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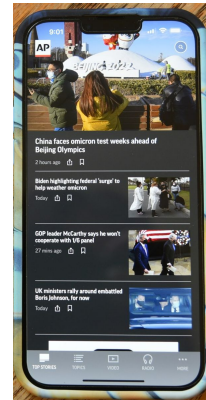
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Connecting

April 20, 2022

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Colleagues,

Good Wednesday morning on this April 20, 2022,

Associated Press staffers received two all-points messages Tuesday that we bring to you as points of interest.

Launch of global photo desk – which Director of Photos **J. David Ake** summarized: “The big deal is the photo desk will now begin to follow the sun. No more overnight shifts. Hopefully soon no more really late shifts. When the US calls it a night, the desk will hand off to Asia. When Asia is ready to turn out the lights they will hand off to Europe. And when Europe is done for the evening, they will hand it back to the US and the cycle begins anew. 24 hours and day, seven days a week, 365 days a year.”

New leadership program at The Associated Press – described by President/CEO Daisy Veerasingham and the AP Management Committee “as part of our commitment to fostering a culture of learning and development companywide.

“The program, called LEAD, is built on four pillars of professional and personal growth: Leadership, Empowerment, Action and Development. It is designed to help participants better understand how AP operates across departments and to build skills needed to inspire change, lead teams and propel innovation – all critical to helping AP thrive.”

Have a great day – be safe, stay healthy!

Paul

Introducing AP’s new leadership program, LEAD

The AP Management Committee, in note to AP staff Tuesday:

We are pleased to announce a new leadership program at The Associated Press as part of our commitment to fostering a culture of learning and development companywide.

The program, called LEAD, is built on four pillars of professional and personal growth: Leadership, Empowerment, Action and Development. It is designed to help participants better understand how AP operates across departments and to build skills needed to inspire change, lead teams and propel innovation – all critical to helping AP thrive.

Each year of the program will focus on a particular level of AP experience or role within the company. Qualifications may change as we seek to offer opportunities to as many colleagues as possible.

The 2022 LEAD program is for up to 25 members of our global staff who have at least two years of AP experience, do not hold a formal position of authority or leadership, and believe they have a unique perspective to share with the company. As part of AP’s ongoing diversity, equity and inclusion efforts, we encourage women, people of color and others in underrepresented groups at AP to apply.

Here are highlights of what’s planned for the inaugural year:

Understanding AP – A series of roundtable discussions with AP leadership teams across departments to help participants understand the contributions of each department and how they intersect across the organization.

Developing skills – A regular cadence of training on core leadership competencies, including leading through influence, design thinking, building your network, effective communication and other topics.

Contributing to AP’s strategic priorities – Participants will work in small groups to contribute research and innovative thinking for key AP initiatives that are central to the company’s 2022 goals, gaining firsthand experience working on a high-level project alongside key decision makers and influencers at AP.

Mentoring – Each participant will be paired with a mentor who will provide support throughout the program.

LEAD is aimed at helping employees gain skills to advance their careers in a variety of ways. It is not just for those interested in formal management roles.

The program will begin in June and is expected to end in February 2023. The deadline to apply is May 9. You can find full details on the program and application process on InsideAP.

We are excited about the opportunities LEAD will create for our colleagues and for the AP. If you have questions, please contact Karen Mahabir, director of news talent for development, or Julie March, director of global training and development.

Global Photo Desk Launches

David Ake, Assistant Managing Editor & Director of Photography, in note to AP staff Tuesday:

Today the global photo desk has officially become a reality. So with lots of fanfare, I would like to announce, that nothing much will actually appear different. To most of the AP and to the outside world business will be as usual. Which is exactly what we hoped for.

So what's the big deal?

The big deal is the photo desk will now begin to follow the sun. No more overnight shifts. Hopefully soon no more really late shifts. When the US calls it a night, the desk will hand off to Asia. When Asia is ready to turn out the lights they will hand off to Europe. And when Europe is done for the evening, they will hand it back to the US and the cycle begins anew. 24 hours and day, seven days a week, 365 days a year.

