

MARC NETWORKS

MARC (Men Advocating Real Change) is a one-of-a-kind community created for professional men who share a common commitment to creating equitable and inclusive workplaces. MARC members are becoming more effective leaders by engaging in candid dialogue about inclusion challenges and by learning from peers and issue experts—both virtually, on the [MARC community website](#), and in person, through leadership development programs.

MARC Networks offer a sustainable solution for accelerating culture change through peer coaching. In a MARC Network, a self-selected small group of MARC members from one organization meets regularly to share advice and support for creating a more equitable workplace.

BENEFITS

INDIVIDUALS

- Develop and hone inclusive leadership skills and behaviors that are critical to business performance.
- Access practical tools and strategies that increase leadership effectiveness.
- Access a network of supportive, like-minded professionals and leaders.
- MARC Network leaders—people managers who have already participated in [MARC Leaders](#) or other similar programs—gain visibility as a champion of inclusion.

ORGANIZATIONS

- Leverage investments in inclusive leadership development programs (e.g., MARC Leaders, Unconscious Bias training) through peer-to-peer coaching and knowledge-sharing.
- Create inclusive workplaces faster by developing a growing cadre of male leaders who can act as champions of inclusion within the organization.
- Track progress and impact of MARC Networks with expert support from Catalyst.

TOPICS

MARC Network sessions cover critical “trouble spots” that can easily derail inclusion, such as:

- **Meeting Dynamics**—Identifying and redirecting counterproductive and exclusionary dynamics in work meetings.
- **Flexibility and Work-Life Effectiveness**—Learning and applying workplace flexibility strategies to boost inclusion and create equal opportunities for women and men.
- **Developmental Relationships**—Learning and applying strategies for building relationships with a diverse network of professionals and colleagues.

- **Critical Roles/Hot Jobs**—Assessing work allocation processes and ensuring that women and men receive equal access to high-visibility assignments and opportunities.
- **Performance Evaluations**—Identifying ways to remove bias from evaluations and ensure equitable feedback.
- **High-Potential Employees**—Applying inclusive strategies for developing diverse talent and ensuring equal opportunities.

CATALYST SUPPORT

Catalyst provides the following materials to support MARC Network meetings:

- A participant workbook for each meeting, complete with practical tools and takeaways to support follow-up action.
- A guide for each meeting leader.
- Guidance on how to track and gauge impact.

- Communication materials to support the launch of MARC Networks.
- MARC Networks leaders support, coaching, and check-ins.

GET STARTED

For more information on MARC Networks, contact Sarah Dinolfo, Director, Research, at sdinolfo@catalyst.org or Jeff Barth, Program Director, MARC, at jbarth@catalyst.org.