INTERNATIONAL WOMEN'S DAY

MARCH 8, 2017 | NYC

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Lead Sponosor



Partnering Sponsors





LEADERSHIP REDEFINED

WELCOME TO THE 2017 CATALYST AWARDS CONFERENCE

This year, the Catalyst Awards Conference celebrates 30 years of Catalyst Award-winning initiatives and the ways in which individuals and organizations are "redefining leadership" with intentionality and purpose. We, as business leaders, have never had a greater responsibility to be the change.

Indeed, our progress will not go any further than where the most committed of us stand. We must rethink old definitions and create a new vision, which requires redefining leadership in terms of:

- How we drive inclusion and equal representation at all levels, in all professions.
- How we "show up" on gender-related issues with our customers and stakeholders and how we amplify our voices externally.
- How we all connect and collaborate across organizations—businesses, NGOs and nonprofits, governments, and society as a whole—to amplify and accelerate progress toward gender equality.

Lead Sponosor



Partnering Sponsors

Entertainment

Catalyst's International Women's Day Playlist Curated by

Proud to be the 2017 International Women's Day Charity Partner!













7:30 AM-8:30 AM

Check-In and Networking Breakfast

MORNING PROGRAM

8:30 AM-9:15 AM

Opening Remarks

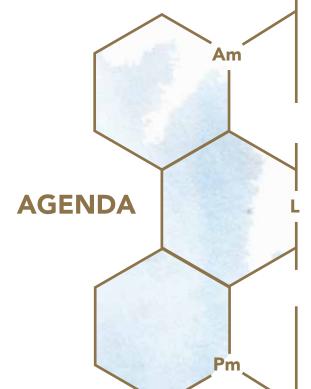
9:15 AM-10:30 AM

2017 Catalyst Award Winners Plenary

10:45 AM-11:45 AM

2017 Catalyst Award Winners Breakout Sessions (Concurrent)

- 3M—I'm in. Accelerating Women's Leadership
- BMO Financial Group—Diversity and Inclusion Renewal for Sustainable Change
- Rockwell Automation—The Culture of Inclusion Journey



LUNCHEON PROGRAM

12:00 PM-12:45 PM

Networking Lunch

12:45 PM-1:45 PM

Keynote Panel—Redefine Leadership, Redefine the World

AFTERNOON PROGRAM

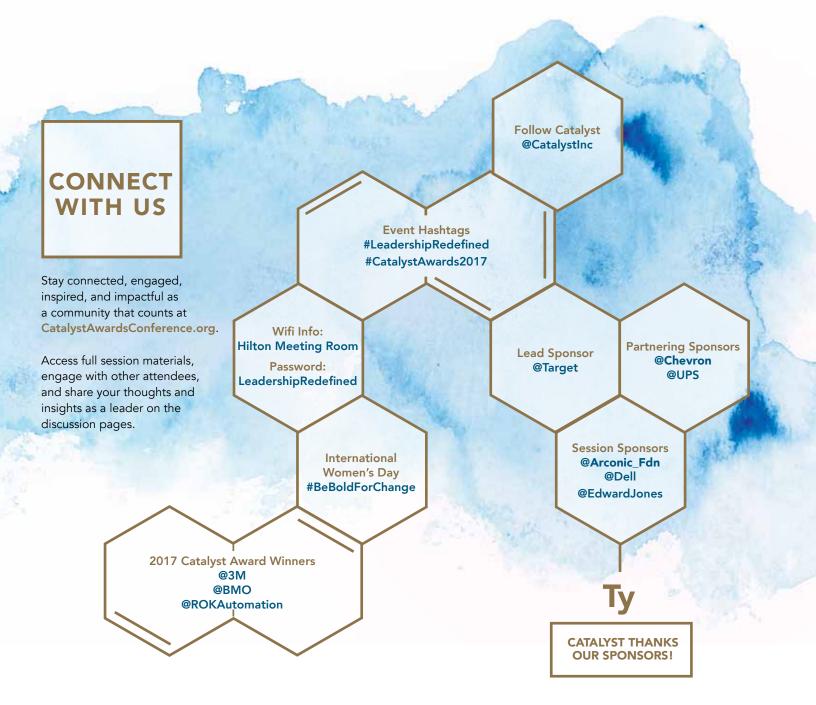
2:00 PM-3:15 PM

Catalyst Breakout Sessions (Concurrent)

