



Training for Journalists from Cyprus
March 30 - April 12, 1997
Washington, DC

Organized by the
International Center for Journalists
Washington, DC

Sponsored by
AMIDEAST
Washington, DC

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Training For Journalists From Cyprus

March 30 - April 12, 1997

Theme: The Media and Ethnic Conflict

The International Center for Journalists, with the sponsorship of AMIDEAST, conducted a training program for 19 Cypriot journalists, March 30 - April 12, 1997. This was the second in a series of programs which brought together media professionals from the Turkish and Greek Cypriot communities to meet peacefully to discuss issues affecting them and establish bonds for future cooperation. The program included workshops on journalism and conflict management, visits to media organizations, and meetings with journalists in Washington, D.C. Print participants attended the annual convention of the American Society of Newspaper Editors and broadcast participants visited television and radio stations in Washington, DC, Baltimore and Philadelphia. The participants rated the program as outstanding or excellent in their final evaluation. They also agreed to be in regular contact and to conduct bi-communal media activities when they return to Cyprus.

I Rationale and Objectives

The media are often described as the "Third Force" in a conflict because of the profound impact of mass communications on emotions and decisions. Whether they intend to or not, the media "mediate" conflict. They define, shape and often exacerbate conflict by the stories they decide to cover, what they choose to see and ignore in a situation, what "facts" they include, how they characterize these "facts," and by their own biases and language.

Yet journalists frequently do not recognize or accept responsibility for the power they wield. In Cyprus they have played a key role in building and maintaining the adversarial relationship between and within the Greek and Turkish Cypriot communities. Because the media practitioners are strongly influenced by the centuries-old adversarial perspectives and mistrust between Greeks and Turks in the region, they have exacerbated stereotypes, promulgated opinions rather than

providing information and appeared to have forsaken the role of journalists for that of advocates.

The media are central to the development of a solution acceptable to both communities, and to social and political reconciliation on the island if a political agreement is reached. In order to adequately handle this massive responsibility, journalists need to be well-grounded in the highest standards of professionalism, and in the principles and practices of the media in a democratic society. They also need to develop a better understanding of the processes of conflict resolution and negotiation, and the media's impact on those processes.

In response to this, the Cyprus-America Scholarship Program of AMIDEAST, the Cyprus Fulbright Commission, the International Center for Journalists (ICFJ) and the Conflict Management Group organized a Training Program for Journalists from Cyprus. The first workshop, held June 16-29, 1996, was designed for general managers and senior editors with a focus on modern media management. The second, which is summarized in this report, took place March 30 - April 12, 1997.

The aim of the program was to improve the quality of information reaching the public through the news media. A secondary goal was to provide Greek and Turkish Cypriot editors, publishers and journalists with an opportunity to interact and form professional bonds for future cooperation.

Specifically, the training activity enabled the participants to:

1. become familiar with the professional and ethical standards and practices of the media system in the United States and to explore their relevance to the situation in Cyprus;
2. enhance their journalistic skills;
3. increase their understanding of negotiation, mediation, and conflict resolution, and the potential contributions of the media to that process;
4. improve understanding and trust between themselves.

In an effort to provide print media participants an opportunity to meet with leading editors from the United States, the workshop was planned to coincide with the 1997 convention of the American Society of Newspapers Editors (ASNE) in Washington, DC.

II Participants

A total of 19 journalists participated in this workshop -- ten Greek Cypriots and nine Turkish Cypriots. As planned, this group was composed mostly of reporters, columnists, section editors, producers and television presenters.

The participants were chosen by AMIDEAST and the Cyprus Fulbright Commission using a profile suggested by the International Center for Journalists. The Center recommended that participants have at least three years of professional experience in journalism and that they represent a broad spectrum of political ideologies in the island.

The group tended to be young, but experienced. The youngest has been working as a photojournalist for the Greek Cypriot newspaper, *Alithia*, since 1992. The oldest participant, a former teacher and a published poet, has been writing about social and cultural issues for the Turkish Cypriot paper, *Ortam*, since 1983. Many of them held diplomas in mass media from Cyprus, while a few studied either in England or Turkey. While one of the participants earned a journalism degree from the University of Arizona, almost all of them had not previously visited the United States.

Unlike the previous workshop, where there were no women participants (reflecting the lack of women in senior media positions), this group included six women journalists. Four were Turkish Cypriots and two were Greek Cypriots.

Most of the participants worked for newspapers, magazines or news agencies. Five members of the delegation worked with radio or television stations. There was only one broadcast journalist from the Turkish Cypriot community.

A list of participants can be found in Annex I on page 8.

III Program Description

The program, which lasted for two weeks, had three major components:

Part One: Advanced Journalism

At the start of the program, the participants attended an orientation which covered administrative details, the logistics of living in Washington, DC and a review of the two-week schedule. No significant changes were suggested to the schedule, indicating that the organizers were successful in tailoring it to meet the participants' needs. To break the ice, the participants were divided into Greek-Turkish Cypriot teams and asked to introduce each other to the entire group. They were also given a tour of Washington, DC to introduce them the highlights of the city.

The next day included two panel discussions: one focused on the working conditions of American journalists and the other, on ethical standards used by U.S. journalists. The first panel included a discussion on issues like pay scales, racial relations, training, media biases, reportage of race issues, gender issues and freedom of information.

In the second panel, the participants discussed various codes of ethics in the United States and later began drafting one of their own. Work on this possible code of ethics for Cypriot journalists is expected to continue in Cyprus.

Due to the number of participants, the delegation was split into two groups for the professional appointments on April 2. Group I visited *USA Today* and attended the daily press briefing at the U.S. State Department. Group II visited the press gallery at the U.S. House of Representatives and National Public Radio. All newsworthy information gathered during these visits,

especially the State Department, were shared with the entire group and used to file stories to their respective publications or stations in Cyprus.

Three sessions were devoted to advanced journalism issues during the second week of the program. Under the guidance of Professor Edmund Ghreeb of The Jerusalem Fund, the participants examined the role of the media in the Palestine conflict. They examined how journalists covered the conflict and the media's role in exacerbating or resolving conflict.

The participants also discussed the civic journalism movement in the United States and the role that ombudsmen play in bridging relations between newspapers and the communities they serve. A final session introduced the participants to key aspects of digital journalism, such as computer-assisted reporting and how to use Internet resources for reporting.

"I enjoyed every moment of the discussion sessions," wrote one participant during the evaluation. "It was very good that we were very interactive rather than just listening to others to give lectures." Some participants did complain, however, that the American discussion leaders spoke too fast for them to understand the topics more deeply.

Part Two: Media's Role in Conflict Resolution

This portion focused on helping the participants understand the stages and dynamics of ethnic and regional conflicts, present-day approaches to managing and resolving them, and the differing perceptions, interests and needs of the Greek and Turkish Cypriot communities about the conflict.

During these sessions, the participants were divided into smaller working groups -- often on a bi-communal basis. As Greek and Turkish Cypriots, they gave several suggestions on how they could meet each community's physical and emotional security concerns. These included complete demilitarization of the island, joining the European Union, encouraging mixed marriages, learning each other's language and asking all non-Cypriot settlers to leave the island.

Two facilitators from the Boston-based Conflict Management Group led this portion of the program.

Much bi-communal confidence-building also occurred outside of the official program -- for example, in the evenings as the group went out to dinner together or gathered in a room to celebrate one of the participant's birthday or to have drinks. During one gathering, the participants began singing similar folk songs in Greek and in Turkish.

