Combating DEI Fatigue and Resistance

The phrase “diversity fatigue” may pop up when employees begin to feel disengaged and even cynical about diversity training programs. Sometimes it can even lead to resistance.

Behind any type of diversity fatigue lies a disconnect between the importance of DEI training and the style and frequency of that training. Join us as we discuss ways companies can address diversity fatigue and resistance.

Critical Career Pathways for Black Women at Work

Black women have no shortage of ambition and determination. Catalyst research shows that 89% of this group aspire to leadership positions. However, 41% of Black women report feeling they must be on guard to protect themselves against racial and ethnic bias at work, and this undermines their efforts toward success. Join us to discuss this disparity and discover action steps to implement immediately.

An Intersectional Approach to Pay Equity

Across the globe, White men out-earn women of all racial and ethnic groups. However, the size of the gap in wages between women of specific racial and ethnic groups and men varies substantially. Despite the efforts of some organizations and governmental attempts at regulation, these gaps persist. Join us to learn how organizations can take an intersectional approach to pay equity and build greater transparency throughout their hiring and retention processes.

Ethnocultural Empathy: What Does It Mean for the Asian/Pacific Islander Communities?

With much turbulence in workplaces and social situations globally over the last few years, organizations have had to address the needs of their Asian/Pacific Islander employees in more empathetic ways. Join this webinar to hear how organizations can meet the needs of this culturally diverse group by leading with empathy.
Catalyst defines allyship as actively supporting people from marginalized groups. Advocacy, however, is proactively taking action and building relationships within and across groups to drive positive, structural change on a systemic level. Learn about the important role advocacy plays in creating more inclusivity for LGBTQIA+ team members.

A 2020 study found while women comprise 28.8% of the US tech workforce, Latinas only hold 2% of jobs in STEM. This disheartening statistic identifies a serious need for companies to prioritize making their teams more diverse. Recruiting Latinas will broaden the potential for innovation and reduce the permeation of groupthink. Join us to learn more.

Gender partnership is an essential and strategic approach to advancing gender equity in the workplace. Join this webinar as we discuss what gender partnership looks like, why engaging men in gender partnership is important, and how to implement this approach in your organization.

DEI work is often messy. Mistakes will be made, and unintended consequences will emerge. Let’s discuss how teams can gain the support and tools they need to acknowledge and learn from mistakes, deal with personal resistance, own their impact, and react to the unexpected.

With organizations moving toward more global DEI strategies, how will they implement these big-picture plans on the local level? Join this webinar to find out.

Catalyst is excited to also offer livestreamed discussions on our social media platforms. Follow Catalyst on LinkedIn and Instagram to view timely and engaging conversations about diversity, equity, and inclusion.