



STRONGER TOGETHER

**Diversity
Equity and
Inclusion**

What's Happening

- Nelson Mandela International Day – first observed in 2010 – is an annual international day in honor of Nelson Mandela, celebrated each year on July 18th, Mandela’s birthday. Nelson Mandela International Day global theme for 2022 is “Do what you can, with what you have, wherever you are.” The context of the theme is a world in which inequality continues to grow and where the destructive impact of the Covid-19 pandemic has exposed existing disparities and damaged vulnerable communities in all kinds of ways. The call to action is as broad and as inclusive as possible – identify those in need around you and do what you can to make a difference for them.

Let's Recognize

- July is Disability Pride Month, a time to honor the diversity and uniqueness of each person in the disability community and celebrate people who have disabilities. In 1990, President George H.W. Bush signed the Americans with Disabilities Act (ADA) into law, prohibiting discrimination against people with disabilities, and in July of that same year, the first Disability Pride Day was celebrated in Boston. Since then, July has been marked as Disability Pride Month with parades and celebrations throughout the nation to mark the anniversary of the monumental law.
- On July 2, 1964, the Civil Rights Act of 1964 banned employers from discriminating based on race, religion, color, national origin or sex, and outlaws segregation in public places and schools. It was a historical achievement of the Civil Rights Movement, and one of the most important laws ever enacted in the United States.

Spirit Day Reminder

A reminder that every Katz Media employee has one Spirit Day—an 8-hour day that can be used for volunteer work at a charity or non-profit organization. Search Disability Pride Events in any browser for ways you can use your Spirit Day this July in support of Disability Pride Month.

Staff Spotlight: Ande LaFebre



Ande LaFebre is VP/Director of Activation. She joined Katz in 1999 as an assistant in the Marketing department. While in Marketing, Ande learned the buying and scheduling side of radio, while also executing multi-layered promotional campaigns. Since her interests were more in execution than in sales, Ande moved over to manage the Activation group when the position became available. She’s been running Activation ever since, 14 years and counting!

Content Club

- ▶ [Disabled Young People Answer: What is Disability Pride?](#)
- 🔊 [What the Deaf Podcast](#)
- 📖 [Civil Rights Act of 1964 Caribbean American Podcast](#)

DEI Toolkit

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

Disability • *noun*

Any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).

Civil Rights • *noun*

The rights of citizens to political and social freedom and equality.

[Disability Resource Directory](#)