

# A 2009 Catalyst Europe AG Regional Symposium

## Revisiting Workplace Inclusion: The Missing Link

A Day of Learning, Dialogue and Engagement

12 March 2009

La Maison des Polytechniciens, 12, rue de Poitiers, 75007 Paris, France

Dear Colleague:

With the Catalyst Europe AG Regional Symposia Series well underway, we are delighted to invite you to the next event, *Revisiting Workplace Inclusion: The Missing Link*, which will take place on 12 March 2009 in Paris, France. Catalyst Europe AG and sponsor company Sodexo will host a stimulating yet practice-oriented day, built around innovative Catalyst research that examines the importance – and challenge – of involving both men and women in efforts to create a diverse and inclusive workplace.

This research, described in a newly released Catalyst report, identifies what organizations can do to shift their approach, engage men and accelerate positive change. Drawing on the study's eye-opening insights, the Symposium will explore:

- the cultural forces at play, specifically how culturally-reinforced roles and norms are negotiated within the organization, and how they may undermine efforts to increase men's participation in addressing the disparities;
- the attitudes and mindsets behind the support of or resistance to organizational initiatives;
- why individuals must first be convinced there is something wrong with the status quo before they can commit to changing it; and
- effective practices to raise awareness and increase everyone's level of understanding around the issues.

Following the format of other Catalyst Europe AG Regional Symposia, the day will integrate key research findings, insight of the expert panel and, critically, the experience of participating executives, managers and professionals. Above and beyond thought-provoking exchanges, *Revisiting Workplace Inclusion* will provide fresh thinking, concrete tools and new connections, enabling you to create change within your own organization.


We anticipate a rich discussion that will not only delve into the core of gender-related cultural norms and organizational dynamics, but also chart clear, distinct initiatives that can be undertaken in the here and now.

We look forward to your participation.

Cordially,



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