We are deliberately not calling the desks, New York, London, and Tokyo anymore. Editors working in those regions are probably not in those cities anyway. They could be in Beirut, Philadelphia, Rome, Bangkok, or LA. Or they might actually be in New York or London. It all depends on the day, the shift, and the anticipated workload.

Thanks to a lot of work from every photo editor and supervisor the shift schedules for all of the desks are in alignment. Well mostly. We still have a few holes, but hope to fix those soon with some hires that are in the works.

If nothing much is changing, why write this note?

Mostly to let you know it's happening and because how you communicate with the desk will change. The old Slack channels are going away and will be replaced by these two:

#global-photodesk: This channel is where any AP staffer can communicate with photo editors. This could be photographers, regional photo editors, writers, editors, VJs,

etc...

#file-photo-requests: This is where you can request FILE photos to match stories. Note, requests for coverage and assignments should be handled on a regional level as always.

For those of you who like to use old tech like phones, later this week we will launch a worldwide voice over IP system, so no matter what photo desk number you call from anywhere in the world a photo editor somewhere will answer it, even if they are on the opposite side of the globe. All the old photo desk numbers will continue to work. So again hopefully nothing will appear different to the outside world.

The smaller photo desk operations in Washington, Mexico City, and Delhi will continue to operate as they always have. They have very specialized tasks and beat duties that will remain unchanged.

The point person for all of this is Aaron Jackson. Please reach out to him if you have any questions.

Connecting mailbox

Samira Jafari & AP

[Kendal Weaver](#) - Samira Jafari, who donated a kidney to her CNN colleague, Richard Roth, (see Monday's Connecting story) is a former Associated Press reporter (like Roth). She interned with Atlanta AP, then worked as a reporter in the Montgomery, Ala., bureau before advancing to a correspondence in Pikeville, Ky., then on to CNN. I'm proud to say she's my friend and former colleague.

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A career route through New York Sports to West Africa correspondent

[Arnold Zeitlin](#) - Your list of AP sports editors brought back early memories of my time with AP. When I was a student at Columbia J-School in 1955 and needed a job, my friend Jim Kensil, then working for AP in Columbus, referred me to Orlo Robertson who was then deputy sports editor for AP in New York. Orlo passed me over to Paul Mikkelsen who was then running the general desk and who hired me as a copy boy and then in March 1956 offered me a job as summer relief editor on the general desk. Herb Barker was the day supervisor for the general desk and was a mentor to me on several occasions. After my stint on the general desk, AP actually gave me a choice of where I wanted to go. I chose to go to New York sports, then run by Ted Smits. I was having a great time, mostly on the late-night shift when Smits, in 1958, said he had to fire me. Why? I asked, astounded. He explained that the sports department was so deep in talent, I might spend the rest of my life on the overnight. He said AP wanted me to get experience elsewhere in the company. I was once again given a choice. I chose to go to the Philadelphia bureau, mostly because I could move back into my

parents' home there. I left AP the end of 1958 to become TV columnist for the Sun-Telegraph in Pittsburgh. In 1964, after I finished a book about my experience with the very first Peace Corps group, Barker spotted me working as a temp during the Tokyo Olympics for NY Sports (a job Jim Kensil offered me), Herb asked me to return to the general desk, which eventually led to my first assignment abroad as West Africa correspondent.

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More on Denis Paquin retirement

Mark Duncan - Just to add to Denis Paquin's transition to retirement.

I was lucky to spend many assignments with Denis...baseball playoffs and World Series, Super Bowls and Olympics.

The one that stands out is the 2004 World Series win by the Boston Red Sox over the St. Louis Cardinals at old Busch Stadium in St. Louis.

We edited the game from a storeroom in the stadium and, following the Red Sox win, signed the drywall, knowing the building would soon be demolished with opening of the new stadium next door.

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Out of context imagery

Doug Pizac - Regarding yesterday's story by Bill McCarthy and out-of-context image use by the Republicans, this is nothing new. The Democrats use out-of-context imagery too as do mainstream media outlets -- primarily on a good number of newspaper and TV websites. What? Credible media using photos that have nothing to do with the story? Yep!

The situations I see -- and confirmed by a friend who is a managing editor of a paper -- is that while there is limited space in print, websites have no limit. And as such it is the mind-think that stories need eye-candy imagery to attract and coax readers to click on stories. Of course, the more clicks the more money that is generated for the company.