One participant later wrote: "All issues related to conflict resolution were very interesting and (I) learned a lot of new things." Another wrote that more time should have been spent on discussing the Cyprus conflict.

Part Three: Professional Convention and Visits

Toward the end of the second week, the group was divided into two. A group consisting of

13 print journalists, attended the 1997 convention of the American Society of Newspaper Editors. The second group, which was composed of six broadcasters, visited radio and television stations in Philadelphia, Baltimore and around metropolitan Washington, DC.

During the ASNE Convention, held April 8-11 in Washington, DC, the participants listened to American editors assess their jobs; watched presentations on the current state of the workforce; listened to discussions on newspaper content; and heard how newspapers can better reach out to their communities. They also listened to the speeches of Shannon Lucid, the astronaut who holds the record for staying the longest in space, and Dr. Madeline Albright, the U.S. Secretary of State. Some of the participants also managed to ask President Bill Clinton questions regarding the Cyprus conflict, after he delivered a major policy speech marking the closure of the ASNE convention.

“The ASNE Convention was, as expected, excellent and very useful,” wrote one participant. “I think, however, some sessions were not useful to us due to the locality of the issues. However, meeting the top editors of the U.S. and hearing their problems is sure a once-in-a-lifetime opportunity.”

The group of broadcast journalists visited four commercial and public television stations and two public radio stations in three of the major U.S. media markets. They visited WBAL-TV, the CBS Network affiliate in Baltimore; and WHYI, the PBS affiliate in Philadelphia. In metropolitan Washington, DC, they visited Channel 48, a Hispanic station; and WETA, a major public radio and television.

During their visits, the participants were struck by the fact that the Cyprus stations -- which are relatively new -- were already using advanced digital equipment while the stations they visited used mostly analog equipment.

“It was interesting for us to have the chance to visit two more cities in the U.S.” wrote one participant. “...I cannot say that the visits to the local TV and radio stations were not beneficial. However, it would have been better for us to have the chance to visit national networks having new technologies...”

At the end of the program the participants reconvened in Washington, DC to discuss what they could do next when they return to Cyprus. It was clear from the discussions that they wanted to have a continuing dialogue in Cyprus and requested the Cyprus Fullbright Commission to facilitate the process.

A final session was held where participants had an opportunity to provide oral and written assessments about the program. Finally, Adlai Amor, ICFJ Training Director and Kate Archambault, director of the Cyprus-America Scholarship Program of AMIDEAST, presented certificates of participation to the journalists.

For this training program, ICFJ assembled a variety of working journalists and other trainers

to assist with the sessions and discussions. Among the key trainers were Deborah Williams, an assistant producer at National Public Radio (NPR); Luis Rafael, editor of *La Nacion*; John Lang, reporter for Scripps-Howard Newspapers; Frank Stasio, NPR newscaster and an independent radio producer; Sheila Heen and Doug Stone of the Conflict Management Group; Wendell Cochran, a digital journalism expert from The American University; and Professor Edmund Ghreeb, a media scholar with The Jerusalem Fund.

The participants were given a variety of instructional materials to augment the discussions during their training. These included a compilation of clippings on the topics discussed in workshop sessions and books on journalism and media management. The books included *Ten Practical Tips on Business Reporting*, by Paul Hemp; *Ten Practical Tips on Environmental Reporting* by Peter Nelson; *Basic Media Writing* by Melvin Mencher; and *Getting to Yes*, by Roger Fisher and William Ury

The training schedule is attached as Annex II on page 10. Biographical sketches of the core faculty and staff is attached as Annex III on page 23.

IV Evaluation

At the conclusion of the program, participants were asked to complete an evaluation form assessing the content, administration and design of the program. (ICFJ includes a standard evaluation component in all its programs and tailors the questionnaire to suit each program). All of the 19 participants in the program completed the questionnaires.

Over-all, the participants rated the program highly -- 11 of them gave it a 4, while 8 gave it a 5. (Out of a range of 1 to 5, 1 is Poor/Not Useful and 5 is Outstanding /Useful). "We have to thank AMIDEAST that gave us the opportunity to meet each other. For many of us, it was the first time that they spoke to Turkish Cypriots and us. And this is very important," wrote one participant. "Journalists -- unfortunately -- can't solve the Cyprus problem, but they can help the politicians to do it. (The) fact that Turks (sic) and Greeks (sic) Cypriot journalists met each other and became friends here in the U.S., I think is very useful."

In terms of the impact and value of the program, a majority of the participants said that it met their professional expectations. Eighteen participants said that it also helped to improve their professional skills and knowledge. "It was a lot better than I expected," one participant wrote. "The expertise and quality of the people invited to speak was excellent."

In general, most of the participants found the quantity of the discussion sessions to be enough, though two said it was not enough and one added that it was too much. However, they did suggest that the program would have been enhanced by inviting international affairs journalists and officials involved in the Cyprus conflict to address the participants.

Most of the participants found the quantity of the instructional materials to be enough, though

four said it was too much. One participant said that the materials he got introduced him to a new world and added value to his practice of journalism. But many did not find time to read all the materials. "I didn't have time to read as much as I wished to have. But I will certainly do it when I go back home," wrote one participant.

The participants who attended the ASNE convention found it useful and said that integrating the convention into the training program was a good idea. They were especially pleased to have had an opportunity to meet President Clinton. "I found the convention, as well as the things we have seen at the convention, also helpful (when we go back to Cyprus)," wrote one participant.

Nearly all participants said the duration of the program was just right, though one said that it was too short. In general, they gave very high marks to the quality of the workshop staff, the meeting rooms, ground transportation and over-all scheduling and management. However, their hotel, Carlyle Suites, was given a mixed rating. One participant complained of cockroaches and unchanged sheets in her room, adding that the hotel staff were not always that helpful. One of them suggested that in the future, if funds permit, a better hotel could be used.

When asked that areas should be covered in similar programs in the future for Cypriot journalists, the participants listed the following: international journalism, more ethnic conflict resolution sessions, more time spent on digital journalism, photojournalism, hands-on work on advanced reporting and writing techniques, visits to stations that use digital technologies and visits to more commercial stations.

The tabulated evaluation can be found in Annex IV on page 25.

V Finances

A statement of expenses is being submitted separately.



Training For Journalists From Cyprus

March 30 - April 12, 1997

Theme: *The Media and Ethnic Conflict*

Annex I Participants

Fezile ATÜF is the World Service Correspondent of the newspaper, *Kibris Gazetesi*, which she joined in 1992. She studied at Istanbul University in Turkey and took a course in English at the Oxford College of Further Education.

Andreas K. BIMBISHIS is the Agriculture Reporter of the newspaper, *The Aghon*. He has also covered the political and defense beats for the same newspaper. He studied at the American Academy and attended a workshop in London run by the International Federation of Journalists.

Ekaterini CHRISTODOULOU is a reporter for the daily, *Simerini*. She studied journalism at Europa College and also photography and photojournalism from Athens College.

Emilia N. CHRISTOFI is a Sub-editor, Cyprus News Agency, which she joined in 1992. She has also worked as the English news editor of Cyprus Broadcasting Corporation, as well as for the *Cyprus Mail*. She studied law at the University of Wolverhampton, England.