- Listen, Learn, and Lead: Engaging in Conversations About Gender, Race, and Ethnicity in the Workplace
- Negotiate Your Role, Redefine Your Career
- Redefining Sponsorship: How Partnerships With Purpose Pay Back
- Redefining Championship: Engaging Men in Gender Equality
- Redefining Inclusion: How and Why Measuring Inclusion Matters

3:45 PM-4:30 PM

Closing Session and Networking



Catalyst.org

Visit our website to find and comment on the latest Catalyst research, events, programs, and infographics as well as to connect with others in the Community Directory.

IAmA.Catalyst.org

Share your video about how and why you are making a difference for women and business at #IAmACatalyst.

Catalyst.org/Zing

Check for our latest entries and leave your thoughts and reactions on our blog, Catalyzing, which brings together many voices and perspectives from across Catalyst and beyond.

Twitter.com/CatalystInc

Follow @Catalystlnc to receive daily tweets on news, research, and trends related to women, work, and diversity and inclusion.

Facebook.com/CatalystInc

"Like" Catalyst to get the latest news about women in the workplace and global diversity issues, engage in discussions with us and other people, and stay in the know about new Catalyst initiatives.

Instagram.com/CatalystInc

Catalyst is now on Instagram! Follow Catalyst on Instagram to see visuals that empower and inspire people to advocate for gender equality in the workplace.

LinkedIn.com/groups?gid=2710104

Join this Catalyst group to participate in conversations pertinent to expanding career opportunities for women and business, and diversity and inclusion in general, with others who are leaders in their industries.

YouTube.com/user/CatalystClips

View our powerful and timely videos on women and business, including previous Catalyst Award Winner videos.

OnTheMarc.org

Join MARC—Men Advocating Real Change—Catalyst's online learning community for professionals committed to achieving equality in the workplace.

VENUE MAP 2 FLOOR BEEKMAN PARLOR Registration NORTH O CENTER NOLLOS SOUTH NASSAU SUITE REGENT PARLOR 1. BRYANT SUITE 2. MORGAN SUITE **FLOOR** The UPS International Women's Day Hall AMERICAS HALL **GRAND BALLROOM SUITE** EAST

HILTON



WHAT WAS
YOUR MOST
IMPORTANT
TAKEAWAY
FROM THE
2017 CATALYST
AWARD
WINNERS'
PRESENTATIONS?

Share your thoughts with someone you've not previously met on your way to the breakout sessions.

7:30 AM-4:30 PM

FULL AGENDA

The UPS International Women's Day Hall

As the selected Charity Partner of International Women's Day, Catalyst and UPS bring together the top mission-based organizations that have changed the lives of women and girls globally. The hall showcases organizations that have contributed to the multi-dimensional journey of a woman's life. Take the opportunity to engage with more than 30 like-minded organizations throughout the day to learn, give back, and pay it forward as a true acknowledgment of International Women's Day.



8:30 AM-9:15 AM

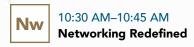
Opening Remarks and Activity by The Second City Works



9:15 AM-10:30 AM

2017 Catalyst Award-Winners Plenary

The 2017 Catalyst Award-winning initiatives showcase intentional leadership as a tool to build inclusive workplaces where all talent, especially women, can thrive and advance. Executives from this year's winners will discuss their vision, strategy, and the importance of leading inclusively.



10:45 AM-11:45 AM

2017 Catalyst Award Winner Breakout Sessions (Concurrent)

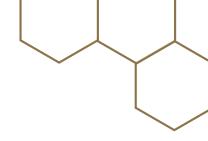


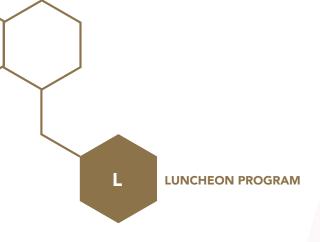




WHAT STORIES
OF INDIVIDUAL
LEADERSHIP
CAN YOU
SHARE
WITH ONE
ANOTHER?

Find two people who attended breakout sessions different from those you attended.







