Making Dialogue a Springboard for Cultural Change

Lessons Learned From Rockwell Automation’s Journey

GET PEOPLE TALKING FIRST

OPEN HONEST

FORMALIZE STRUCTURES TO CAPITALIZE ON DIALOGUE AND FACILITATE ACTION

MAKE A COMMITMENT TO ACTION

How do you make a seriously male-oriented organization more inclusive, so both women and minorities can advance?

Get the guys involved and get all employees talking more honestly about their differences. Candid, respectful communication (and lots of it) is the foundation for building a more inclusive workplace and achieving concrete change, according Catalyst’s report, Anatomy of Change: How Inclusive Cultures Evolve.

“It takes more than lip service about gender and racial inequities to change a company’s culture. Organizations must commit to having candid conversations on these sensitive issues, and teach employees across all levels how to talk openly and honestly with each other about their differences.”

—Ilene H. Lang
President & CEO, Catalyst

The study is the fourth in Catalyst’s Engaging Men in Gender Initiatives research series, and the second to examine Rockwell Automation’s predominantly white male-oriented North American Sales division as it works toward achieving a more equitable workplace. Through in-depth focus groups, it identifies the critical factors necessary for creating inclusive organizations.

Talk Leads to Action: Check out the infographic

Want more? Check out the other reports in this series:

- What Change Agents Need to Know
- Stacking the Deck for Success
- Calling All White Men: Can Training Help Create Inclusive Workplaces?

And two tools to help your organization take action:

- Engaging Men in Gender Diversity Initiatives
- Actions Men Can Take to Create an Inclusive Workplace

Research Partners: AT&T Inc.; Bloomberg; BMO Financial Group; Chevron Corporation; Credit Suisse; Dell Inc.; Deloitte LLP; Desjardins Group; Deutsche Bank AG; EY; General Motors Company; Hewlett-Packard Company; IBM Corporation; Key Bank; Kimberly-Clark Corporation; McDonalds Corporation; PPL Corporation; Sodexo; State Street Corporation; UPS.

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