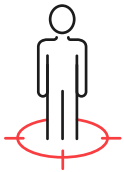


ACTIONS ORGANIZATIONS CAN TAKE TO SUPPORT MEN'S ENGAGEMENT

Men have a pivotal role to play in creating workplaces where both women and men can thrive, but too often they are missing from or on the periphery of workplace diversity and inclusion efforts.

Catalyst research indicates that senior leaders, D&I and HR teams, and talent management professionals can support men's increasing engagement on these issues.

For more tips and tools, visit onthemarc.org/resources.



1. **IMPLEMENT A DIVERSITY AND INCLUSION CAMPAIGN** that specifically targets men as part of the solution.

2. **ENSURE THE BUSINESS CASE FOR CHANGE** includes mutual wins and benefits for all employees. Explore and communicate what everyone—men included—gains in environments that are inclusive.

3. **INVITE MEN TO EDUCATIONAL OPPORTUNITIES** that increase their awareness of gender bias.

4. **RECOGNIZE** that men have aspects of their identity beyond “maleness” and are able to relate to diversity and inclusion work through their own experiences with gender, race, sexuality, etc.

5. **ENSURE THAT MEN ARE VISIBLY RECOGNIZED** for solution-building in your organization—so other men have role models to follow.

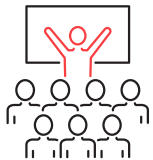
6. **HOLD MALE LEADERS ACCOUNTABLE** for progress on diversity and inclusion by linking inclusive behaviors and D&I progress to outcomes such as performance reviews and annual bonuses or merit increases.

7. **ESTABLISH MENTORSHIP PROGRAMS.** Catalyst research shows that men who have been mentored by women are more aware of gender bias than men who have not had this experience.

8. **INVITE MEN TO JOIN AN ERG** or develop an internal **MARC** community dedicated to exploring inclusive leadership and mutual benefit through gender partnership.

9. **CREATE SYSTEMS** to ensure administrative tasks such as scheduling meetings or taking minutes are rotated among men and women rather than allowing them to be routinely delegated to women.

10. **PROVIDE PATERNITY LEAVE** and encourage men to use it. Make sure your male senior leaders take it, so that both men and women will be encouraged to follow suit.



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