Washougal police seek suspect in attempted kidnapping of 13-year-old girl Trending

By Amy Libby, Columbian Web Editor

Published: April 19, 2022, 8:43am

Share:



[iStock.com]

Take an ongoing look at your local media websites. You may find stock photos being used over and over again to illustrate various types of stories. For example, a gavel for court stories, Do Not Cross crime tape or flashing lights atop a police car for accident and police stories, etc. I started noticing these types of confusing uses on a regular basis over a decade ago with their occurrences increasing over time as news staffs who create original content shrink.

On the website of my local paper, The Columbian in Vancouver, WA, I counted some 20 uses of the same photo in one month last year; sometimes the same picture was used for two different stories on the same day. Today there is another iStock photo with a local kidnapping story.

Recently there was a newspaper story about pedestrians being hit by vehicles in an out of state paper I saw. It was written by a local accident attorney who put his contact information at the end of the story; it was not labeled as an infomercial type piece. The photo was of a man lying in the street in front of a car which looked staged. The results of an image search were revealing. Across the nation the same photo was used by many other attorneys on their law firm websites to advertise their services. The image itself is an iStock photo that was shot in Poland.

And on other occasions I've seen unrelated photos used with legitimate stories for the simple purpose of illustration. A few years ago, an Oregon TV station ran a story on its

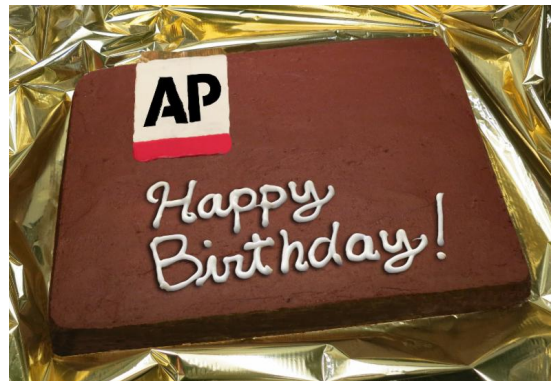
website about military drones being used in Afghanistan. The photo with it was of a hobby DJI drone you can purchase at Best Buy, Walmart, on Amazon, etc. for several hundred dollars. And to add eye-candy to a story about an Alaskan grizzly bear mauling a person, a California station used a generic stock photo of a black bear that was photographed in Georgia -- two very different species.

It amazes me how nearly all newsrooms would never even conceive of using an unrelated out-of-context quote from somebody to spice up a story, but for many there appears to be no qualms on using unrelated out-of-context stock images to spruce up the same story.

There seems to be two standards of ethics nowadays -- one for truthfulness and accuracy in stories and a blurry one for use of photos to illustrate them.

And this poses other credibility questions about today's media. If we can't rely on the truthful and accurate usage of imagery with stories, why should we trust the truthful and accurate words in the story that the pictures are paired with? Or does credibility work on a sliding scale based on what's convenient and economical?

Connecting wishes Happy Birthday



Bob Beardsley

Larry Ryckman

Stories of interest

New York Times promotes Joseph Kahn to executive editor (AP)



Joe Kahn poses for a photo, Sunday, April 17, 2022 in New York. The New York Times has named Kahn as its new executive editor, replacing Dean Baquet as leader of the storied paper's newsroom. The Times said Kahn, who has been managing editor at the paper since 2016, will assume his new role effective June 14. Baquet will remain at The Times but in a new position, the paper said in a news release Tuesday, April 19 . (Celeste Sloman/The New York Times via AP)



FILE - Dean Baquet, the executive editor, left, and Joe Kahn, managing editor, stand together in the newsroom at The New York Times headquarters, Friday, June 11, 2021 in New York. The New York Times has named Kahn as its new executive editor, replacing Baquet as leader of the storied paper's newsroom. The Times said Kahn, who has been managing editor at the the paper since 2016, will assume his new role effective June 14. Baquet will remain at The Times but in a new position, the paper said in a news release Tuesday, April 19 .(Damon Winter/The New York Times via AP, File)

By DAVID BAUDER

NEW YORK (AP) — The New York Times has named Joseph Kahn as its new executive editor, replacing Dean Baquet with his current second-in-command to lead the news organization as it rapidly transforms itself in the digital age.

