

Developing Male Champions by Engaging Men in Gender Initiatives



Barriers to women's advancement in the workplace:

GENDER BIAS AND STEREOTYPING IN THE UNITED STATES AND EUROPE



While women make up almost half of the workforce in many parts of the world, the most senior roles in the largest businesses are still overwhelmingly held by men. Catalyst research has addressed a number of barriers to women's advancement in the workplace: gender bias and stereotyping in the United States and Europe, a lack of role models, too few mentors and sponsors, and exclusion from informal networks.

Men have a critical role to play in leveling the playing field for all talent, but they are often an untapped resource in gender diversity initiatives. To address this gap, Catalyst's [Engaging Men in Gender Initiatives](#) research series offers evidence-based advice about the most effective ways to partner with men in ending gender inequalities at work.

The series includes four reports:

- [What Change Agents Need to Know](#)
- [Stacking the Deck for Success](#)
- [Calling All White Men: Can Training Help Create Inclusive Workplaces?](#)
- [Anatomy of Change: How Inclusive Cultures Evolve](#)

A LACK OF ROLE MODELS, MENTORS AND SPONSORS



And two tools to help your organization take action:

- [Engaging Men in Gender Diversity Initiatives](#)
- [Actions Men Can Take to Create an Inclusive Workplace](#)

EXCLUSION FROM INFORMAL NETWORKS



“ A lot of it is just a self-awareness that there are certain privileges that particular groups enjoy, that other groups don't. [A]nd being aware of those things in...ways that you respond to certain questions or conversations with people of those groups, you can really negatively or positively impact a person just by being aware of those things. ”

—Male Study Participant

Men can—and should—be partners in educating other men and in moving organizations toward gender equality.

Want more? Check out the [First Step: Engaging Men tool](#) for more ways to make change.

Watch the videos:

- ▶ [Calling All White Men](#)
- ▶ [Anatomy of Change](#)

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