Nw 12:00 PM-12:45 PM Networking Lunch

12:45 PM-1:45 PM

Keynote Panel-Redefine Leadership, Redefine the World

Through their Sustainable Development Goals, the UN seeks to achieve gender equality and empower all women and girls by 2030. One proposed target is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. As Catalyst knows, the impact of more women in leadership is immense, and the effects extend beyond the workplace. Truly, when you redefine leadership, you redefine the world. Join us for an inspiring discussion with leaders on how to accelerate progress toward the goal of 50/50 gender equality by 2030 through policy, philanthropy, and corporate initiatives.

SHARE A
STORY ABOUT
A PERSONAL
MOMENT
WHEN YOU
REDEFINED
LEADERSHIP.

Mix it up! Sit with a different group of people from those in the morning program you attended.

MODERATOR DEBORAH GILLIS President & CEO, Catalyst

PANELIST
DR. PHUMZILE
MLAMBO-NGCUKA
United Nations
Under-Secretary-General
and Executive Director of
UN Women

PANELIST
LA JUNE
MONTGOMERY TABRON
President & CEO,
The W.K. Kellogg
Foundation



PANELIST
MARK A.
WEINBERGER
Global Chairman
& CEO,
EY



HOW CAN
YOU/DO YOU
REDEFINE
THE WORLD?





2:00 PM-3:15 PM

Catalyst Breakout Sessions (Concurrent)

SPONSORED BY:



Negotiate Your Role, Redefine Your Career

It's all about the money—except when it isn't. While salary is important, ambitious employees negotiate many aspects of their careers, including more satisfying and challenging roles. In this session, you will gain insights from a panel of experts to confidently negotiate your way to success.



READ OUR REPORT

Role Negotiation and the Pursuit of Hot Jobs



READ OUR INFOGRAPHIC

Seven Tips to Negotiate Your Way to A More Challenging and Satisfying Role



READ OUR INFOGRAPHIC

Empower Your Employees to Negotiate More Challenging and Satisfying Roles



SPONSORED BY: Edward Jones

Listen, Learn, and Lead: Engaging in Conversations About Gender, Race, and Ethnicity in the Workplace

Differences don't have to create divides. Effectively communicating across genders, ethnicities, races, and other aspects of our identities can potentially be difficult, yet the benefit to inclusion is worth the challenge. Learn how organizations and individuals set up conversation ground rules and take action to create productive conversations.



READ OUR TOOL

Engaging in Conversations About Gender, Race, and Ethnicity in the Workplace

Redefining Collaboration: How Partnerships With Purpose Pay Back

Intentional investment, whether in an organization that supports women and girls or in the career of a talented protégé, is crucial for moving toward gender equality. With the recent adoption of the United Nations' Sustainable Development Goals, a new era of international development has begun, with gender as a central feature. Hear from a panel of partners in the business, nonprofit, and philanthropic community who recently announced specific Clinton Global Initiative Commitments to Action.



REDEFINING COLLABORATION

REDEFINING

CHAMPIONSHIP

REDEFINING INCLUSION

READ FORTUNE'S ARTICLE ABOUT THE COALITION'S INITIATIVE

Airbnb, P&G, and Unilever Are Partnering With the Clinton Foundation to Invest Over \$70m in Women

Redefining Championship: Engaging Men in Gender Equality

In male-dominated, male-led workplaces, some men gain certain advantages from being part of the group that holds the majority of positions of power. Yet at the same time, many also report feeling excluded due to other core aspects of their identities. We invite all to attend this session to learn more about how diverse men—including men of color, LGBTQI men, and others—are bringing their distinct experiences and perspectives to bear in their efforts to champion inclusion.







READ OUR ENGAGING MEN RESEARCH SERIES

Engaging Men in Gender Initiatives



LEARN ABOUT MARC (MEN ADVOCATING REAL CHANGE)

onthemarc.org

Redefining Inclusion: How and Why Measuring Inclusion Matters

Exclusion is the problem. Inclusion is the solution. Catalyst's global inclusion work gauges what inclusion looks like, what drives it, and what its outcomes are. At this session, thought leaders whose organizations piloted the Catalyst Inclusion-at-Work Survey and academic experts will discuss how to create and sustain inclusive norms and behaviors and why this matters. Attendees will also share insights and real-world approaches that work in global settings with the panel of Catalyst experts.