Kahn, who has been managing editor at the Times since 2016, will take over on June 14. Baquet, who at 65 has reached the traditional retirement age for the Times' top newsroom leader, will remain at the newspaper in a capacity that will be announced later.

Kahn, 57, joined the Times in 1998 from The Wall Street Journal. He previously served as the newspaper's Beijing bureau chief, worked as an economics reporter and led its international desk, which won six Pulitzer Prizes under his stewardship.

"Joe brings impeccable news judgment, a sophisticated understanding of the forces shaping the world and a long track record of helping journalists produce their most ambitious and courageous work," said A.G. Sulzberger, the Times' publisher and chairman, in a memo to staff members Tuesday. "We couldn't ask for a better leader for our newsroom amid a historic convergence of events."

Read more [here](#). Shared by Adolphe Bernotas.

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Joe Kahn Is Named Next Executive Editor of The New York Times (New York Times)

By Michael M. Grynbaum and Jim Windolf

Joseph F. Kahn, a Pulitzer Prize-winning China correspondent who rose to lead the international desk of The New York Times, and then as managing editor helped steer the newspaper into the digital era, has been selected to be The Times's next executive editor, the top newsroom job.

Mr. Kahn, 57, currently the No. 2-ranking editor at The Times, will take on one of the most powerful positions in American media and the global news business. He is to succeed Dean Baquet, whose eight-year tenure is expected to conclude in June.

The announcement was made on Tuesday by the publisher of The Times, A.G. Sulzberger.

“For many people, especially those who have worked alongside Joe — a brilliant journalist and a brave and principled leader — this announcement will come as no surprise,” Mr. Sulzberger wrote in a memo to the Times staff. “Joe brings impeccable news judgment, a sophisticated understanding of the forces shaping the world and a long track record of helping journalists produce their most ambitious and courageous work.”

In elevating Mr. Kahn, Mr. Sulzberger chose a veteran journalist steeped in the values of traditional newspaper reporting and editing to lead an institution undergoing enormous change. After decades devoted to the “daily miracle” of the print edition, The Times is focused on a digital future and competing for audiences around the world.

Read more [here](#). Shared by Dennis Conrad, Myron Belkind, Sibby Christensen.

And more:

[A Quiet Intensity, Matched With Big Ambitions](#) (New York Times). Shared by Dennis Conrad.

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[Doubling down at the Times](#) (Columbia Journalism Review)

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[The Inside Man Joe Kahn is the new, old-school editor of the Times. But who is he?](#) (New York Magazine/Intelligencer) Shared by Richard Chady.

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Meet the woman behind Libs of TikTok, secretly fueling the right’s outrage machine (Washington Post)

By Taylor Lorenz

On March 8, a Twitter account called Libs of TikTok posted a video of a woman teaching sex education to children in Kentucky, calling the woman in the video a “predator.” The next evening, the same clip was featured on Laura Ingraham’s Fox News program, prompting the host to ask, “When did our public schools, any schools, become what are essentially grooming centers for gender identity radicals?”

Libs of TikTok reposts a steady stream of TikTok videos and social media posts, primarily from LGBTQ+ people, often including incendiary framing designed to generate outrage. Videos shared from the account quickly find their way to the most influential names in right-wing media. The account has emerged as a powerful force

on the Internet, shaping right-wing media, impacting anti-LGBTQ+ legislation and influencing millions by posting viral videos aimed at inciting outrage among the right.

The anonymous account's impact is deep and far-reaching. Its content is amplified by high-profile media figures, politicians and right-wing influencers. Its tweets reach millions, with influence spreading far beyond its more than 648,000 Twitter followers. Libs of TikTok has become an agenda-setter in right-wing online discourse, and the content it surfaces shows a direct correlation with the recent push in legislation and rhetoric directly targeting the LGBTQ+ community.

Read more [here](#). Shared by Mark Mittelstadt.

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When Nixon and the US press went to China (Columbia Journalism Review)



President Richard Nixon with the press. Credit: Richard Nixon Library and Museum.

