

MARC DIALOGUE



EMBARKING ON AN ONGOING PROGRESSIVE LEARNING JOURNEY

Research by Boston Consulting Group shows that 96% of organizations make progress on DEI when men are involved, compared to only 30% when they are not involved.*

MARC transforms good intentions into positive action. MARC Dialogue Teams is a group-learning strategy designed to help build inclusive leadership skills and enhance workplace culture on a grassroots level. 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.

* Krentz, M., Wierzba, O., Abouzahr, K., Garcia-Alonso, J., & Brooks Taplett, F. (October 10, 2017). Five ways men can improve gender diversity at work. Boston Consulting Group.

TRANSFORM AWARENESS INTO ACTION

Results for past programs:

2.5x

greater awareness of the barriers that prevent engagement in gender initiatives (from 28% pre-program to 68% post-program).

73%

of participants report knowing how to turn their commitment to gender partnership, equity, and inclusion into action (vs 37% pre-program).

94%

of participants would recommend MARC Dialogue Teams to their colleagues.

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PROGRAM OVERVIEW

Audience: Employees across all levels

Format: In-person or 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

WHAT TO EXPECT

Participants will:

- 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, and commit to ongoing learning and advocacy that sustains a culture of inclusion and gender equity.

“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.”

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



ABOUT CATALYST

Founded in 1962, Catalyst drives change with preeminent thought leadership, actionable solutions and a galvanized community of multinational corporations to accelerate and advance women into leadership—because progress for women is progress for everyone.