



## Diversity Equity and Inclusion

### Our Mission

To better understand the needs of our clients, customers, and media partners, we at Katz Media Group work to ensure our company is as diverse as the markets we represent. As a result, our people are our finest asset. Each employee is a unique individual whose experience, talent, skills, and background contribute to our collective ability to create imaginative ideas and innovative solutions. We're committed to a culture where inclusion, diversity, equity, and accessibility are valued and respected. Our aspiration is to not only mirror the nation's diverse community, but also lead and educate our industry towards a better future. **We are seen. We are heard. We are Katz.**

[Learn more about Stronger Together](#)

### Let's Celebrate

**Black History Month** is celebrated each February in the United States. It began as "Negro History Week" by historian Carter G. Woodson in 1926 to celebrate the achievements of Black Americans and their impact on US history. It was recognized as a weekly celebration in February until 1976, when President Gerald Ford officially recognized it as Black History Month. Since then, every president has celebrated Black History Month. [Click here](#) to read more about the origins of Black History Month.

Check out this month's content club recommendations to learn more. And check out the [Strong Together Heritage Calendar](#) for more things to celebrate!

### Content Club

**Let's learn together!** The Stronger Together Content Club is carefully curating educational content to share with you. We invite you to join us in consuming the content in order to self-teach, provoke thought and spark conversation.

[Uncomfortable Conversations with A Black Man](#), by Emmanuel Acho

[The Hill We Climb](#) by Amanda Gorman

[BBC's Witness Black History Podcast](#)

### Staff Spotlight: Denise



Denise Galiber is a Director of Sales, at Katz TV, on the Hearst team. She has spent her entire career in the local media community, beginning as a Sales Assistant before moving to media buying and local station sales. Denise joined Katz 19 years ago as an Account Executive, and she was later promoted to her current role as DOS. She believes that The Stronger Together Council offers a tremendous opportunity to help make a difference.

As co-chair of the Accountability Pillar, she looks forward to being a part of the solution. "We can't become what we need to be by remaining what we are".

-Oprah Winfrey

### What's New

- The National Association of Broadcasters (NAB) has announced the creation of an advisory committee to the NAB Board of Directors that will provide insights and suggestions on diversity, equity and inclusion (DEI) issues.
- iHeartMedia has announced that Yesenia Bello has been named iHeartMedia's first Senior Vice President of Diversity and Inclusion, effective immediately. Bello will report to Michele Laven, iHeart's Chief Human Resources Officer and Chief Diversity Officer.
- Stronger Together will be sending out a survey, asking for your opinion about DEI at Katz. The survey will hit your inbox in the next couple of weeks, so be on the lookout. Your feedback is important.

### DEI Toolkit

#### Cultural Appropriation

The unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society.

#### BiPOC

An acronym that stands for Black, Indigenous, and People of Color

#### Black Business Directory

[Shop-BOB.com](#) is a one-stop Black Owned Business resource that is also Black owned. [Shop-BOB.com](#) was founded by a pair of sisters who saw a need for a directory that highlighted and featured businesses owned and operated by the Black community.