




## Diversity Equity and Inclusion

Katz is pleased to announce the launch of Stronger Together, our DEI (diversity, equity and inclusion) council, comprised of 35 Katz Media employees across the country. 

### 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](#)

### 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.

 [Letter from a Birmingham Jail](#)

 [I've Been to the Mountaintop Speech](#)

 [The Autobiography of Martin Luther King, Jr., by Clayborne](#)

### Staff Spotlight: Rich Vicente



Rich's Katz career started 21 years ago as a sales assistant before graduating the training program to become an Account Executive and then promoted to his current role as Vice President/Manager of Katz Radio. He's honored to serve on the Executive Committee of Katz Media's Diversity Equity and Inclusion Council, Stronger Together. As a founding member of Stronger Together, Rich

is focused on the overall success of DEI at Katz Media with emphasis on recruitment.

### Upcoming Events

Stronger Together will be hosting a variety of DEI-focused events as a forum for conversation and education. Be on the look-out for special Speaker Series, Panel Discussions, Webinar Trainings and much more!

### Let's Celebrate

**MLK Day!** Every Stronger Together newsletter will highlight DEI-focused holidays and occasions to celebrate. This month, we begin with Dr. Martin Luther King Jr. Day, which was established in commemoration of the legendary civil-rights activist and his impact on race relations in America.

### DEI Toolkit

The diversity, equity and inclusion toolkit will serve as a resource corner for terms, definitions, training and information.

#### Allyship • noun

The practice of emphasizing social justice, inclusion, and human rights by members of an ingroup, to advance the interests of an oppressed or marginalized outgroup.

#### Unconscious Bias • noun

Social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

#### Are you Unconsciously Bias?

[Take Project Implicit's quiz](#) to see if you have unconscious biases