



**STRONGER TOGETHER**

**Diversity  
Equity and  
Inclusion**

## What's Happening

- **Save the Date!** Wednesday, March 9th, Mark Gray will lead a company-wide DEI Townhall webinar to update the staff on Katz's DEI mission, Stronger Together's role and accomplishments and the future of DEI at Katz Media. In preparation for the webinar, please submit any DEI-related questions or thoughts you'd like to be addressed to [StrongerTogether@KatzMedia.com](mailto:StrongerTogether@KatzMedia.com).
- Lunar New Year is 2/1 - the Year of the Tiger. Celebrated by nearly 2 billion people worldwide, the Lunar New Year is also known as Chinese New Year. In Chinese culture, the tiger is the symbol of bravery, wisdom and strength. Many Asian cultures historically follow a lunar, rather than solar, calendar, so the Lunar New Year falls on a different day every year. Across China and the Asian diaspora, the multi-day holiday marks a time of rebirth and renewal.

## Let's Recognize

- Black History Month is an annual celebration of achievements and a time for recognizing African Americans' central role in U.S. history. Black History Month grew out of "Negro History Week," the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month.
- National Freedom Day, always observed on February 1st, celebrates freedom from slavery. The day honors the signing of a joint House and Senate resolution that later became the 13th Amendment to the U.S. Constitution by Abraham Lincoln. President Lincoln signed the Amendment outlawing slavery on February 1, 1865. It was not ratified by the states, however, until December 18, 1865.

## Staff Spotlight: Edward Clay



Edward Clay has been with Katz Media for 21 years. He started at Christal NY as a sales assistant for 9 years, and then transitioned to his current position as a CIS Helpdesk Business Analyst. Edward—along with his team—supports the day-to-day applications used by reps and stations. He also takes on the training for those same applications.

Edward enjoys spending time with his family and friends, cooking, traveling, physical fitness, motorcycles and sports.

## Content Club

- ▶ [The Women of the Movement](#)
- ▶ [Black History Month Podcasts on iHeart](#)
- ▶ [The story behind Black History Month – and why it's celebrated in February](#)

### DEI Toolkit

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

#### **Blackfishing** • *verb*

The action of purposely embodying the look of Blackness by altering physical features to appear Black and/or mimicking Black people and culture with the intention of personal gain.

#### **Black Business Guide - Black Listed**

<https://blacklistedapp.com>