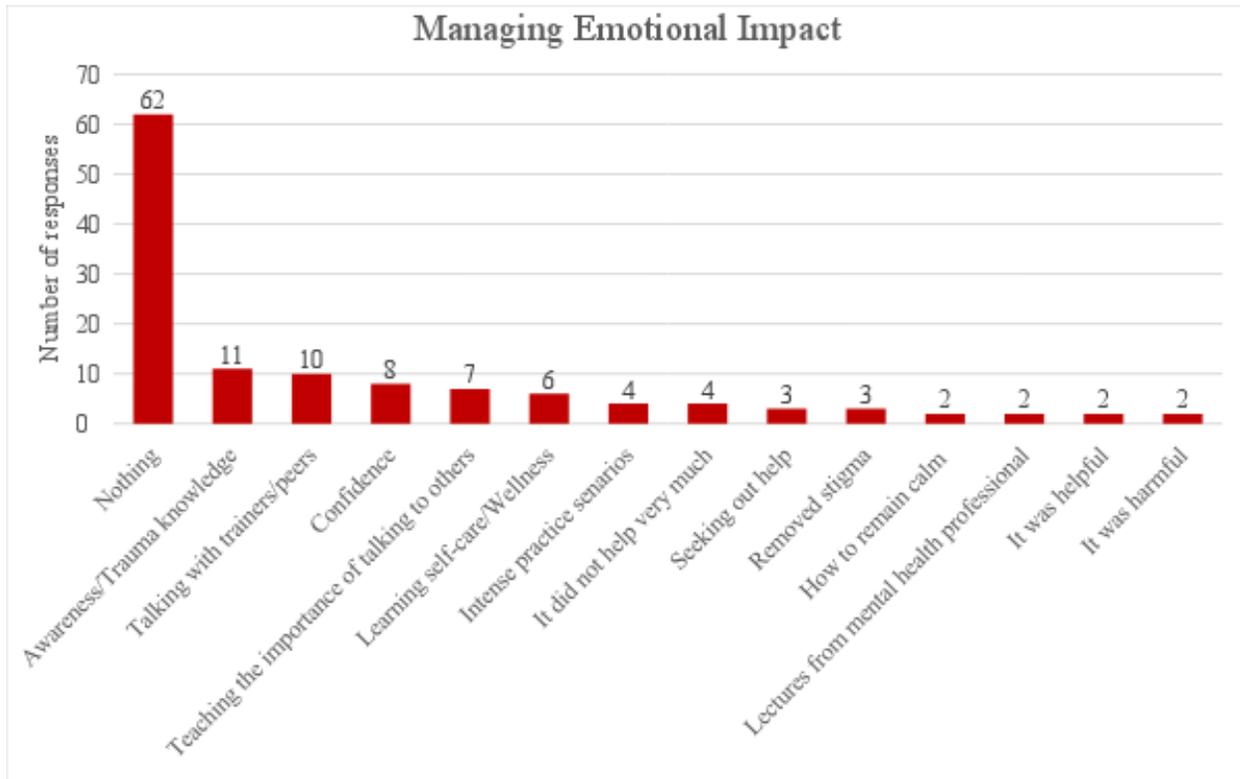
Note: Journalists could provide multiple answers to this question.

The following responses were each endorsed by one journalist: debriefing, the normalization of violence and injuries, providing list of resources, the creation of a safe space.