Costakis S. CONSTANTINOU is the Political Editor of the daily, *Haravhi*. He first worked as a journalist in 1991 when he joined *Akel*. He holds a doctoral degree in sociology from Bulgaria.

George T. CONSTANTINOU is a Photojournalist working for the newspaper, *Alithia*, since 1992. He also contributes to *MEGA Magazine* as well as to AVS Media Productions. He holds a mass media diploma from Europa College.

Hadon DENIZKAN has been a Photojournalist for the newspaper, *Yenidüzen*, since 1994. Prior to that, he also worked as a photojournalist for the magazine, *Medya Market*, and the newspapers, *Ortam* and *Yenigun*.

Burhan ERASLAN has been a Correspondent and Reporter for the newspaper, *Yenidüzen*, since 1984. He studied at Turk Maarif College and at Hacettep University.

Sertaç GÖRGÜNER is a Reporter for the newspaper, *Kibris*, which he joined in 1995. Prior to that, he worked as a reporter for *Demokrat* and *Yenidüzen*. He holds a masters of science degree from the University of Swansea in Wales.

Nazire Selgin GÜRKAN has been a Correspondent of the TAK News Agency since 1989 and covers mostly political news. She is a graduate of the Faculty of Press and Broadcasting in Istanbul.

Özgül GÜRKUT has been a Correspondent of the publication, *Kıbrıs*, since 1992. She holds a masters degree from Istanbul University.

Neriman GÜRSEL joined the newspaper, *Ortam*, as a writer in 1983. She covers such areas as women's issues, literature and the environment. Prior to that, she worked as a primary school teacher for 33 years in Cyprus. She is a graduate of the Teachers Training College.

Dionysia HADJIKYRIACOU is an Editor, Cyprus Broadcasting Corporation, where she has worked for its television division since 1977. She has also worked as an editor and announcer for the Greek State Radio. She is a graduate of London University.

Mehmet KANSU is a Freelance Journalist and Poet. He worked twice for the newspaper, *Halkın Sesi*. He also worked as a teacher and became the assistant director of basic education at the Education and Culture Ministry in Lefkosa. He is a graduate of Hacettep University.

Panayiotis KAPARIS is a Reporter for Logos TV, which he joined in 1991. Prior to that he was a school teacher. He studied theology at the Aristotelian University in Thessaloniki and also for diplomas in mass media and public relations and advertising at Europa College.

Andreas PARASCHOS works as a Political Reporter for Antena TV. He also worked as a political reporter for *Phileleftheros* and for the Cyprus Broadcasting Corporation. He holds a masters degree in international journalism from Moscow University.

Georgios PAVLIDES is a Reporter, Astra Radiostage, a company he joined in 1995. Prior to that he also worked as reporter for the newspaper, *Neolea*. He holds a masters degree in journalism from the Moscow State University, from which he graduated in 1990.

Andis PETROU has been a Reporter and Photographer for *The Cyprus Weekly* since 1994. He also worked for the newspaper, *Phileleftheros*, and for such U.S. publications as *The Tombstone Epitaph* and the *Arizona Daily Wildcat*. He is a journalism graduate of the University of Arizona.

Mete TÜMERKAN has been a TV News Editor, Producer and Presenter of Bayrak Radio and Television since 1991. Prior to that, he was a marketing executive for UNIPAC Packaging Industries and a chemistry and computer science teacher. He is a graduate of the Middle East Technical University in Ankara.



Training for Journalists from Cyprus

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Annex II

Workshop Schedule

Arrivals from Cyprus

March 30, 1997, Sunday

02:25 pm Turkish Cypriot journalists will arrive from Frankfurt on Delta 61 at the Washington-Dulles Airport. You will be met by a representative of Prime Transportation Services, tel.: (703) 861-5465; pager: (703) 233-0934).

06:04 pm Greek Cypriot journalists will arrive from New York on American Airlines 4873 at the Washington-Dulles Airport. You will be met by a representative of Prime Transportation Services, tel.: (703) 861-5465; pager: (703) 233-0934).

Accommodations for you have been reserved at:

The Carlyle Suites Hotel

1731 New Hampshire Avenue, NW

Washington, D.C. 20009

Tel: (202) 234-3200 Fax: (202) 387-0085

Upon check-in, the hotel may require you to make a cash deposit or a credit card to cover incidental expenses such as phone calls, room service and laundry. This is a standard industry practice. Upon checking out, make sure that all your bills have been paid.

In case of an emergency, please contact Adlai J. Amor, Director of Training Design and Technology, at (703) 525-4406, or Mary Beth Lennon, Program Manager, at (202) 543-0675.

Office Address: International Center for Journalists

1616 H Street, NW, Third Floor

Washington, D.C. 20006

Tel.: (202) 737-3700 Fax: (202) 737-0530 E-mail: editor@icfj.org

Day One: Orientation

March 31, 1997, Monday

Goss Conference Room (Ground Floor)

The Grange Building, 1616 H Street, NW, Washington DC

09:30 am Depart for the tour and the day's sessions at the International Center for Journalists. Transportation provided by Prime Transportation Services.

An Overview of Washington, D.C.

This will give you a general idea of the district where you will be living during the next two weeks. This tour will give you the highlights of the District of Columbia, including the Mall, Georgetown, the White House and the Capitol.

11:30 **Session I: Welcome and Introductions**

- Words of welcome by

Adlai J. Amor, Director of Training Design and Technology, ICFJ

Kate Archambault, Director, CASP, AMIDEAST

-Introductions, review of the schedule and tips for living in D.C.

Adlai J. Amor

Mary Beth Lennon, Program Manager, ICFJ

01:00 Welcome Lunch

You will be joined by the rest of the ICFJ staff.

02:30 **Session II: Development and Characteristics of Modern U.S. Media**

There are six characteristics that make the U.S. press unique: it is a business, it is a public trust, it is unregulated, it is non-ideological, it is community-based and it has no set definition of what is news.

Discussion leader: Wayne Dillehay, Executive Vice President, ICFJ

04:30 End of day. Return to The Carlyle Suites Hotel.

Day Two: Advanced Journalism

April 1, 1997, Tuesday

Goss Conference Room (Ground Floor)

The Grange Building, 1616 H Street, NW, Washington D.C.

09:00 am Depart for The Grange Building, headquarters of the International Center for Journalists. Transportation provided by Prime Transportation Services.

- 09:15 **Session III: Issues and Challenges Facing Today's Journalists**
American journalists will join the participants in a free-flowing discussion of the issues and challenges confronting them today. This includes issues of access, gender, freedom of information, diversity, pay scales and working conditions.
- Discussion Leaders: Laura Iiyoma, Editor/Producer, Pacifica Network News
Luis Rafael, Editor, *La Nacion*
John Lang, Scripps-Howard Newspapers
Moderator: Deborah Williams, Assistant Editor, "Talk of the Nation," National Public Radio
- 12:15 pm Welcome by William Siemering, President, ICFJ
- 12:30 Lunch
- 02:30 **Session IV: Ethics and the Modern Journalist**
A discussion of the standards and ethical codes used by U.S. journalists in their daily work.
- Discussion Leader: Frank Stasio, Independent Radio Producer
- 04:30 End of day. Return to The Carlyle Suites Hotel.

Day Three: Professional Appointments
April 2, 1997, Wednesday

Group I:

09:15 am Depart for today's appointments. Transportation provided by Prime Transportation Services. Please bring your passports. ICFJ Associate John Guardiano will serve as the group's escort.