By Mike Chinoy

RICHARD NIXON'S VISIT TO CHINA fifty years ago would reshape the global geopolitical map, alter the balance of power in the Cold War, and open the door to a new relationship between the People's Republic and the United States. It was also a milestone in the history of journalism: For the first time in decades, the Chinese government accepted dozens of US journalists into the country, and it allowed the most dramatic events—Nixon's arrival in Beijing, Chinese premier Zhou Enlai's welcome banquet, Nixon's visits to the Great Wall and the Forbidden City—to be televised live.

The coverage was arguably almost as important as the details of the diplomacy. It transformed American and international perceptions of China, generated the public support Nixon needed to change US policy, and laid the groundwork for the Chinese government's gradual moves to open the country to greater coverage by American media. But while the outlines of the Nixon trip are familiar, the story of how that momentous event was covered is much less well-known. The following details, excerpted from a forthcoming oral history of American journalists in China, offer behind-the-scenes glimpses at one of the biggest news stories of the twentieth century, from the reporters and handlers who were involved.

Read more [here](#).

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Abilene native, Pulitzer winner David Leeson, 64, dies in Abilene

Greg Jaklewicz
Abilene Reporter-News

David Leeson, a former Abilene Reporter-News photographer and 2004 Pulitzer Prize winner, died in Abilene on Saturday.

He was 64.

Leeson was born in Abilene and was a 1978 graduate of Abilene Christian University. He worked at the local newspaper from 1977-82, going to the New Orleans Times-Picayune. He joined the staff at the Dallas Morning News in 1984.

Leeson's photo presentation of the homeless in Dallas garnered praise while he was at the Morning News.

His Pulitzer, with Cheryl Diaz Meyer, was for coverage of the war in Iraq. It won in the breaking news category. He was an individual Pulitzer finalist in 1995 and in 1986, and with the Morning News photo staff in 2006, for breaking news coverage of Hurricane Katrina the year before.

Read more [here](#). Shared by Linda Sargent.

Today in History - April 20, 2022



By The Associated Press

Today is Wednesday, April 20, the 110th day of 2022. There are 255 days left in the year.

Today's Highlight in History:

On April 20, 2010, an explosion on the Deepwater Horizon oil platform, leased by BP, killed 11 workers and caused a blow-out that began spewing an estimated 200 million gallons of crude into the Gulf of Mexico. (The well was finally capped nearly three months later.)

On this date:

In 1812, the fourth vice president of the United States, George Clinton, died in Washington at age 72, becoming the first vice president to die while in office.

In 1861, Col. Robert E. Lee resigned his commission in the United States Army. (Lee went on to command the Army of Northern Virginia, and eventually became general-in-chief of the Confederate forces.)

In 1912, Boston's Fenway Park hosted its first professional baseball game while Navin (NAY'-vihh) Field (Tiger Stadium) opened in Detroit. (The Red Sox defeated the New York Highlanders 7-6 in 11 innings; the Tigers beat the Cleveland Naps 6-5 in 11 innings.)

In 1916, the Chicago Cubs played their first game at Wrigley Field (then known as Weeghman Park); the Cubs defeated the Cincinnati Reds 7-6.

In 1971, the Supreme Court unanimously upheld the use of busing to achieve racial desegregation in schools.

In 1972, Apollo 16's lunar module, carrying astronauts John W. Young and Charles M. Duke Jr., landed on the moon.

In 1986, following an absence of six decades, Russian-born pianist Vladimir Horowitz performed in the Soviet Union to a packed audience at the Grand Hall of the

Tchaikovsky Conservatory in Moscow.

In 1999, the Columbine High School massacre took place in Colorado as two students shot and killed 12 classmates and one teacher before taking their own lives.

In 2003, U.S. Army forces took control of Baghdad from the Marines in a changing of the guard that thinned the military presence in the capital.

In 2008, Pope Benedict XVI celebrated his final Mass in the United States before a full house in Yankee Stadium, blessing his enormous U.S. flock and telling Americans to use their freedoms wisely.

In 2016, five former New Orleans police officers pleaded guilty to lesser charges in the deadly shootings on a bridge in the days following Hurricane Katrina in 2005.