READ OUR REPORT

Inclusive Leadership: The View From Six Countries



READ OUR REPORT

The Day-to-Day Experiences of Workplace Inclusion and Exclusion



READ OUR INFOGRAPHIC

Inclusion Matters



WHAT
IMPORTANT
TAKEAWAYS
CAN YOU
SHARE WITH
EACH OTHER?

Find four people who attended different breakout sessions than you.



3:45 PM-4:30 PM

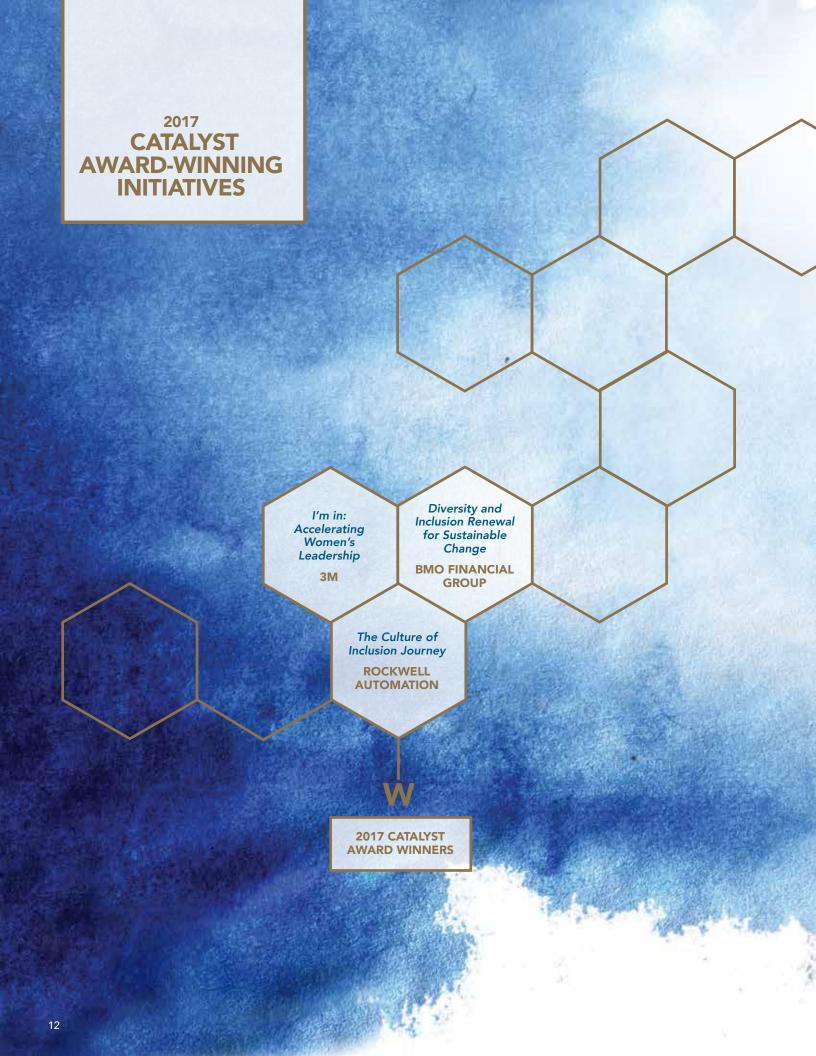
Networking and Closing Session

Share stories of individual leadership with two people who attended breakout sessions different from those you attended.



I AM A LEADER. I WILL REDEFINE THE WORLD.

I WILL PERSONALLY:	MY ORGANIZATION WILL:
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3M

I'M IN. ACCELERATING WOMEN'S LEADERSHIP

3M's global initiative *I'm in. Accelerating Women's Leadership* ("I'm in") comprises a variety of talent-management and leadership-development components, including networking, mentoring, talent-development, work-life and workplace flexibility programs, and external community efforts. *I'm in* has positively impacted people, the work environment, and company culture. While the initiative focuses on the advancement of women in the pipeline and across the organization, communications and programs engage and include all 3M people worldwide.