10:00 **Visit to USA Today**
1000 Wilson Boulevard
Arlington, VA 22229
Contact: Ms. Victoria Spigai
Tel.: (703) 276-3698 Fax: (703) 558-3812

USA Today is a national newspaper launched 11 years ago by Freedom Forum Chairman Allen H. Neuharth. It has a daily circulation of more than one million and its international edition is available in many parts of the world. The paper is credited with aggressive coverage of ethnic and minority issues and has established special training programs for minority journalists.

11:00 Depart for lunch (on your own) at the Shops at the National Press Building.
You will be dropped off and picked up at the entrance on the corner of 14th and F
Streets, NW

*In addition to restaurants, there are many food stands on the third floor. We
recommend that you eat lunch before the State Department Press Briefing since it
may not conclude until 3:00 pm.*

12:45 pm Depart for the State Department Press Briefing.

1:30 **State Department Press Briefing**
2201 C Street, NW
Washington, DC 20520
Contact: Ms. Jennifer Poole
Tel.: (202) 674-2492

*This is a regular daily briefing by Nicholas Burns, Spokesman of the Department of
State. During the briefing, only journalists accredited to the State Department may
ask questions, however Mr. Burns will speak to the group for a few minutes following
the briefing to answer your questions.*

02:45 End of day. Return to The Carlyle Suites Hotel.

Group II:

10:00 am Depart for today's appointments. Transportation provided by Prime
Transportation Services. Please bring your passports. ICFJ Associate Eugene
Prunty will serve as the group's escort.

10:30 **U.S. House of Representatives Print Gallery**
H-315 U.S. Capitol
Washington, D.C.
Contact: Mr. Jerry Gallegos, Deputy Superintendent
Tel.: (202) 225-3945

*The U.S. House of Representatives Print Gallery is a complex of offices set aside for
representatives of the daily print press, periodical publications, and still
photographers who cover both houses of the U.S. Congress. The gallery's staff
provides correspondents with legislative information about floor proceedings,
assistance with coverage of hearings and special events, and information about
Congressional activities. The Radio-TV Gallery has studios where reporters can
interview members of Congress.*

- 11:30 Depart the U.S. Capitol Building for lunch (on your own) at Union Station.
In addition to restaurants, there are many food stands on the lower level. We recommend that you eat lunch before your visit to National Public Radio since it will not conclude until 3:00 pm.
- 12:30 pm Depart for National Public Radio.
- 01:00 **National Public Radio**
635 Massachusetts Avenue, NW
Washington, DC
Contact: Ms. Sally Sherman-Felker, Audience Services
Tel.: (202) 414-2324
- To foster the professionalism of non-commercial radio stations, the Corporation for Public Broadcasting created National Public Radio (NPR) in February 1970. Created to provide national leadership in news gathering and production, NPR now has 555 member stations which carry its programming. During the visit, you will watch the broadcast of "Talk of the Nation," beginning at 2:00 pm.*
- 03:00 End of day. Return to The Carlyle Suites Hotel.

Day Four: The Media's Role in Inter-Ethnic Resolution
April 3, 1997, Thursday
The Warfield Room, Carlyle Suites Hotel

- 09:15 am **Session V: Introduction to Conflict Analysis and Management**
The assumptions we have about conflict and conflict resolution affect how we deal with conflict and the outcomes we obtain. This session will begin with an exercise designed to help participants examine their own approaches and assumptions in negotiation, and the impact those assumptions have on the outcomes. A discussion of the basic factors that influence conflict escalation and the processes and principles for resolution will follow.
- Discussion Leaders: Sheila Heen and Doug Stone, Consultants, Conflict Management Group
- 12:30 pm Lunch on your own.
Refer to your folders for restaurants around The Carlyle Suites Hotel.
- 02:00 **Session VI: Methods of Resolving Conflict**
The difference between power-, rights- and interest-based methods of dealing with conflict will be explored. Participants will practice "getting underneath the surface" of a conflict to practicing getting behind positions to analyze the

interests and needs of the other side.

Discussion Leaders: Sheila Heen and Doug Stone, Consultants, Conflict Management Group

04:00 **Session VII: Intractable Conflict: A Panel Discussion**

Panelists:

Ambassador Nelson Ledsky, National Democratic Institute for International Affairs

Joseph Montville, Center for Strategic and International Studies

Dr. Christopher Mitchell, Institute for Conflict Analysis and Resolution, George Mason University

Moderators: Sheila Heen and Doug Stone, Consultants, Conflict Management Group

05:30 End of day. Return to the Carlyle Suites Hotel.

06:45 Depart for an informal group dinner at Tony Cheng's Mongolian Restaurant, 619 H St., NW, Washington, DC, tel: (202) 842-8669.

Take the Red Line from Dupont Circle (direction: Wheaton) and stop at Gallery Place-Chinatown (third stop). It is only a few doors away from the Metro. Alternatively, you may want to share taxis from the hotel, which will cost approximately \$9.00 for a group of 3 people. The restaurant is on H Street, between 6th and 7th Streets.

07:00 Informal group dinner, featuring Mongolian food.

10:00 Return to The Carlyle Suites Hotel by taxi or metro.

Day Five

April 4, 1997, Friday

The Warfield Room, Carlyle Suites Hotel

09:15 **Session VIII: Communication Patterns in Conflict**

Participants will discuss and practice tools for analyzing factors of communication that influence the dynamics of a conflict, as well as for de-escalating conflict. Skills for effective communication.

Discussion Leaders: Sheila Heen and Doug Stone, Consultants, Conflict Management Group

- 12:30 pm Lunch on your own.
Refer to your folders for restaurants around The Carlyle Suites Hotel.
- 02:00 **Session IX: Implications for the Media in Cyprus**
What does it all mean for journalists and the media industry in Cyprus?

Discussion Leaders: Sheila Heen and Doug Stone, Consultants, Conflict Management Group
- 03:30 Coffee break
- 03:45 **Session X: Application and Re-entry**
Where do we go from here?
Discussion Leaders: Sheila Heen and Doug Stone, Consultants, Conflict Management Group
- 05:00 End of day. Return to The Carlyle Suites Hotel.

Day Six
April 5, 1997, Saturday
Free Day

Day Seven
April 6, 1997, Sunday
Free Day

Day Eight: Advanced Journalism
April 7, 1997, Monday

09:45 am Depart for today's appointments. Transportation provided by Prime Transportation Services. ICFJ Associate Eugene Prunty will serve as the group's escort.

Jerusalem Fund Center for Policy Analysis on Palestine
2435 Virginia Avenue (Potomac Plaza Building)
Washington, DC 20037
Tel: (202) 338-1290; Fax: (202) 333-7742
Contact: Heidi Shoup, Director

The Jerusalem Fund is dedicated to the service of Palestinians living in Israel, the West Bank and Gaza. Its Center for Policy Analysis on Palestine offers publications and symposia on issues confronting Palestinians in those areas, as well as on relations between the United States and the Middle East.