In 2020, the Centers for Disease Control and Prevention said reports of accidental poisonings from cleaners and disinfectants were up about 20 percent in the first three months of the year; researchers believed it was related to the coronavirus epidemic.

Ten years ago: A judge ruled that George Zimmerman could be released on \$150,000 bail while he awaited trial on a charge of murdering 17-year-old Trayvon Martin during a February 2012 confrontation in a Sanford, Florida gated community. (Zimmerman was acquitted.) In Pakistan, a Bhoja Air Boeing 737-200 crashed while on approach to the main airport in Islamabad, killing all 127 people on board.

Five years ago: Arkansas overcame a flurry of court challenges that derailed three other executions, putting to death an inmate for the first time in nearly a dozen years. Cuba Gooding Sr., who sang the 1972 hit "Everybody Plays the Fool," died in Los Angeles; he was 72.

One year ago: Former Minneapolis police officer Derek Chauvin was convicted of murder and manslaughter for pinning George Floyd to the pavement with a knee on the Black man's neck in a case that triggered worldwide protests and a reexamination of racism and policing in the U.S. (Chauvin would be sentenced to 22 1/2 years in prison.) President Joe Biden said the conviction of Derek Chauvin could be "a giant step forward" for the nation in the fight against systemic racism, but he declared that "it's not enough." A 16-year-old Black girl, Ma'khia Bryant, was shot and killed by a white police officer in Columbus, Ohio, as she swung a knife at a young woman. The military in the central African nation of Chad announced that President Idriss Deby Into, who had governed for more than three decades, had been mortally wounded during a visit to troops battling a rebel group north of the capital.

Today's Birthdays: Actor Leslie Phillips is 98. Former Sen. Pat Roberts, R-Kan., is 86. Actor George Takei is 85. Singer Johnny Tillotson is 84. Actor Ryan O'Neal is 81. Bluegrass singer-musician Doyle Lawson (Quicksilver) is 78. Actor Judith O'Dea is 77. Rock musician Craig Frost (Grand Funk; Bob Seger's Silver Bullet Band) is 74. Actor Gregory Itzin (iht-zihn) is 74. Actor Jessica Lange is 73. Actor Veronica Cartwright is 73. Actor Clint Howard is 63. Actor Crispin Glover is 58. Actor Andy Serkis is 58. Olympic silver medal figure skater Rosalynn Sumners is 58. Actor William deVry is 54. Country singer Wade Hayes is 53. Actor Shemar Moore is 52. Actor Carmen Electra is 50. Reggae singer Stephen Marley is 50. Rock musician Marty Crandall is 47. Actor Joey

Lawrence is 46. Country musician Clay Cook (Zac Brown Band) is 44. Actor Clayne Crawford is 44. Actor Tim Jo is 38. Actor Carlos Valdes (TV: "The Flash") is 33.

Got a story or photos to share?

Connecting is a daily newsletter published Monday through Friday that focuses on retired and former Associated Press employees, present-day employees, and news industry and journalism school colleagues. It began in 2013 and past issues can be found by clicking Connecting Archive in the masthead. Its author, Paul Stevens, retired from the AP in 2009 after a 36-year career as a newsman in Albany and St. Louis, correspondent in Wichita, chief of bureau in Albuquerque, Indianapolis and Kansas City, and Midwest vice president based in Kansas City.



Got a story to share? A favorite memory of your AP days? Don't keep them to yourself. Share with your colleagues by sending to Ye Olde Connecting Editor. And don't forget to include photos!

Here are some suggestions:

- **Connecting "selfies"** - a word and photo self-profile of you and your career, and what you are doing today. Both for new members and those who have been with us a while.
- **Second chapters** - You finished a great career. Now tell us about your second (and third and fourth?) chapters of life.
- **Spousal support** - How your spouse helped in supporting your work during your AP career.
- **My most unusual story** - tell us about an unusual, off the wall story that you covered.
- **"A silly mistake that you make"**- a chance to 'fess up with a memorable mistake in your journalistic career.
- **Multigenerational AP families** - profiles of families whose service spanned two or more generations.
- **Volunteering** - benefit your colleagues by sharing volunteer stories - with ideas on such work they can do themselves.
- **First job** - How did you get your first job in journalism?
- **Most unusual** place a story assignment took you.

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