3M refreshed its diversity and inclusion strategy in 2011 with the launch of its global Center of Expertise. In 2012, Inge Thulin, 3M's newly appointed CEO, introduced his vision for and strategic approach to increasing organizational performance in a highly competitive and fast-changing world. Mr. Thulin and his leadership team set ambitious strategic priorities to be achieved by 2025, including forward-thinking global diversity goals, leadership behaviors, and a call to all 3M people to "be leaders at every level and citizens of the world."

I'm in engages key strategic partners, including 3M's global Women's Leadership Forum (WLF) and the Forum's executive steering team, with leaders from 3M's different businesses, functions, and geographies.

More than 78 WLF chapters work to align their activities with the global priorities championed by the executive steering team. Chapter leaders include women and men from 3M's local offices, manufacturing sites, and service centers who customize action plans to the challenges unique to their locations. Chapters collaborate with Employee Resource Networks (ERNs) and other Forums and teams and serve as change advocates to support key activities and communications regarding gender as well as other aspects of diversity, inclusion, leadership, and recruiting. More than 70 countries have embraced inclusiveness across their organizations through the *I'm in* campaign and local programs recognizing 3M's Global Inclusion Day and other special opportunities and events.

3M strongly encourages every person to have a formal development plan, including stretch projects and assignments, opportunities to take on different roles, training programs, and coaching. Several leadership development programs have helped propel 3M's current leaders, and the signature program 3M Leadership Way emphasizes continuous learning through unique experiences and learning opportunities that build upon each other as people grow in their leadership responsibility, capability, and impact. 3M's commitment to learning is reflected in its 2025 sustainability goal to have 100% of employees participating in career development activities. All of these initiative components are supported by 3M's FlexAbility program, which provides consistent guidelines and resources globally to promote a flexible, effective workplace culture.

Finally, community and volunteer-based activities are integral to 3M culture worldwide and are part of the company's vision and leadership behaviors. 3M's Global Volunteer Day engages people at nearly 100 global locations to build a strong sense of community across regions. Many ongoing activities help develop leaders and range from STEM outreach and education to pro-bono legal work and serving on local boards.

From 2011 to 2016, 3M's global initiative has accelerated progress for women throughout the company and across the world. Globally, women's representation at the director level increased from 18.2% to 23.0%, and at the vice president and above levels from 16.7% to 24.2%. Women leaders have also made progress in traditionally underrepresented roles across regions, including an increase from 19.1% to 23.9% for technical and lab managers and from 11.4% to 17.4% for plant managers. The percentage of women leading 3M subsidiaries increased nearly 10-fold from 2.4% to 22.7%, and women's representation on the executive team—those reporting to the CEO—increased from 12.5% to 20.0%.



BMO FINANCIAL GROUP

DIVERSITY AND INCLUSION RENEWAL FOR SUSTAINABLE CHANGE

BMO Financial Group's *Diversity and Inclusion Renewal* (*DIR*) is a North American strategy to build an inclusive work environment that drives employee, customer, and business goals across the organization. The initiative focuses on transforming BMO's senior leadership ranks, talent pipeline, and organizational culture through innovative diversity and inclusion strategies.

Currently marking its 200th year of operations, BMO has a long history of supporting diversity and inclusion. For the past two decades, BMO has introduced initiatives that identify and remove barriers to advancing diversity across the enterprise. Even with significant inroads made, more needed to be done. BMO's DIR initiative began in 2012 after an internal review of the workforce revealed the company had hit a plateau in representation of women and minorities in senior leadership roles at the bank.

BMO formed the Leadership Committee for Inclusion and Diversity (LCID), an enterprise-wide committee of executives focused on removing barriers to the advancement of diverse talent across the organization. LCID establishes strategic priorities that define the direction of the renewal agenda and create associated action plans and workforce goals. LCID works in collaboration with the D&I Steering Committees and Councils aligned to each business group supported by the grassroots efforts of Enterprise Resource Groups to implement these strategies across the bank.

The DIR strategy comprises several components to address barriers to inclusion and reach BMO's goals, including talent practices and a set of external programs driving gender inclusion in the community and with women customers. In addition to engaging senior leaders, highlighted below are other key areas of BMO's renewal strategy.