- 10:00 **Session XI: Reporting Conflict: Lessons from Palestine**
A well-known author and Middle East scholar will share his research and his thoughts on how the conflict in Palestine has been covered by the international media.
 Discussion Leader: Prof. Edmund Ghareeb, Media Scholar
- 11:30 Return to ICFJ Headquarters. **Group I** has free time until Session XII begins at 3:15 pm. **Group II** is advised to have lunch before departing for the State Department Press Briefing.
Refer to your folders for restaurants around the Grange Building.
- 12:30 pm Group II departs from ICFJ Headquarters for the State Department Press Briefing.
- 1:30 **State Department Press Briefing**
 2201 C Street, NW
 Washington, DC 20520
 Contact: Ms. Jennifer Poole
 Tel.: (202) 674-2492
- This is a regular daily briefing by Nicholas Burns, Spokesman of the Department of State. During the briefing, only journalists accredited to the State Department may ask questions, however Mr. Burns will speak to the group for a few minutes following the briefing to answer your questions.*
- 03:15 **Session XII: The Media and the Community: Ombudsmen and Civic Journalism**
One of the most controversial trends in the U.S. media today is civic or public journalism. This session re-examines the role that the media plays in American contemporary society.
- Discussion Leader: Phil Robbins, Former Ombudsman, *Stars and Stripes*
- 04:30 Review of Program
 -Adlai Amor and Mary Beth Lennon
- 05:00 End of day. Return to The Carlyle Suites Hotel.

Day Nine: Digital Journalism, Professional Convention, and Appointments
April 8, 1997, Tuesday
Conference Room, AMIDEAST
Suite 1100, 1730 M Street, NW, Washington, D.C.

All Participants:

08:30 am Depart for today's appointments. Transportation provided by Prime Transportation Services. ICFJ Associate Eugene Prunty will serve as the group's escort.

09:00 **Session XIII: Digital Journalism**

A session on the Internet and how print and broadcast companies are using to make use of this tool, especially for computer-assisted reporting.

Discussion leader: Prof. Wendell Cochran, American University

11:00 Return to The Carlyle Suites Hotel. Lunch on your own.
Refer to your folders for restaurants around The Carlyle Suites.

Print Participants: Please refer to the attached Convention Preview and Orange Schedule

01:30 pm Registration for the annual convention of the American Society of Newspaper Editors, J. W. Marriott Hotel, Washington, D.C. You will leave as a group from the ICFJ Office, accompanied by Adlai Amor.

J. W. Marriott Hotel
1331 Pennsylvania Avenue, NW
Washington, D.C. 20004
Tel: (202) 393-2000

For print participants attending the ASNE Convention, please take either a taxi or the Metro every day. Buses will be provided by ASNE to bring all convention participants from the J.W. Marriott Hotel to the various receptions in the evenings. J.W. Marriott Hotel is about four blocks from the ICFJ Office, near the White House.

For those traveling on the Metro from The Carlyle Suites, take the Red Line to Metro Center (direction: Wheaton) and walk one and a half blocks to the hotel.

3:00 pm Opening session of the 1997 Annual Convention of the American Society of Newspaper Editors, J. W. Marriott Hotel, Washington, D.C.

Broadcast Participants:

12:15 pm Depart The Carlyle Suites Hotel for WETA. ICFJ Associate Eugene Prunty will serve as the group's escort.

01:00 pm **Visit to WETA Radio-FM 90.9**
3700 South Four Mile Run
Arlington, VA 22206-2304
Tel.: (202) 998-2855 Fax: (202) 998-2790
Contact: Tom Livingston, Vice President for Radio
 Craig Curtis, Program Director

WETA is a public radio and television station serving the Washington, D.C. area. Today's visit to the station will focus on WETA Radio, founded in 1970. WETA carried nationally syndicated public radio programs, as well as local news.

02:00 pm End of day. Return to the Carlyle Suites Hotel.

Day Ten: Professional Convention and Appointments
April 9, 1997, Wednesday

Print Participants:

Attend sessions at ASNE Convention. Refer to attached convention schedule.

Broadcast Participants:

08:15 am Depart for today's excursion to Baltimore, Maryland. Transportation provided by Prime Transportation Services. ICFJ Associate John Guardiano will serve as the group's escort.

Upon arrival in Baltimore, an overview of the city will be provided.

9:45 am **Visit to WBAL-TV Channel 11 (CBS)**
3800 Hooper Avenue
Baltimore, MD 21211
Contact: Charlene Branch, Newsroom Assistant
Tel.: (410) 338-6500

WBAL-TV is owned by the Hearst Corporation. WBAL serves viewers in Baltimore City and in neighboring counties. Today's visit will include an opportunity to speak with Tina Joly, Assistant News Director.

10:45 am Appointment ends.
The rest of the day will be devoted to visiting Baltimore, one of the oldest cities in the United States. Your tour will include a visit to the Inner Harbor, the centerpiece of Baltimore's famous renaissance in the 1970's, as well as Fells Point, Federal Hill, and Greektown, Baltimore's Greek-American neighborhood, an example of

Baltimore's many ethnic neighborhoods.

03:00 pm Depart for Washington, D.C.

Day Eleven: Professional Convention and Appointments

April 10, 1997, Thursday

Print Participants:

Attend sessions at ASNE Convention. Refer to attached convention schedule.

Broadcast Participants:

08:30 am Depart for today's excursion to Philadelphia, Pennsylvania. Transportation provided by Prime Transportation Services. ICFJ Associate John Guardiano will serve as the group's escort.

Upon arrival in Philadelphia, an overview of the city and its role in the history of the United States will be provided.

11:30 **Arrive at Reading Terminal Market**
51 North 12th Street
Philadelphia, PA

Please eat lunch at the Reading Terminal Market. You may wish to browse through the stores at the market.

01:00 pm **Depart for WHYY**

01:30 pm **Visit to WHYY**

Independence Mall West
150 North 6th Street
Philadelphia, PA 19106

Contact: Gwen Klaus (arranged through Sandra Chatfield, Volunteer Coordinator)

Founded over 40 years ago, WHYY TV 12 and Radio FM 91 are affiliated with the Public Broadcasting Service (PBS) and National Public Radio (NPR), respectively. The nationally known program "Fresh Air" is produced at the WHYY studios and is broadcast on public radio stations throughout the United States. Today's tour of the Radio Department will include an opportunity to speak with Robbie Harris, News Director, and Fred Brown, Radio Manager.

02:30 Appointment ends. Free time in Philadelphia.

04:00 Depart for Washington, D.C.

Day Twelve: Professional Convention, Appointments, and Conclusion
April 11, 1997, Friday

Print Participants:

Attend sessions at ASNE Convention. Refer to the attached convention schedule.

Broadcast Participants:

09:45 am Depart for today's appointments. Transportation provided by Prime Transportation Services. ICFJ Associate Eugene Prunty will serve as the group's escort.

10:30 **Channel 48 Meeting and Tour**
962 Wayne Avenue, Ninth Floor
Silver Spring, MD
Contact: Mr. Ernesto Clavijo, News Director
Tel.: (301) 589-4800 Fax: (301) 495-9556

Channel 48 serves the growing Spanish-speaking community of the Washington, D.C. area. It carries local news, as well as news and programming from Univision. Mr. Clavijo will discuss how Channel 48 serves the Hispanic community in Washington.

11:30 Return to The Carlyle Suites Hotel.

All Participants:

Goss Conference Room (Ground Floor)
The Grange Building, 1616 H Street, NW, Washington DC

For print participants attending the ASNE Convention, please walk (approximately three blocks) or take a taxi to ICFJ. For broadcast participants, please share a taxi to ICFJ.

03:00 pm - **Session XIV: Sharing the Lessons with Others**
A discussion of how the ties that have developed during the workshop can be strengthened and how they can be continued back in Cyprus.

