

Advance DEI amid pushback

Catalyst helps DEI and HR teams lead change in times of turbulence

Pushback on diversity, equity, and inclusion has made it challenging for HR and DEI leaders to push forward on gender equity issues like pay gaps, recruitment bias, and microaggressions.

The facts are clear: Employees overwhelmingly (93%) want their organizations to speak up about DEI topics such as pay equity and recruitment bias. However, few (24%) see their senior leaders engaging in those discussions.

The bottom line: DEI is essential to maintaining a competitive edge and securing long-term success.

93%

of employees say that it's at least somewhat important for their organization to be vocal about its DEI efforts.

24%

of employees report that their organization's senior leaders never or rarely engage in discussions about diversity.

You have questions

- How do I defend my DEI budget?
- How do we respond to misinformation about DEI?
- How are other companies navigating this issue?
- How are DEI strategies evolving?
- How do I collaborate with other functions to advance the creation of an inclusive workplace?

We have answers—and the community to support you

Whether you are reevaluating, fine-tuning, or doubling down, Catalyst can help you remain steadfast in your commitment to gender equity and inclusive workplaces.

Our data-driven research and insights will strategically guide you through the roadblocks, and our actionable tools will help you execute your critical work despite the noise.

With our help, you can expect to:

- Apply new strategies and tactics for creating more inclusive workplaces amid DEI pushback
- Explore examples from leading companies on a range of DEI topics including strategy, equal pay and pay transparency, menopause support, and psychological safety.
- Receive new research on gender, race, and ethnicity in the workplace.

Supporter resources

'24 SEP–DEC

- Insights that advance your DEI strategy
- 2025 DEI trends

'25 JAN–MAR

- Research: Responding to DEI pushback
- Infographic: Experiences of Black employees
- Catalyst Award-winning practices

'25 APR–JUN

- Infographic: Experiences of Asian employees
- Guide to intersectionality

'25 JUL–SEP

- Guide to equity & equality
- Research: Driving retention, attraction, and inclusion in the future of work
- Infographic: Experiences of Latine employees

Want more? [Explore our related webinars and events.](#)

Advance gender equity at every level with Catalyst solutions and programming.

[Contact Us](#)

CATALYST

Drive equity from the front line to the C-suite

Catalyst works with frontline and corporate leaders to create organizations where everyone thrives

Achieving true workplace equity involves addressing disparities at every level, from entry-level and operational roles to executive and leadership positions.

The facts are clear: Many leaders are unprepared to address existing disparities.

The bottom line: Ensuring fair and equal access to opportunities, resources, and support reduces turnover costs and improves employee productivity and engagement. Even a 10% reduction in turnover can save your industry billions of dollars.

47%

of leaders say they do not know how to turn their commitment to DEI into action.

57%

of C-suite leaders are not aware of the engagement barriers for gender initiatives.

41%

of C-suite leaders do not feel they can speak confidently about DEI issues.

You have questions

- How do I show leaders and employees the benefits of inclusion so our company can best serve our customers and clients?
- How can we reduce burnout among frontline employees, especially women?
- How do I improve frontline employee productivity, attraction, and retention rates?
- How do I identify and create systemic gender equity within my organization?

We have answers—and the community to support you

Catalyst's groundbreaking collection of reports, user-tested resources, and community can help you accelerate change and drive progress for employees at every level.

With our help, you can expect to:

- Learn how to be proactive in considering women's health at various life stages, which can increase employee satisfaction and intent to stay.
- Equip frontline managers and supervisors to handle difficult conversations with our new scenario-based workshop, [Moments That Matter Training](#).
- Examine new research on economic and career mobility for women in [frontline](#) roles.

Supporter resources

'24 SEP–DEC

- Program: MARC for the Front Line
- Moments That Matter Training
- Research: Hostile, sexist behavior in frontline workplaces

'25 JAN–MAR

- Report: Catalyst CEO Champions For Change
- Catalyst Award-winning practices

'25 APR–JUN

- Research: Expanding economic and career opportunities for women in frontline roles

'25 JUL–SEP

- Research: Menopause support in the workplace

Want more? [Explore our related webinars and events.](#)

Advance gender equity at every level with Catalyst solutions and programming.

[Contact Us](#)

CATALYST

Build gender partnership at work

Catalyst helps DEI, HR, and change-management leaders transform workplaces with a collaborative approach to gender equity

Progress against gender equity has stalled, making it more important than ever to demonstrate to employees that gender equity initiatives—and workplace inclusion more broadly—benefit everyone.

The facts are clear: Men can benefit from more inclusive workplaces. Nearly all (94%) men experience anxiety around living up to masculine ideals at work, and 58% of men in frontline roles say they've experienced hostile, sexist harassment at work in the past year.

