

MARC FOUNDATIONS PARTICIPANT DISCUSSION GUIDE





ABOUT THIS DISCUSSION GUIDE

MARC Foundations is a short three-module introduction to the role of men in gender equity efforts, inclusion work, and gender partnership.* The course builds awareness and creates a shared vocabulary as you deepen your understanding and commitment to building a more inclusive environment. Each module should take approximately 30 minutes to complete.

While MARC Foundations is designed to be taken independently, we encourage you to extend your learning by engaging in conversation with others at work. These conversations may not be typical of you or your workplace and may feel uncomfortable at first.

To help you engage in self-reflection and start conversations with others, this discussion guide provides additional questions you can use when reaching out to colleagues. We recommend using this guide after completing each module while the details are fresh in your memory. Keep the following tips in mind:

- **Start small:** Relate course material to your own experiences where relevant.
- **Be curious:** Reach out to other participants to discuss their the concepts, as well as their experiences and ideas.
- **Be open:** Approach discussions with a mindset of continuous learning and an openness to changing your perspective based on new insights.

Remember, these conversations are about reflection and sparking discussion.



*GENDER PARTNERSHIP

People of all genders 1) assuming **mutual accountability** for advancing gender equity and inclusion, and 2) working together **to invest in and advance cultural change** for the benefit of everyone.

MODULE 1: STARTING THE CONVERSATION

Module 1 discusses what Men Advocating Real Change (MARC) is and why it's important. It highlights the impact of men's engagement, the barriers to men's engagement, and the opportunities for men to benefit.

DID YOU KNOW? Catalyst [research](#) shows that men feel policed by social pressure to reject certain behaviors in favor of more aggressive ones, which can be harmful to both themselves and others.

Module 1 Reflection Questions

- Did anything in what you just heard resonate with you and your experiences?
- Have you experienced situations where men could have played a more active role in creating gender equity?
 - Does one in particular come to mind?
- Are you comfortable talking about gender issues?
 - Who would be your go-to person for such conversations or if you had questions?

Questions to Deepen Your Reflections and Conversations

- What were your reactions to the module?
- What resonated most?
- What surprised you?
- What stories or personal examples do you want to share?
- What questions came up for you? Which of these questions challenged you most?
- What do you want to know more about? What will you do differently next time?
- Have you done additional research on the topics raised in the modules, e.g., reading, listening to podcasts, watching video content? Do you have any recommendations to share with your peers?

Resources

- [12 Diversity & Inclusion Terms You Need to Know \(Blog Post\)](#)
- [Why Diversity and Inclusion Matter \(Quick Take\)](#)
- [Flip the Script: Gender Stereotypes in the Workplace—Men](#)

MODULE 2: CHANGING MINDS AND ACTIONS

Module 2 examines how thinking can be shifted and what factors enable and support men's engagement. Participants reflect on the impact of gender norms and explore how easy it would be to challenge these norms. This module also focuses on the concept of fairness as a key enabler.

DID YOU KNOW? Catalyst [research](#) shows that when confronted by sexist behavior, 36% of men in more combative work cultures report doing nothing, whereas that number falls to 6% in less combative work cultures.

Module 2 Reflection Questions

- Before you took this module, would you have said that fairness was a value for you?
 - Why or why not?
- Do you think others see fairness the same way you do?
- How do you act in ways that indicate the value you place on fairness?

Questions to Deepen Your Reflections and Conversations

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- What stories or personal examples do you want to share?
- What questions came up for you? Which of these questions challenged you most?
- What do you want to know more about? What will you do differently next time?
- Have you done additional research on the topics raised in the modules, e.g., reading, listening to podcasts, watching video content? Do you have any recommendations to share with your peers?

Resources

- [Interrupting Sexism at Work: What Drives Men to Respond Directly or Do Nothing? \(Report\)](#)
- [Women Still Do Majority of Household Chores, Study Finds \(Article\)](#)

MODULE 3: TAKING ACTION AND MOVING TOWARD ADVOCACY

Module 3 explores what individuals and organizations can do to foster advocacy and build effective gender partnership. It looks at how we create awareness for ourselves and it sets participants up for ongoing dialogue and collaboration.

DID YOU KNOW? Catalyst [research](#) explores the what, why, and how of gender partnership.

Module 3 Reflection Questions

- What can you do to have more honest conversations and vulnerable communication?
- What steps will you take to be sure you can learn from your mistakes?
- What can you do to make a habit of putting into words the supportive actions you observe and thanking people for what they're doing to create gender partnership?
- What could get in the way of your being more active in gender equity issues? How could you remove those obstacles?
- What systems, groups, or other structures are already in place at your workplace that you could connect with?

Questions to Deepen Your Reflections and Conversations

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- What do you want to know more about? What will you do differently next time?
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Resources

- [Actions Individuals Can Take to Become Advocates for Gender Equity](#)
- [Actions Organizations Can Take to Become Advocates for Gender Equity](#)
- [MARC website](#)