



## Overview

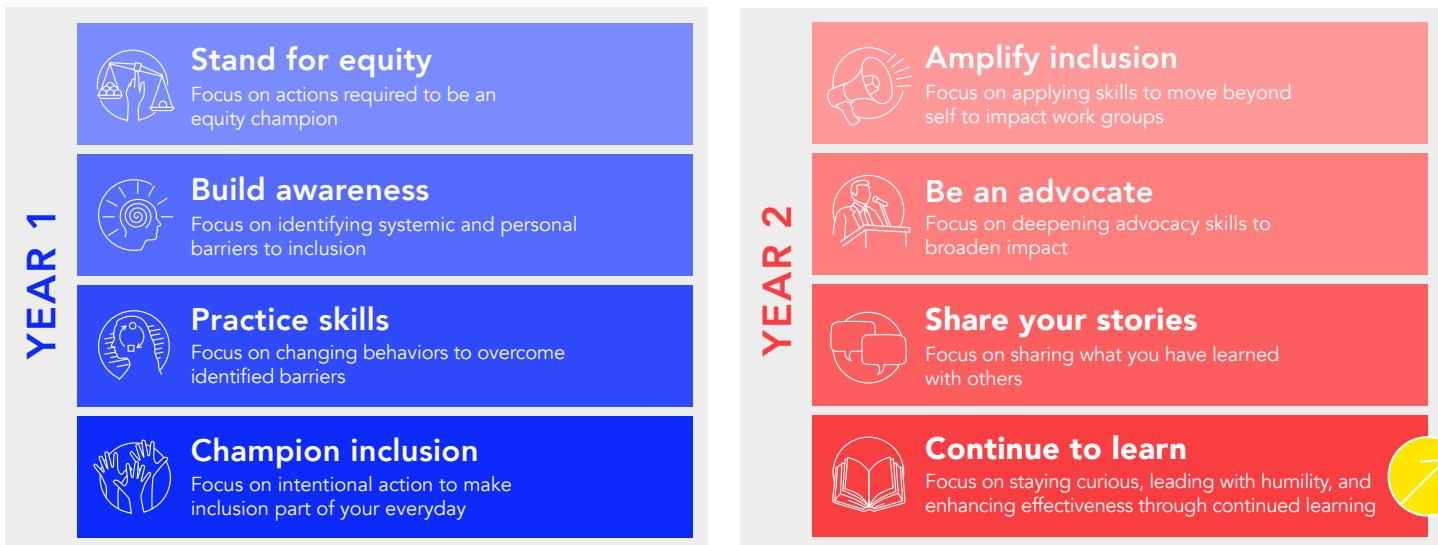
MARC Dialogue Teams is a group-learning strategy designed to help build inclusive leadership skills and enhance workplace culture on a grassroots level. Self-led teams of employees from any and all areas and levels of their organizations gather monthly to discuss a progression of topics, with a specific focus on engaging men and gender partnerships. Catalyst supplies an agenda and other supporting materials for each meeting, including a participant workbook and guided discussion questions.

Participants will develop their ability to see through someone else's perspective, practice having dialogues across differences, and advance skills to support a climate of inclusion regardless of level.

## Designed to be a progressive learning journey

Year One introduces foundational concepts around personal barriers to inclusion; in Year Two, participants support one another as they commit to ongoing learning and advocacy that sustains a culture of inclusion and equity. Prior to launch, companies are required to complete at least one MARC Leaders Immersive Workshop in the relevant region(s).

### MARC Dialogue Teams 2 year learning journey



## Program objectives

- Discuss the need for men's involvement and the importance of effective gender partnership.
- Build self-awareness by learning to identify both personal and systemic barriers to inclusion.
- Explore the actions required to become an advocate for gender equity.
- Learn how to interrupt exclusionary behaviors and challenge gender stereotypes.
- Develop and foster inclusive leadership behaviors and skills.
- Commit to ongoing learning and advocacy that sustains a culture of inclusion and gender equity.



## Expert guidance for implementation

- Pre-implementation planning session to develop an in-depth implementation strategy.
- Post-launch event phone check-in.
- Mid-point touchpoint phone check-in.
- Post-program debrief between Catalyst team and client project team covering impact evaluation and ongoing program optimization.

## Additional details

**Audience:** Employees across all levels

**Format:** In-person/Virtual

**Duration:** Two 1-year curriculums of 10 monthly 1-hour meetings

**Number of Participants:** 7-10 per team; unlimited number of teams

**Fee:** 1-year regional site license (Year 1 or Year 2 curriculum):

USD \$20,000; CAD \$22,500; €17,500

Regional and Curriculum bundle prices available

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MARC Dialogue Teams have given people the tools and the courage to talk about subjects that just weren't discussed before. It is a cultural change and we are having more talks about gender identity, race, age, etc. than we would ever have felt comfortable with before.

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Barbara Burger  
President of Chevron Technology Ventures