**Q06 Was there anything not covered by the safety training that you believe would have been helpful? What was it? (N = 154)**
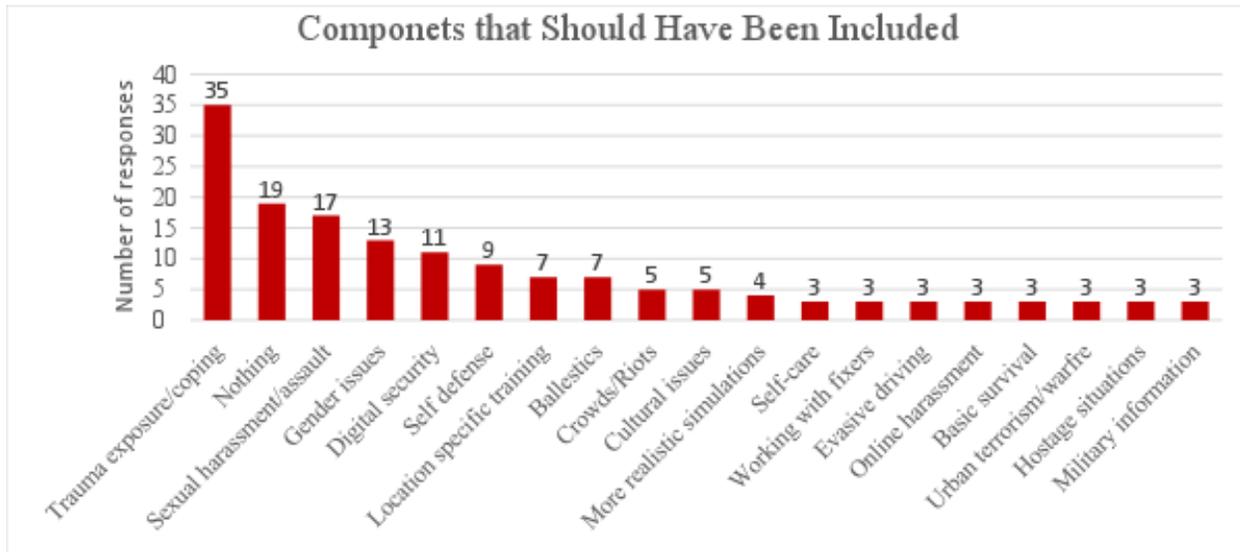
Note: Journalists could provide multiple answers to this question.

The following responses were provided by two journalists each: working in foreign languages, personal protective equipment, risk assessment, more first aid, nerve agents/chemical weapons, and car accidents.
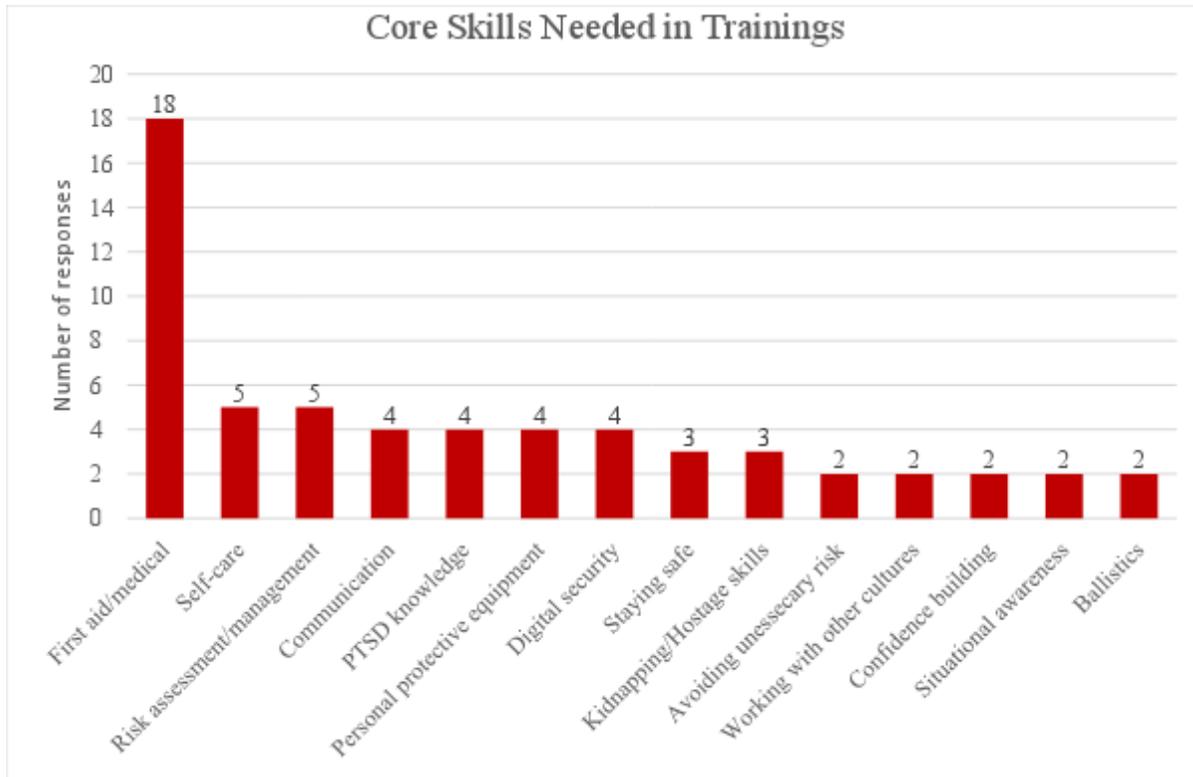
The following were endorsed by one journalist each: preparing trips A – Z, mine and trap awareness, information gathering, hostage negotiation as the hostage, talking one's way out of danger, creating networks, resistance/evasion, SERE, escape, more practical discussions, natural disasters, better testing of skills, scenarios involving dead individuals, sensitive interviewing, air strikes, being detained, alternative options to situations, what to do if one cannot blend in, working at night, first aid for when medical help is not available, more practical first aid, how to return home, a training with a non-military focus, and physiological safety.

