

What's Happening

This month, Katz is continuing to make strides in our DEI efforts with the rollout of customized email signature options. The new customized signatures will offer Katz staff the options of including Personal Gender Pronouns (PGPs) and Corporate Social Responsibility (CSR) badges to email signatures. The recognition and use of PGPs are important to Katz's mission of inclusion. Using PGPs is important because when someone is referred to with the wrong pronoun, it can make them feel disrespected, dismissed, or alienated. You can't know someone's gender identity simply by looking at them, so the use of PGPs will serve as a basic way to show respect for more expansive gender identity and extend allyship.

Content Club

- ▶ [Preferred Gender Pronouns: What are they?](#)
- 📖 [Allyship 101: What's the Point of Pronouns in Email Signatures?](#)
- ▶ [Netflix Culture Allyship](#)
- 🔊 [Leading With Empathy & Allyship Podcast](#)

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*.

Staff Spotlight: Bryan Forbes



Bryan Forbes has recently re-joined Katz as the President of Audacy National Sales. He has over 20 years of experience in radio sales, management, and leadership. Prior to being President of Network and National Sales for Westwood One and Cumulus Media, Bryan served many roles at Katz, from AE, to DOS and GM of our Cumulus National team. He also spent time as the National Sales Manager for Emmis in NYC. Bryan

was born and raised in Worcester, Massachusetts and moved to NYC shortly after graduating from UMass, Amherst with Bachelor's degrees in Business Management and Marketing. He is a proud dad of two sons who keep him busy when not working. He loves to cook, golf, ski and snowboard – and if you follow him on Instagram you know his passion is fishing – and the biggest fish to date was a gigantic 675-pound Bluefin Tuna!

Let's Recognize

- August 9th commemorates the International Day of the World's Indigenous Peoples, chosen in recognition of the first meeting of the United Nations Working Group on Indigenous Populations held in Geneva in 1982. On this day, people from around the world are encouraged to raise awareness of the needs of indigenous groups and spread the UN's message of the protection and promotion of the rights of Indigenous Peoples.
- Women's Equality Day is celebrated in the United States on August 26th to commemorate the 1920 adoption of the Nineteenth Amendment to the United States Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex. The amendment was first introduced in 1878. In 1971, the U.S. Congress designated August 26th as Women's Equality Day.

DEI Toolkit

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

Personal Gender Pronouns (PGP)

Personal Gender Pronouns refer to the set of pronouns that an individual prefers others to use to reflect that person's gender identity. Most commonly used examples are: She/Her/Hers or He/Him/His or They/Them/Theirs.

Gender Expansive

A person who expands notions of gender expression and identity beyond perceived or expected societal gender norms, who does not identify with being either male or female, who identifies as a combination of both or who expresses their gender in a different way.

[Ally Resource Guide](#)

[What Kind of Ally Are You?](#)