Discussion Leader: Adlai J. Amor

04:30 - **Evaluation**
05:30 *Standard ICFJ evaluation form (adapted for this workshop) will be filled out by the participants. An open discussion will follow. A brief ceremony, including the awarding of certificates of completion, will follow.*

06:30 Depart The Carlyle Suites Hotel for the closing dinner at Jenkins Hill Restaurant,

219 Pennsylvania Avenue, SE, Washington, D.C., tel.: (202) 544-4066.
Transportation provided by Prime Transportation Services.

Jenkins Hill is a lively, all-American restaurant located in historic Capitol Hill. The closing dinner will feature prime rib. If, however, you cannot eat beef, please let the staff know before April 9.

07:00 - Closing Dinner
10:00 pm

Day 12: Departure for Cyprus
April 12, 1996, Saturday

12:00 noon Greek Cypriot journalists will depart from The Carlyle Suites Hotel for Washington National Airport. Transportation provided by Prime Transportation Services.

02:50 pm Greek Cypriot journalists will depart on American Airlines 494 from Washington National Airport.

02:30 pm Turkish Cypriot journalists will depart from The Carlyle Suites Hotel for Washington National Airport. Transportation provided by Prime Transportation Services.

05:05 pm Turkish Cypriot journalists will depart on Delta 4634 from Washington National Airport.



Training For Journalists From Cyprus

March 30 - April 12, 1997

Theme: *The Media and Ethnic Conflict*

Annex III

Speakers and Staff

Adlai J. AMOR is director of training design and technology of the International Center for Journalists. Previously, headed the Conservation News Service of WWF International, Switzerland, where he established a radio service and news distribution networks in Spanish, French and Chinese. He also served as deputy executive editor of Depthnews Asia, training director of the Press Foundation of Asia, and publisher of the central Philippines daily, *NewsTime*. He has a master's degree in journalism from Columbia University. He is co-author of *Science Journalism in Asia*.

Wendell COCHRAN was previously the special projects editor at the Gannett News Service, where he directed award-winning computer-assisted reporting projects. Prior to that, he worked as a reporter at the *Kansas City Star* and the *Des Moines Register* (Des Moines, Iowa). He won the Amos Tuck Media Award for Economic Understanding, the John Hancock Award for Excellence in Business and Economics Journalism. He holds a masters degree in journalism from the University of Missouri and currently teaches journalism at the American University.

Whayne DILLEHAY is vice president of the International Center for Journalists. He was editor of the magazine, *The International Economy*, prior to joining ICFJ. Previously, he worked as a staff assistant for two congressmen in the Capitol, and as a journalist for a variety of publications. He holds an undergraduate degree in international economic affairs from Georgetown University and a masters degree from the Medill School of Journalism, Northwestern University.

Sheila HEEN is a consultant at the Conflict Management Group in Boston. She used to work at the Harvard Negotiation Project, where she specialized in negotiation theory, developing teaching materials and teaching pedagogy to trainers and teachers. She has worked with such corporate clients as Canadian National Railway and Pillsbury. Along with Douglas Stone and Bruce Patton, she is currently writing a book, *Difficult Conversations: How to Discuss the Undiscussable*. She earned a bachelors degree from Occidental College and a law degree from Harvard Law School.

Laura IYOMA is editor of the Pacifica Network News, a newscast which services 60 radio stations in the U.S. and abroad. She is also president of the Washington, DC chapter of the Asian-American Journalists Association. She was a researcher for KNX News Radio and a reporter/anchor of KPFK -- all in Los Angeles. She has a degree in psychology and biology from the University of California in Los Angeles.

John LANG is currently editor of the Scripps-Howard News Service in Washington, DC. In 1994, he worked in Fiji where, as a Knight International Press Fellow, he helped to establish the Fiji Journalism Training Institute. He worked as managing editor of *Defence and Diplomacy*, as a senior editor of *The Washington Post*, as senior editorial consultant of *The Straits Times* (Singapore) and as assistant managing editor of *US News and World Report*. He is a journalism graduate of Memphis State University.

Mary Beth LENNON is program manager of the International Center for Journalists. She previously worked as a project coordinator at American Association for the Advancement of Science (1991-96) in the division of Education and Human Resources Programs and as a graduate assistant for *The Americas*, a journal of Latin American History. She holds a bachelor's degree in history and political science from College of Notre Dame of Maryland and a masters in Latin American history from The Catholic University of America (1991).

Luis RAFAEL is editor of the weekly Spanish-language newspaper, *La Nacion* (The Nation) published from Washington, DC. Prior to that, he was editor of *El Diario La Prensa* in New York. He also served as a main news editor of WADO, which broadcasts in the New York-New Jersey area. Originally from Venezuela, he served as a diplomat to China, Japan, the Philippines, Paraguay and the Caribbean. He holds a masters degree in social science from Lund University, Sweden.

Frank STASIO is an independent radio producer and a media education specialist. He taught radio production and journalism at The National Learning Center in Washington, DC. Prior to that, he worked as a producer and newscaster for the popular show, "All Things Considered" at National Public Radio. He has worked as news director at WOI AM/FM (Ames, Iowa), as a reporter for WHO AM (Des Moines, Iowa) and as a news director of WGRQ (Buffalo, NY). He earned a bachelors degree in mass communications from the State University College in Buffalo, NY.

William SIEMERING is the president of the International Center for Journalists. He is a recipient of a McArthur Foundation Fellowship in recognition of his work in public radio and has also received the Edward R. Murrow Award, the industry's highest honor. He worked as a producer/reporter and as manager of stations in New York and Minnesota. He was the first program director of National Public Radio. Since 1993, he has been actively involved in developing independent radio in Central and Easter Europe and Africa.

Douglas STONE is a consultant for the Conflict Management Group and is the associate director of the Harvard Negotiation Project. He has been engaged in conflict resolution work in South Africa, Cyprus and the US and has taught negotiation to lawyers, diplomats and community leaders in South America and Australia. Prior to his work with CMG, he practiced transactional and regulatory banking law in Boston and New York. He received his bachelor's degree in history from Brown University and his law degree from Harvard University.

Deborah A. WILLIAMS is the award-winning assistant editor of the program, "Talk of the Nation," aired daily by National Public Radio. She has been an NPR field producer, working in South Africa, England, Ireland, Israel, the Gaza Strip and Egypt. She is the creator of a weekly jazz and African music show at WPFW-FM, called "Stolen Moments." In 1995, she won an Alfred I. DuPont-Columbia University Award for her coverage of the South African elections. Ms. Williams is a communications graduate of Howard University.



Training For Journalists From Cyprus

March 30 - April 12, 1997

Theme: *The Media and Ethnic Conflict*

Annex IV

Post-Program Evaluation

(19 participants = 19 respondents = 100%)

The ICFJ conducts many programs for media professionals annually. In order to improve the effectiveness of these programs and to help design new ones, we depend on participants like you to provide candid comments and constructive criticism. Please answer the following questions by circling the number that best describes your experience, on a scale of 1 (Poor or Not useful) to 5 (Excellent or Very useful). Tabulated responses are italicized in bold.