Q07 What training techniques or approaches used during your safety training were the most effective? (Question only included in Phase II) (N = 26)
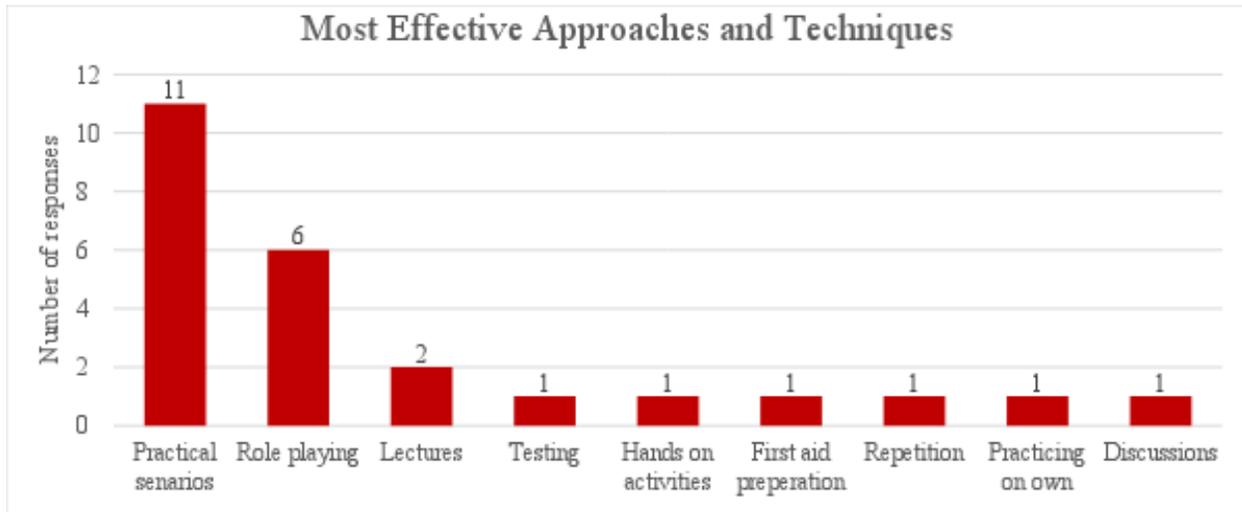
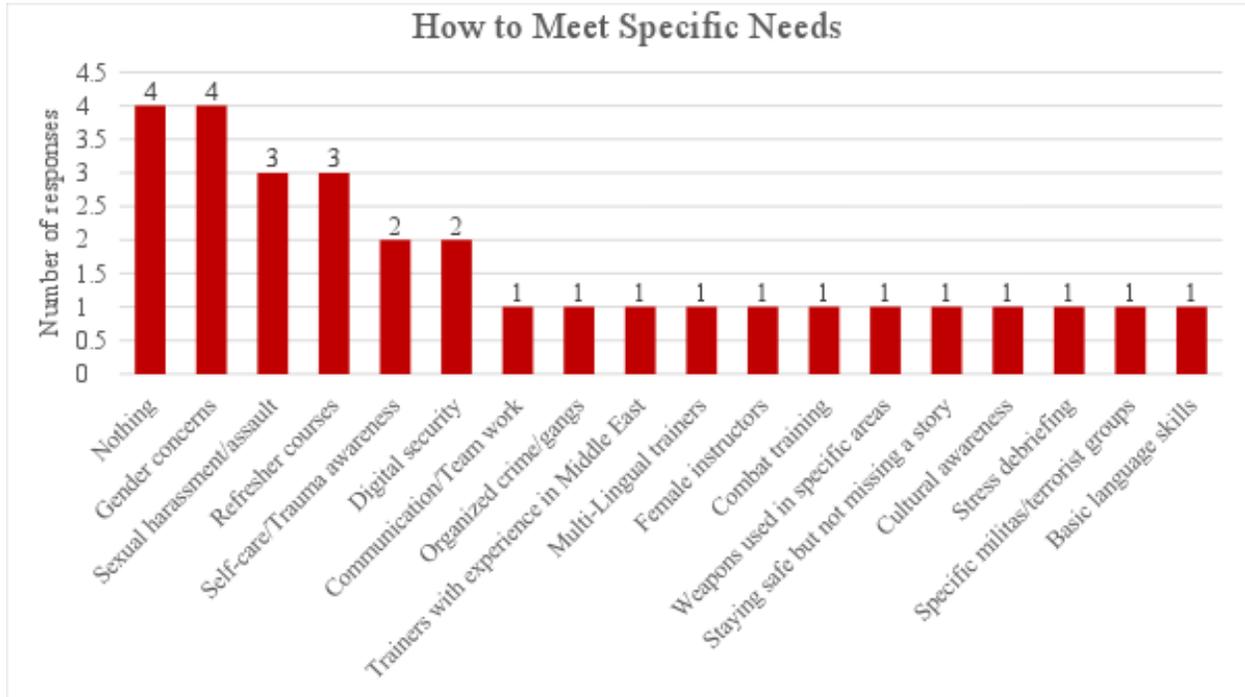Note: Journalists could provide multiple answers to this question.