The bottom line: Men must be included in gender equity efforts. Through gender partnership, leaders can bring all genders together to co-create a workplace where everyone feels valued.

58%

of frontline men have experienced hostile, sexist behavior in the last year.

94%

of men have some level or high levels of masculine anxiety.

You have questions

- How can I bring men into the gender equity conversation?
- How can we help our organization understand that gender equity benefits everyone?
- What are the latest research strategies on breaking down gender norms in the workplace?
- How do I encourage gender partnership in my organization?

We have answers—and the community to support you

Catalyst's Men Advocating Real Change, or [MARC](#), addresses the root causes of gender inequity with a suite of engaging trainings designed for each associate level. DEI, HR, and change-management leaders use the resources to accelerate their DEI efforts and equip employees to co-create inclusive workplaces.

With our help, you can expect to:

- Learn how to address hostile, sexist behavior at work and how you can tackle the systemic issues enabling it.
- Inspire participants to stand up for gender equity with the updated, flagship [MARC Leaders Immersive](#) workshop.
- Drive gender partnership initiatives in frontline workplaces.

Supporter resources

'24 SEP–DEC

- Refreshed: MARC Leaders Immersive Workshop
- Program: MARC for the Front Line
- Research: Impact of sexist, hostile behavior in frontline workplaces
- Research: Gender equity in frontline workplaces

'25 JAN–MAR

- Research: Breaking down masculine stereotypes in the workplace and beyond

'25 APR–JUN

- Multimedia content: Breaking down masculine stereotypes

'25 JUL–SEP

- Research: Gender norms and adaptability as a key skill

Want more? [Explore our related webinars and events.](#)

Advance gender equity at every level with Catalyst solutions and programming.

[Contact Us](#)

CATALYST

SEPTEMBER–DECEMBER		
September	New! MARC for the Front Line program New! Moments That Matter Training Refreshed! MARC Leaders Immersive workshop Research Hostile, sexist behavior in frontline workplaces	
	Virtual roundtable Catalyst Honours Champions: Where are they now?	
	Webinar Looking through a Latine lens at equity and inclusion initiatives for women	
	Webinar Rewriting the frontline narrative from quitting to thriving Catalyst	
October	Catalyst Honours (Hybrid, Toronto) 🌟 Webinar Leadership accountability and gender partnership: Engaging men to increase inclusion 🌟 Webinar Embracing menopause at work Research Menopause survey findings Research Insights that advance your DEI strategy	
	Event MARC Leaders Immersive Cross-Company Workshop in Lehi, UT	
	Event MARC Leaders Immersive Cross-Company in Kuala Lumpur	
	Research Gender equity in frontline workplaces	
	November	Webinar Sneak peek of the new Catalyst digital experience Research Breaking down masculine stereotypes
	December	Research 2025 DEI trends 🌟 Webinar Neurodiversity at work: Recognizing and welcoming this aspect of identity for women and everyone

JANUARY–MARCH		
January	Webinar How to apply for the Catalyst Award 🌟 Webinar MARC for the Front Line: Gender partnership from theory to practice	
	February	Webinar Beyond the desk: Health and wellness for Black women at work Research Experiences of Black employees
March	Webinar From ripple to wave: Intersectional leadership and the power of inclusivity for women Catalyst Awards (Hybrid, New York) Research Catalyst Award-winning practices Research Catalyst CEO Champions For Change report	
	Timing TBD	Catalyst launches new digital experience Research Breaking down masculine stereotype Research Responding to DEI pushback
	APRIL–JUNE	
April	🌟 Webinar Embracing diversity: Creating accessible workplaces for all women's minds and bodies	
May	EMEA Conference (Virtual) Research Experiences of Asian employees 🌟 Webinar Paving the way to success: Elevating AANHPI women to leadership positions	
	June	Webinar Unity in diversity: Building intersectional LGBTQ+ employee resource groups enERGize (Virtual)

Timing TBD	Research Expanding economic and career opportunities for women in frontline roles Research Guide to intersectionality Research Driving retention, attraction, and inclusion in the future of work
-------------------	--

JULY–SEPTEMBER	
July	🌟 Webinar AI, equity, and the future of work: Empowering women in the relationship economy
August	🌟 Webinar Trending topic
September	🌟 Webinar Pathways to progress: leveraging allyship for Latine women's advancement Research Experiences of Latine employees
Timing TBD	Research Guide to equity & equality Research Gender norms and adaptability as a key skill Research Driving retention, attraction, and inclusion in the future of work Research Menopause support in the workplace

OCTOBER–DECEMBER	
October	Webinar Navigating menopause: Addressing the latest in women's health and workplace inclusion Catalyst Honours (Hybrid, Toronto)
November	🌟 Webinar Equity on the front line for women: Empowering pink-collar workers in the new economy
December	Webinar Trending topic

Save your spot and register today.