I. Discussion Sessions

1. The *quantity* of the discussion sessions was: (2) Not Enough (13) Enough (1) Too Much

2. The *quality* of the following discussion sessions was:

| | Poor/ Not Useful | | | | Excellent/ Very Useful |
|--|---------------------|-------|-------|--------|---------------------------|
| a. Welcome and Introductions | 1 | 2 | 3 | 4 (4) | 5 (15) |
| b. Development and Characteristics of the Modern U.S. Media | 1 | 2 | 3 (4) | 4 (9) | 5 (6) |
| c. Issues & Challenges Facing Today's Journalists | 1 | 2 | 3 (5) | 4 (10) | 5 (4) |
| d. Ethics and the Modern Journalist | 1 | 2 | 3 (6) | 4 (8) | 5 (4) |
| e. Introduction to Conflict Analysis and Management | 1 | 2 | 3 (1) | 4 (3) | 5 (14) |
| f. Methods of Resolving Conflict | 1 | 2 (1) | 3 | 4 (3) | 5 (16) |
| g. Communication Patterns in Conflict | 1 | 2 | 3 (2) | 4 (3) | 5 (14) |
| h. Implications for the Media in Cyprus | 1 | 2 (2) | 3 (3) | 4 (3) | 5 (11) |
| i. Intractable Conflict (Canceled) | | | | | |
| j. Application and Re-entry | 1 | 2 (1) | 3 (2) | 4 (4) | 5 (11) |
| k. Reporting Conflict: Lessons from Palestine | 1 | 2 (1) | 3 (2) | 4 (4) | 5 (9) |
| l. The Media and the Community: Ombudsmen and Civic Journalism | 1 | 2 (9) | 3 (3) | 4 (6) | 5 |
| m. Digital Journalism | | 1 | 2 (5) | 3 (4) | 4 (6) 5 (4) |
| n. Sharing the Lessons With Others | 1 | 2 | 3 (2) | 4 (4) | 5 (13) |

Comments:

- "I benefitted from this program. I could not participate as much because of the language barrier but I was able to understand the arguments made. I have learned negotiation techniques and procedures and how to improve one-to-one relationships. I believe that these meetings in this environment are important for us to see the other's viewpoint and concerns, allowing us to be more understanding."*
- "The weak point of the quality of the discussion was that even if we adequately covered ways to resolve conflict we did very little on how to apply these to journalism and our reporting skills. I do not believe that I will report on issue relevant to the Cyprus problem any differently than the way I have been before."*
- "Generally over-all the program was very useful but there should be more things on U.S. journalism with probable discussions with journalists covering world affairs."*
- "The discussion sessions were useful but I think that themes as development and characteristics of U.S. media, issues and challenges, ethics and modern journalism were just theory. Being with American journalists I discovered that the image that the lessons were trying to give wasn't real."*
- "Discussion was very helpful for me. I got chance to learn what my Greek friends think about us and Cyprus problem. And I got impression that most of Cypriot doesn't know what they want. They've just say that they want peace, but they don't do anything. It was just like this in our group. We're all friendly but when we come to a tension point, we all start to talk like our officials. (I'm not talking about myself). I think we have clear our mind and do something for our future and especially for our children."*
- "All issues related to conflict resolution were very interesting and learned a lot of new things. I also found reporting conflict lesson from Palestine particularly useful and relevant to Cypriot journalists."*
- "It would be better if we had the chance to meet and discuss with MP member and journalists from the big networks. I think that it would be useful if we had the chance to have more discussion on digital journalism."*
- "All the topics were very interesting. Very important experience."*
- "It was really a very good training for us as journalists and as meeting of Greeks and Turks. We learned so much...And some of us learned to put his prejudices aside."*
- "Quality of the discussion session were good but I think not enough to express our views on the Cyprus problem. Considering all the discussion we had I am not in a position to say that there had been no discussion at all but not enough. To be honest if someone wants to take such a position to help for the solution of conflict should consider the facts and try to find out the real Cyprus history. Trying to put facts as they are and do not hesitate to hurt anybody that is not aware of the truth."*
- "I like best the 'conflict' session. I'm sure that if I find myself in a big conflict, I could find more solution ways. Some of the speaker ignored that English is not our native language so sometimes I didn't understand them."*
- "The time that used to the Methods of Resolving Conflict is very little, it must be discussed more."*
- "I enjoyed every moment of the discussion sessions. It was very good that we were*

| | | | | | |
|-------------------------------------|---|-----|-------|-------|-------|
| c. WHYY TV and Radio (Philadelphia) | 1 | 2 1 | 3 (4) | 4 | 5 (1) |
| d. Channel 48 (Washington, DC) | 1 | 2 | 3 (2) | 4 (3) | 5 |

Comments:

- "The overview of Washington DC could be better. Try to integrate 3-4 more hours into the schedule for touring DC.."
- "I think the best we got from the ASNE convention was all those publications concerning journalism that we'll read them thoroughly when we get back home."
- "The overview of the Washington and the visit to the State Department were interesting an useful and also a very good experience. The ASNE convention gave to us the true image of the USA press."
- "It was very useful experience."
- "Visiting big networks and having the chance to see digital equipment would have given us something completely new for us. But still new things and new ideas came up that were quite useful."
- "It would be better if we had the chance to visit the big network and modern stations."
- "The discussions of the ASNE convention is very useful."
- "ASNE convention was a very good experience for us as a journalists and as a Cypriot, especially as a small and isolated county. We shared the technology and the experience and many other things."
- "It was interesting for us to have the chance to visit two more cities in US. And thus being able to see how things or let's say life, goes on in the US. On the other hand I would prefer or wish to have the chance to visit one of the networks such as ABC, NBC or CNN. I cannot say that the visits to the local TV and radio stations were not beneficial. However it would have been better for us to have the chance to visit national networks having new technologies so that we should have the chance to see the way of development in the field of media."
- "It was very good for me to meet Nicholas Burns and wrote a news about his speech. But I wish to go a big news agency with the all participant."
- "We get very useful knowledge during the ASNE convention discussions."
- "ASNE Convention was interesting especially with US President Bill' Clinton But I found the convention, as well as the things we have seen at the convention, also helpful (when we go back to Cyprus). I think the worst part of it was Greeks and Turkish were more separated during this program which was not good."
- "The ASNE convention was, as expected, excellent and very useful. It think, however, some sessions were not useful to us due to the locality of the issues. However, meeting the top editors of the US and hearing their problems is surely a once-in-a- lifetime opportunity. We also had the chance to meet Albright & Clinton and file stories."
- "ASNE convention was a dream that became true. Very well organized. In that hall the spirit and brain and heart of USA was echoing. I admired all of them. I learned that those professionals are thinking and working very vigorously. I think that's why they are and USA press is world champion. The lessons I got is: As a Turkish Cypriot we have to work immensely to US and to peace."