BMO's talent practices are organized around four elements: Hire, Know, Grow, and Move. Diversity and inclusion are integrated into recruitment and hiring processes ("Hire") to proactively engage a diverse workforce early on. Tools such as employee surveys

and leadership planning provide insights ("Know") to inform succession planning and identification of key leadership roles. "Know" activities, in turn, facilitate the creation of individual development and action plans and track the advancement of talent ("Grow"). In addition, BMO's Talent Advisors Network (TAN) supports talent development by partnering with business leaders to create diverse succession plans, assess talent, identify scenarios where blind spots may be influencing talent decisions, and work directly with diverse talent providing one-on-one coaching. BMO has also implemented a formal enterprisesponsorship program where senior bank leaders are nominated and paired with talented, diverse protégés who have the potential to assume more senior roles. Finally, BMO takes action on its succession-planning processes to strengthen leaders' breadth and depth of experience ("Move"). This includes making bold moves, such as shifting top leaders from staff to line roles, to accelerate their exposure to the experiences they need for their careers.

In addition to the internal talent components, DIR includes activities that focus on women customers and entrepreneurs. Groups such as the Enterprise Women's Forum provide strategic guidance and direction on the women's market. Specific programs support gender diversity outside the bank to help women customers manage their wealth, pursue successful careers, and achieve their own financial well-being.

The DIR initiative has helped BMO achieve important results. Between 2012 and 2016, the bank met its five-year goal of 40% women's representation among senior leaders in the United States and Canada, with women in these roles increasing from 33.0% to 40.1% and women of color and visible minority women increasing from 4.4% to 6.5%. Within the same time frame, women's representation has increased from 7.7% to 31.3% among executive committee members and from 32.2% to 35.2% among senior managers and managers overall. Finally, women's representation on BMO's Enterprise Board of Directors has increased from 30.8% to 36.4%.





THE CULTURE OF INCLUSION JOURNEY

The Culture of Inclusion (COI) Journey at Rockwell Automation is a culture-change initiative that comprises programs and strategies executed throughout the company's businesses and functions. In the United States, the initiative has impacted more than 8,000 employees in 100 locations. The comprehensive framework integrates different components to ensure that each individual contributor and leader plays an active role and is accountable for driving change throughout the company. A key element of this strategy is that, to make sustainable change, the dominant group—in this case white men—needs to be aware of the impact of their privilege, be engaged, and partner with women and underrepresented groups in a meaningful way.

The COI initiative began in 2007 with senior leaders renewing their commitment to diversity, inclusion, and engagement in response to employee data showing that women and people of color at the company had lower retention rates than white men. An approach was put in place to facilitate COI strategies and activities, including a newly created Center of Expertise. The Center of Expertise works with teams known as Inclusion Change Teams that address barriers to inclusion, embed the COI work within businesses and functions, and help institute processes and best practices. In addition, 12 Employee Resource Groups support the COI strategy, engaging more than 4,000 employees across the organization.

The Rockwell Automation COI journey is designed for long-term sustainability through operationalizing and embedding COI, building processes that are globally framed and locally driven, creating consistency, and also acknowledging that one size does not fit all. The strategy includes three main elements: Awareness and Learning, Understanding and Removing Barriers, and Creating Differentiation.

Awareness and Learning is a cornerstone of inclusion work at Rockwell Automation and focuses on

increasing awareness of the impact and value of differences and group dynamics and the impact of privilege. It comprises a variety of activities that include White Men as Full Diversity Partners' experiential Learning Labs and Summits, unconscious bias training, inclusion-related workshops and lunchand-learns, leadership training and communications, as well as employee engagement surveys and cultural assessments to monitor progress and support continuous evolution of the awareness efforts.

Understanding and Removing Barriers means identifying and addressing barriers to full inclusion in processes, procedures, and everyday interactions. This strategy drives systematic change with tools, including innovative talent and succession-planning processes that ensure women and minorities get the development, exposure, and visibility needed to grow their careers.

Creating Differentiation happens by engaging distributor partners, clients, and the broader community in the initiative's change efforts, highlighting Rockwell Automation as an employer of choice. This element includes programs that range from Science, Technology, Engineering, and Mathematics (STEM) outreach and education in schools to distributor engagement and participation in various educational programs and activities.

