

What We Have Done

The Stronger Together Council was created in the Fall of 2020. Since its inception, Stronger Together Council has worked to learn, educate and advocate for diversity, equity, and inclusion at Katz. The Stronger Together Council includes a passionate, dedicated team of Katz employees who spend several hours a week working to create meaningful change at Katz. These council members along with your support and input are building the foundation for growth.

Below are some of Stronger Together accomplishments to date:

- Established Stronger Together mission statement and goals
- Produced ST branding including logo, website inclusion, social media assets
- Executed companywide DEI survey which garnered 75% participation
- Established content plan and assets for ongoing education including heritage calendar, monthly newsletter, infographics, social posts, etc.
- Advocated for personalized company signatures to include CSR and PGP's
- Facilitated conversations and meetings with DEI training consultants

What You Want

Thanks to all Katz employees who participated in the March Strong Together survey. Based on the survey results—Stronger Together has learned the Katz staff wants:

- Diverse and transparent recruitment efforts
- Training/education and mentorship
- More growth opportunity extended to Women and People of Color
- More diversity at management and SLT levels
- Social/cultural activities and employee resource groups (ERG)

What's to Come

Stronger Together sees you and hears you! The council is committed to taking your concerns and recommendations and turning them into action. Here are a few items Stronger Together will be taking on as it continues to organize, plan, and implement.

- Roll-out of personalized company signatures to include CSR and PGP's
- Companywide DEI training including webinars, etc.

Staff Spotlight: Danielle Celestin



Danielle Celestin started at Katz in 2018 as a Sales assistant with Katz Television Group. Curious about the marketing side of the business, she moved to the Strategy, Analytics and Research Team, where she helped create website content, email marketing and social media materials as Marketing Coordinator. In 2020, she was named Creative Services and Marketing Coordinator when she joined the Creative Services Team. She is responsible for curating social media

content for Katz, aiding in the strategic marketing efforts for the Katz businesses, and overseeing activity within the HubSpot content marketing platform, among other things. In her free time, Danielle likes to exercise by running and weightlifting, trying out new cooking recipes, building/crafting something she saw on HGTV or hanging out with friends and family. She is also proud of her Haitian heritage and enjoys sharing stories and a good traditional meal with her family.

Content Club

Check out the Stronger Together Newsletters archive to catch-up on any newsletter you may have missed!

[📖 Stronger Together Newsletters Archive](#)

Who We Are

Stronger Together is comprised of 40 committee members, who work across the 3 pillars of Accountability, Education, and Recruitment. In addition to the Council members, the Stronger Together council is supported by Leslie Leventman, Kylie Mulladjanov, Danielle Celestin, and Stephanie Driggs.

Accountability

Denise Galiber, Joni Sinelli, Diandra Hines, Jody Sporn, Jennell Jordan, Megan Carson, Lori Pridgen, Abby Epstein

Education

Kerry McFeetors, Artie Altman, Curize Richards-Godet, Ed Whitman, PJ Stack, Stephanie Davis, Stefana Medina, Nina Mauro, Ken Waller, Michael Blauner, Megan Deeb, Lisa Chiljean

Recruitment

Richard Vicente, Donivon Fletcher, Maria Sacino, Carmela Graci, Shaina Kattaron, David Morganlander, Mark Clowers, Larry Roberts, Victoria Giamboi

Change Agent Award

Stronger Together is looking for the next Change Agent! Share your ideas on how Stronger Together can make meaningful change in Katz's DEI efforts, and you could be chosen for our Change Agent Award and win a \$100 gift card if your idea is selected! Simply email StrongerTogether@KatzMedia.com with subject line Change Agent Award.

DEI Toolkit

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

Change Agent • *noun*

Anyone who has the skill and power to stimulate, facilitate, and coordinate the change effort. Change agents may be either external or internal.