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| | | | | | |
|---|-------|-------|-------|-------|--------|
| b. Courtesy and helpfulness of the staff (ICFJ, AMIDEAST and Fullbright) | 1 | 2 | 3 | 4 | 5 (18) |
| c. Meeting rooms and other facilities | 1 | 2 | 3 | 4 (4) | 5 (14) |
| d. Hotel accommodations | 1 (1) | 2 (1) | 3 (5) | 4 (7) | 5 (4) |
| e. Ground transportation | 1 | 2 | 3 (1) | 4 (5) | 5 (12) |
| f. Over-all scheduling and management | 1 | 2 | 3 | 4 (5) | 5 (13) |

Comments:

- "Everything was OK."
- "Organization of the whole program was excellent. Everybody we met at AMIDEAST and ICFJ were very friendly and made us feel at home. Not a minute did I feel homesick."
- "Everything was excellent."
- "What are you waiting me to say. As a Cypriot it wasn't even a dream for me (such a trip). I learned so much and while learning I enjoyed so much!"
- "First of all I should point out that courtesy and helpfulness of the staff was excellent. Also transportation was excellent. However, I cannot say the same for the hotel quality. It could have been much better."
- "To stay with my Greek friends was nice. I met new friends and I am very happy."
- "To see the Washington DC and New York pleased me. I am very hopeful all of the visitings."
- "I think Du Pont area is an excellent place for anyone to stay; but the hotel can be better. Staff is helpful as much as they can be."
- "I would like to take the opportunity to thank all organizers for their carefulness, dedication and the way they handled their jobs."
- "I would like to note that I found the hotel poor in the hygiene issue (cockroaches in my room), smoke (cigarette) fumes coming inside my room and the fact that the bed cover was dirty. The staff at the hotel were also not always helpful."
- "I have to thank you for all the good organization of the whole workshop. Everything was perfect."
- "Buses from the hotel to the Marriott for the ASNE should have been made available for us."
- "The second week of the program we were split into groups, and this interrupted communication between the two communities."

V. Impact and Value

1. Did the training program meet your expectations: (17) Yes ___ No

Other comments:

- "There are people who have worked in or for Cyprus (i.e. ambassadors, special representative and others) that in my opinion can contribute in the training program."
- "It was a good experience but it could be better."
- "Except for the integration of conflict resolution technics into my professional

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- capacity.”
- “But I was expecting more on the everyday life of US journalists.”
 - “I didn’t come here with specific expectations. I was open to receive anything new and helpful.”
 - “It was a lot better than what I expected. The expertise and quality of the people invited to speak was excellent.”
 - “If people come to the training programme with an “open mind,” then I’m sure they learned something. If not’ that’s their tough luck!”
 - “Also, after this program, I have a lot of knowledge about USA.”
 - “In most of the cases, yes.”
 - “Yes, I learned so much . And I learned the key of learning also (some skills, I mean).”
 - “Yes, it did. I made new friends both American and Cypriots from either community. Contacts created will help me professionally in the future a well.”
 - “But it could be more productive.”

2. Did the training program help to improve your professional skills and knowledge? (18) Yes ___ No

Other comments:

- “I learned that in Cyprus, we are not doing our job as a professional. We have to think big and gain our independence (as a media).”
- “I got to know well American media for which I only read or heard about it. This made me compare it with English media which we use as a model at my station.”
- “Yes, very much. Near program I found time to breathe the culture of America (especially Washington, DC).”
- “It was nice to learn how my American colleagues work. I saw new technology.”
- “It’s nice to see the way Americans see (or not see) the world. I used to believe in ‘independent’ newspapers; now I think it is absolutely necessary for a free society.”
- “We learned a lot and when we return to our community we will remember what we have forgotten.”
- “I have a broader view on many issues now. I heard useful advice form top journalists at the ASNE and the discussion issues.”
- “Not only my professional skills but also it help to improve my personal life.”
- “The training program did not as much as the ASNE convention.”
- “The Fulbright in Cyprus can organize a meeting in Nicosia with all those who have participated in the workshop till now and listen to their suggestions about the program.”

3. What areas should be covered in future programs for journalists from Cyprus?

- “Along with the NPR visits to private (commercial) TV and radio stations.”
- “You have to give more attention to the Resolving Conflict’s method.”
- “International relations and journalism. University and journalism (for example, visit a journalism school or bring in a journalism professor for a session.).”

- "Bring journalism teachers in which can go into advanced reporting techniques. For example, specify tips on writing and reporting. Also veteran journalists who can share their experiences with us."
- "Emphasize more on the profession of a journalist, e.g. how an American journalist covers certain issues."
- "I think that one area that could have more attention is the relations between young people from the two communities."
- "Perhaps we can be asked to do some journalistic work in the future in such program. Also some knowledge of US politics would be welcomed."
- "A bit more on conflict resolution and some discussions and exercises."
- "More discussion on Cyprus problem may help journalists from both sides to understand their differences and get rid of their ideas which they think they are unchangeable."
- "Discussion about the role of media in Cyprus."
- "Perhaps you may ask the attendants (before coming) what they are expecting to see and do."
- "Visiting big networks."
- "I'm sure you know what you have to do. You don't need my opinions. I trust you."
- "It would be better to cover programs for the future, US digital journalism and visits to digital stations."
- "Digital journalism or using of computers in media is very important. So I think more time should be used for digital journalism."
- "More discussions on methods of resolving conflict."
- "More lessons on methods to resolving conflict."
- "Photo journalist."

VI. Over-all, I would rate this training program as:

| | | | |
|---------------------|---|---------------------------|--------------|
| Poor/ Not Useful | | Excellent/ Very Useful | |
| 1 | 2 | 3 | 4 (11) 5 (8) |

Other Comments:

- "Training course make good relations between Turkish Cypriot and Greek Cypriot."
- "The best side of the training program is to get together the Turkish and Greek Cypriots."
- "I would rate this training program very useful. But considering the facilities and opportunities that US has, I think we could have more to see and more to learn here in USA."
- "First of all, I would like to say a great thanks for all you do for us. It was an excellent chance for me to meet so friendly people. I learned a lot thing. I had the chance to visit museums and stations. I would be more happy if I had the chance to visit more modern station, but this it was the exception of the perfect training."
- "Thanks to all people who gave us this opportunity. It was good experience. I was happy to be here and be with my Greek Cypriot colleagues. I hope we'll be good example for

the others, especially to our leaders. However, I've some critics about workshop. In my opinion it could be more interesting -- we should have more discussion and the solution ways of Cyprus problem."

- "You did excellent work. Keep it up."

- "You made a start; and a very good start. The rest up to us. I want to thank you for everything you have done. I learned so much personally. It was a very good experience for me. Thanks."

- "I am going to be happy if I could find an opportunity to improve my English. Maybe you can organized something."

- "Before I came to the programme, I had only 1 Greek Cypriot friend. She was my best friend from the university in England. Now I believe I have 11 more friends. This is good because when you are friends with someone, then you can trust them more."

- "This programme was beyond my expectations. Everything was well thought and organized."

- "I was more than impressed. I take back home not only the increased knowledge gained from the workshop but also the friendship with my fellow T/C. When we were working together at the ASNE, covering the Clinton Statements, I felt that there is a hope after all for all of us in Cyprus. Thank you."

- "The process should go on. After all not many journalists around the world have the chance to shake hands with Bill Clinton."

- "Need for more discussions. I would like a continuation of this workshop/get-together with Turkish Cypriots back in Cyprus."

- "This workshop proved that the Cyprus problem isn't problem between Greek and Turkish Cypriots. Two communities can live together. The Cyprus problem is an international problem. For this reason the United States of America should to give more for the solutions to the problems."

- "We have to thank AMIDEAST that gave us the opportunity to meet each other. For many of us it was the first time that they spoke to Turks Cypriots and us. And this is very important. Journalists -- unfortunately -- can't solve the Cyprus problem but they can help the politicians to do it. That fact that Turks and Greeks Cypriots journalists met each other and become friends here in the USA. I think is very useful!"

- "The main benefit to us was that we were given the opportunity to meet and discussion with the T/C issues that concern us both."

Thank you!