The Culture of Inclusion approach at Rockwell Automation has helped create a more inclusive and engaging work environment. Results demonstrate that this contributed to advancing women across businesses and functions at the company. Between 2008 and 2016, women's representation in the United States has increased from 11.9% to 23.5% among vice presidents, from 14.7% to 23.2% among directors, and from 19.3% to 24.3% at the middlemanager level. At the most senior leadership levels, women's representation doubled, increasing from 11.1% to 25.0% among the CEO's direct reports and from 11.1% to 20.0% on the board of directors.

30 YEARS OF THE CATALYST AWARD

Over the past 30 years, cutting-edge initiatives from the companies listed below have been recognized with the Catalyst Award. These companies have successfully adapted to the demands of a 21st-century workforce and marketplace by recruiting, developing, and advancing women. Together, they have led the evolution of what's possible for women, intentional leadership, and workplace equity. Their DNA is redefining leadership in a way that is innovative, effective, and inclusive.

1980s

'87

Connecticut Consortium for Child Care
The Equitable Financial Companies
IBM Corporation
Mobil Corporation

'88

Fannie Mae IBM Corporation

189

Avon Products, Inc.
Corning Glass Works
E.I. du Pont de Nemours
and Company



2000s

'00

Charles Schwab & Co.

IBM Corporation

The Northern Trust Company

'01

American Express Company General Mills, Inc. JPMorgan Chase & Co.

'02

Bayer Corporation
Fannie Mae
Marriott International, Inc.

'03

Accenture

Ernst & Young LLP

WellPoint Health Networks Inc.

'04

General Electric Company Harley-Davidson, Inc. Shell Oil Company U.S.

'05

Georgia-Pacific Corporation
Sidley Austin Brown & Wood LLP

'06

BP p.l.c. The Chubb Corporation Safeway Inc.

'07

The Goldman Sachs Group, Inc. PepsiCo, Inc. Pricewaterhouse Coopers LLP Scotiabank

'08

ING U.S. Financial Services Nissan Motor Co., Ltd.

109

Baxter International Inc. CH2M HILL Gibbons P.C. KPMG LLP

'90

Eastman Kodak Company John Hancock Financial Services **US Sprint Communications** Company

'91

Arthur Andersen & Co., S.C. SC Johnson Wax

'92

American Airlines Continental Insurance

'93

The American Business Collaboration (ABC) for Quality Dependent Care

Con Edison

Morrison & Foerster

Motorola

'94

Bank of Montreal McDonald's Corporation

'95

Deloitte & Touche LLP The Dow Chemical Company

196

Hoechst Celanese Corporation Knight-Ridder, Inc. Texas Instruments

'97

The Allstate Corporation Avon Mexico

'98

The Procter & Gamble Company

199

Baxter Healthcare Corporation Corning Incorporated TD Bank Financial Group



110

Campbell Soup Company Deloitte LLP

RBC

Telstra Corporation Limited

111

Kaiser Permanente McDonald's Corporation Time Warner Inc.

112

Commonwealth Bank of Australia Sodexo

113

Alcoa Inc.

The Coca-Cola Company

Unilever

114

Kimberly-Clark Corporation Lockheed Martin Corporation

15

Chevron Corporation Procter & Gamble

116

Gap Inc.

117

3M

BMO Financial Group Rockwell Automation

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KPMG

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Global Chairman & CEO

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Lewis H. Young

Editor-in-Chief **Business Week** 1981-1984

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Chairman & CEO E.I. du Pont de Nemours & Company 1987-1988

Reuben Mark

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Chairman & CEO Sara Lee Corporation 1991 – 1995

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Chairman & CEO **DuPont** 2006-2008

James S. Turley

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BE A PART OF OUR GROUNDBREAKING CATALYST INCLUSION-AT-WORK SURVEY

What Gets Measured Gets Done

More and more leaders are working to create inclusive work climates to engage and sustain their diverse workforces. But measuring and understanding the informal behaviors and practices that make up inclusion is difficult.

Our research shows that employees—at all levels—struggle to specify the inclusive behaviors they expect and demand from colleagues and managers alike. Although necessary, inclusion is all too often invisible.

How You Can Quantify Your Initiatives and Results

Catalyst has created a way to define, measure, and monitor inclusion.

- lt's new and forward-thinking.
- It's built upon decades of research by us and renowned scholars.
- lt's been tested around the world.
- It works.

