

Overview

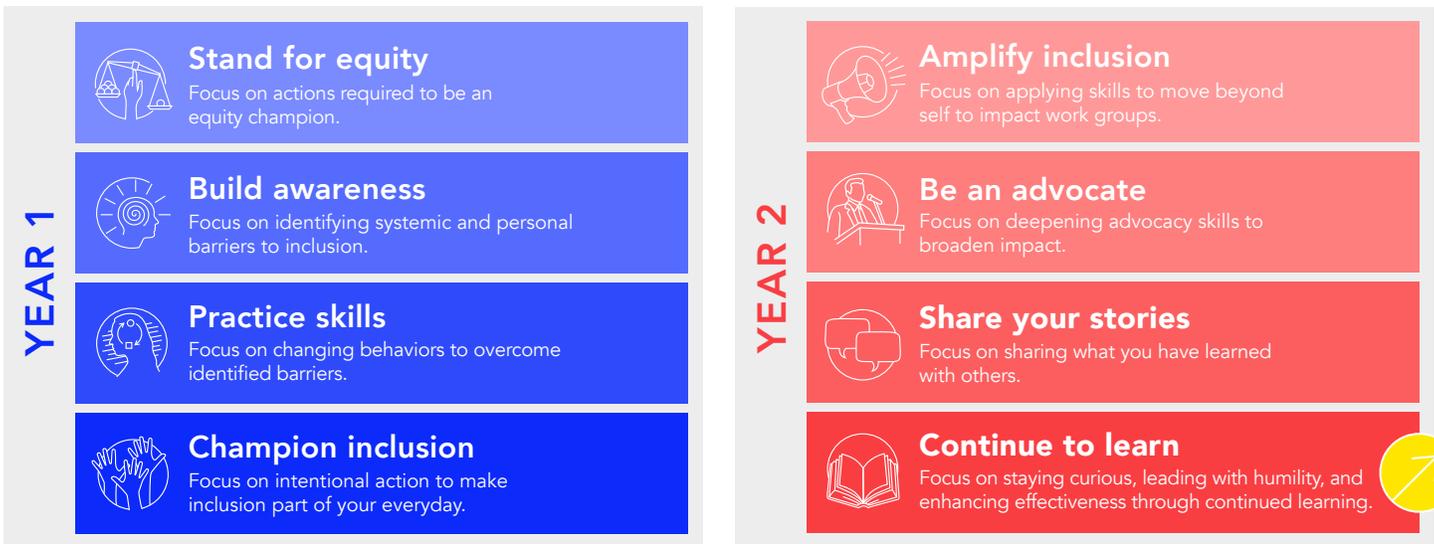
MARC Dialogue Teams is a group-learning strategy designed to help build inclusive leadership skills and enhance workplace culture on a grassroots level. Self-led teams of employees from any and all areas and levels of their organizations gather monthly to discuss a progression of topics, with a specific focus on engaging men and gender partnerships. 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.

Catalyst provides detailed supporting material including a launch toolkit, facilitator guide, participant workbook, and discussion starters.

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 two-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

- Planning session to support development of an implementation strategy.
- Post-launch event check-in.
- Mid-point check-in.
- Debrief covering impact evaluation and continued progress.

Additional Details

Audience: Employees across all levels

Format: In person/ Virtual

Duration: A two-year curriculum of 20 monthly one-hour meetings

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

Fee: Two-year site license

One region: USD \$25,000 CAD \$26,500 EUR €22,000

Global: USD \$30,000 CAD \$33,000 EUR €26,000



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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
Former Vice President of Innovation and Former President of Chevron Technology Ventures, Chevron