



Diversity Equity and Inclusion

What's Happening

Stronger Together wants to wish everyone at Katz—no matter what holiday they are celebrating—a very happy holiday!

Between November 1st and January 15th there are over 29 holidays observed by the world's major religions. Stronger Together believes in celebrating diversity in the workplace, especially during the holiday season. It is the key to creating a positive, inclusive, and equitable culture at Katz.

Let's Recognize

Human Rights Day is observed every year on December 10th — the day the United Nations General Assembly adopted, in 1948, the [Universal Declaration of Human Rights](#) (UDHR). The UDHR is a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being – regardless of race, color, religion, sex, language, political or other opinion, national or social origin, property, birth, or other status. Available in more than [500 languages](#), it is the most translated document in the world.

Content Club

- 🔊 [The 12 Minute Meditation Podcast](#)
- ▶️ [How to Make Stress Your Friend](#)
- 📖 [Mindfulness Reduces Unconscious Bias](#)

Tips to Destress During the Holiday

1. Relax – When we are free from tension and in a relaxed state, we tap into our parasympathetic nervous system or our “relax and renew” system. The parasympathetic nervous system is responsible for bringing the body back to a state of equilibrium. It conserves energy as it slows the heart rate, increases intestinal and gland activity, and relaxes sphincter muscles in the gastrointestinal tract.

2. Breathing – By controlling our breathing we can control our nervous system's response to stress. Controlled breathing activates the parasympathetic nervous system and creates a state of calm in the mind and body. Calming the breath calms the nervous system. A calm nervous system calms the mind.

3. Meditation – Meditation is a practice where an individual uses techniques such as mindfulness, breathing or focusing their mind, thoughts or activity to train attention and awareness, thus achieving a mentally clear and emotionally calm and stable state. Meditation involves concentration and relaxation. There are a variety of ways to meditate. The first stage of meditation is to find a focal point or method of focusing in order to free oneself from distractions.

DEI Toolkit

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

Mindfulness • *noun*

A mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations, used as a therapeutic technique.

[EAP New Mental Health Resources](#)

[Guided Meditations](#)

Staff Spotlight: Diandra Hines



Diandra Hines brings 15 years of experience in media to Katz as an Account Executive. Starting her career at FOX 5 in NY, she went on to hold several positions during her 7-year

tenure at Viacom managing over \$75 million in ads and sponsorships each year. She leads with purpose as Board VP of [NAMIC](#) managing several committees which include programming, marketing, membership, and university relations by creating, promoting, and sponsoring programs for members. As Co-Chair of Stronger Together's Accountability Pillar she helps senior leaders create DEI goals and manages timelines. She's recently been enlisted to join iHeart Media's ERG Council. As a first generation American of Caribbean descent, Diandra believes that diversity is a business imperative and is committed to creating a media industry reflective of the world in which we live.