Introducing the Catalyst Inclusion-at-Work Survey

The Catalyst Inclusion-at-Work Survey not only helps leaders take stock of how inclusive their organizations are, it pinpoints drivers and outcomes of the current state. This approach enables the survey to be used as a practical management tool, allowing leaders to specify actions to enhance inclusion and document its business impact.







Current State



INCLUSION OUTCOMES

Payoff

Amplify Your Outcomes Using Concrete Data

The Catalyst Inclusion-at-Work Survey provides foundational diagnostics and measures inclusion through engagement. We'll help you learn how to assess the not-so-easily measured and get clarity on the behaviors and practices that enhance or inhibit inclusion at your organization.

Launches Fall 2017

For more information, contact Julie Nugent at jnugent@catalyst.org

Catalyst extends a big "Thank you!" to the organizations that participated in this pilot and provided insights into the survey and approach. Your commitment to understanding workplace inclusion and how to better sustain a positive and supportive culture is inspirational and is truly Leadership Redefined in action.





















CATALYST

Redefine Your Leadership Development

It takes EACH of us to create an inclusive workplace that fully leverages the talents of a diverse workforce. Individual leaders trained to build and sustain an inclusive workplace can redefine leadership and turn diversity into a strategic business advantage. Catalyst has many learning pathways for developing inclusive leaders at all levels of an organization.



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P

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Anytime, anywhere inclusive leadership learning in global communities. Four courses now available.

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Blended inclusive leadership training for emerging leaders. Created by Catalyst. Delivered by BlessingWhite. Six modules now available. catalyst.org/lwi

EMPLOYEE RESOURCE LEADERSHIP INITIATIVE

Engage, connect, and learn about inclusion with ERG leaders at ERLI's annual conference May 8-9, 2017, hosted by BMO Financial Group in Toronto. catalyst.org/erli



For more information, visit our booths today to talk about your inclusive leadership-development needs, or contact Krista Brookman, Vice President, Inclusive Leadership Initiative, Catalyst, at kbrookman@catalyst.org.

Inclusive Leadership Learning Made Possible By:

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REDEFINE THE WAY YOU LEAD

We live and work in an increasingly diverse world. Many men support gender equality, but they aren't sure how to "show up" on the issues. That's where we come in.

We are Men Advocating Real Change, or MARC, a one-of-a-kind community. Join MARC today to become part of a growing global network of individuals empowered to lead like never before.

WHY MEN?

We all stand to benefit from equality, and, as the majority of current leaders, men are in a strong position to influence change.



LEARN MORE: onthemarc.org/offerings









WE AGREE.

Chevron congratulates the 2017 Catalyst Award winners 3M, BMO Financial Group, and Rockwell Automation.

Different perspectives bring different strengths. At Chevron, our diverse workforce helps us find better options, make better decisions, and reach better solutions in everything we do. Whether it's our employees or our partners, diversity and inclusion are at the core of who we are and how we do business.

Learn more at chevron.com



human energy*

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UPS Congratulates 2017's Catalyst Award Winners

UPS is proud to join Catalyst in its mission to accelerate progress for women through workplace inclusion. This mission inspires companies to demonstrate the commitment to women exhibited by the 2017 Catalyst Award winners.

As we celebrate the 11th anniversary of UPS's award-winning Women's Leadership Development program, we are pleased to see women developing new skills and gaining additional confidence across our enterprise. Our trust in their leadership abilities is evidenced by the number of women leading our business in key areas around the world.

Empowering women to take charge of their careers and reach their full potential is a strategy that's delivering results for our people, our customers and our business.

Learn more at sustainability.ups.com #WeAreUPS



SHOWCASE YOUR ORGANIZATION'S INITIATIVE TO ADVANCE WOMEN

IS YOUR ORGANIZATION ELIGIBLE? catalyst.org/catalyst_award VIEW PREVIOUS WINNERS: catalyst.org/catalyst-award-winners APPLY TODAY! catalyst.org/apply



The diverse backgrounds and perspectives of our team are our greatest strength in supporting the guests and communities we serve. We are proud to partner with Catalyst in their mission to accelerate progress for women through workplace inclusion. We applaud their dedication to creating workplaces where employees representing every dimension of diversity can thrive. To learn more about the diverse team at Target, visit Target.com/diversity.

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