Q08 What are the core skills or knowledge that must be included in courses like these? (Question only included in Phase II) (N = 31)

Core Skills Needed in Trainings

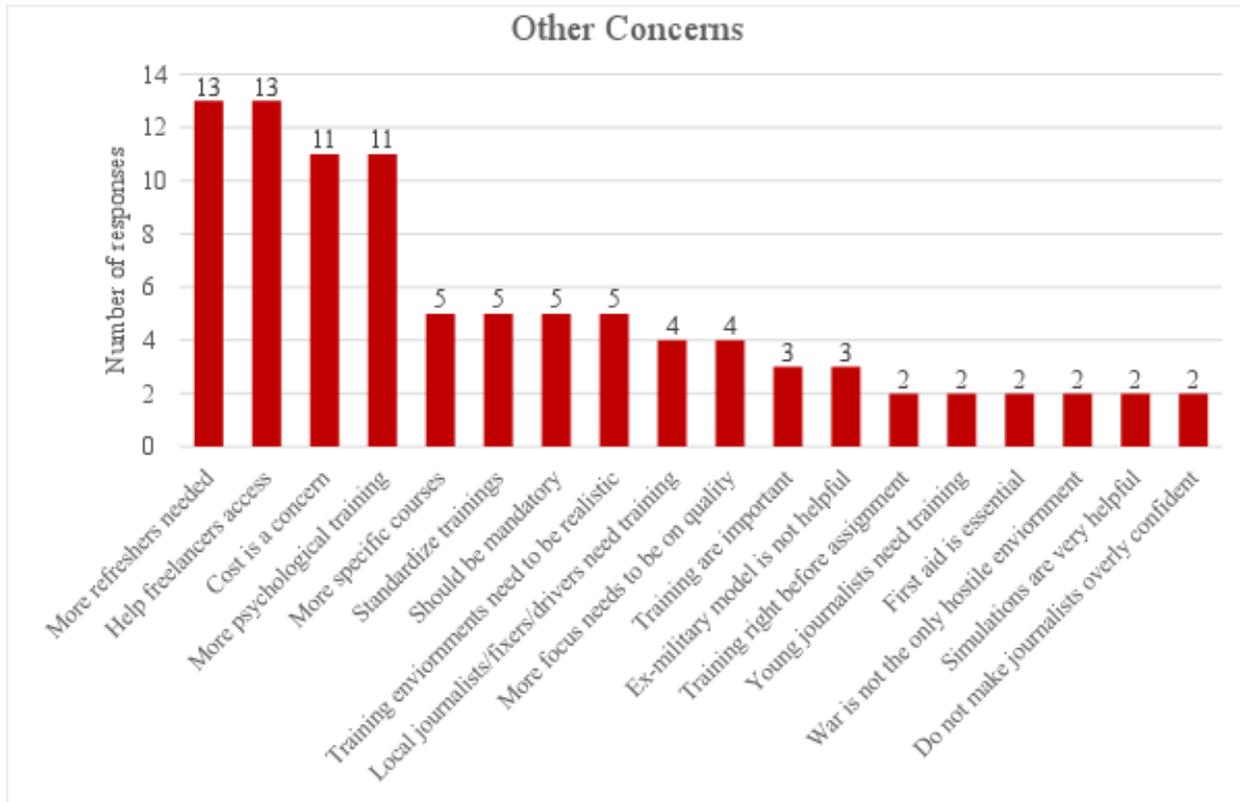Note: Journalists could provide multiple answers to this question.

The following answers were given by one journalist each: importance of organization, survival skills, cultural and gender concerns, handling graphic content, checkpoint behavior, driving skills, working with the military, local threats, combat situations, self-defense, and counter surveillance.

Q09 What specific additions would help make these trainings more effective for your region? Your gender? Other specific needs? (Question only included in Phase II) (N = 28)

Note: Journalists could provide multiple answers to this question.

Q10 Is there anything else that we should know as we work to understand the usefulness of safety training for journalists? (N = 123)

Note: Journalists could provide multiple answers to this question. Responses are not out of 123.

The following concerns were expressed by one journalist each: citizen journalists need training, 4-day trainings are too short, trainings should stress team work, make coffee more available at trainings, there should be more information on drone-borne IEDs and grenades, different people will respond differently in the field, peer support needs to be appropriately matched, refreshers are to repetitive, there is a need for a safer environment in which to discuss trauma, retired military personnel are the best trainers, aftercare is a neglected topic, women may have lower baseline knowledge on topics like ballistics than men, editors put too much pressure on journalists to go into dangerous situations, sexual assault should not be discussed (it only upsets people), trainers need to understand the media, the cheap and short classes are a waste of time, the media climate needs to become more accepting of trauma symptoms, a universal language

should be taught and used for communication on the front lines, journalists often endanger other journalists, it is helpful to have a wide range of journalists in a single training, senior management needs to have a better understanding of risk, and employers need to be more invested in the trainings they require.