



Lead for Equity and Inclusion (LEI)

2024 Impact Report



LEAD FOR EQUITY AND INCLUSION

Your generous contribution to this focus area in the **Now Is the Moment. Be a Catalyst** campaign enables Catalyst to partner with organizations to transform how they drive gender equity and inclusion in the workplace globally.



WE HAVE

led global conversations about antiracism, intersectional experiences of racism, and White norms at work, as well as how Supporter organizations can talk about their diversity, equity, and inclusion (DEI) efforts in ways that resonate with employees.



WE WILL

drive organizations to continue their DEI work in the face of pushback, by equipping leaders with the knowledge, data, and insights they need to advocate for workplaces that are diverse, equitable, and inclusive.

LEI RESEARCH IS MAKING AN IMPACT

NEW REPORTS

[How Racism Shows Up at Work and the Antiracist Actions Your Organization Can Take](#)

WORLD OF VOICES RESEARCH SERIES

Published October 11, 2023

Surveyed 5,000+ people from marginalized racial and ethnic groups working in six countries: Australia, Canada, New Zealand, South Africa, the United Kingdom, and the United States.

📄 8,700+ page views *(as of June 2024)*

42 media mentions including:

- 📄 [Forbes](#)
- 📄 [The Globe and Mail](#)
- 📄 [LSE Business Review](#)

[How to Talk About Diversity With Employees to Achieve Your Company's Objectives](#)

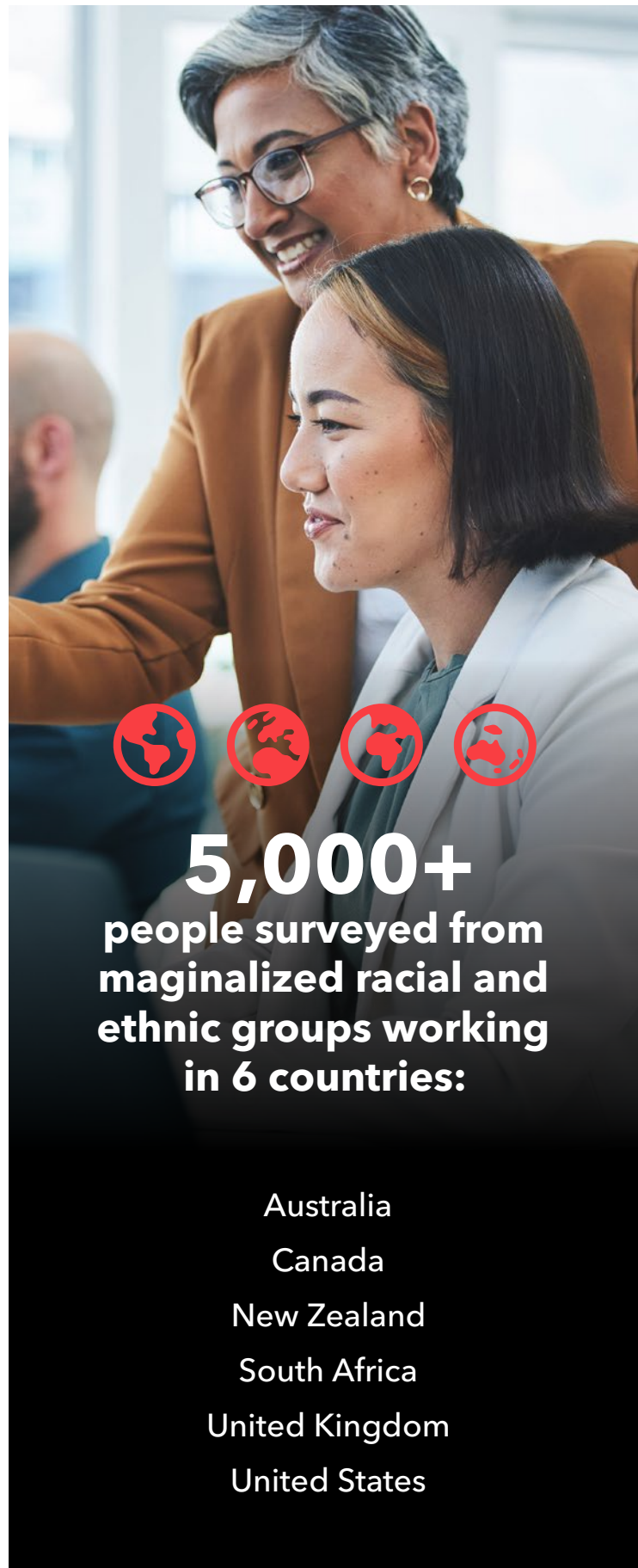
Published February 8, 2024

Surveyed 6,800 people in 11 countries.

📄 3,200+ page views *(as of June 2024)*

Media mentions include:

- 📄 [Inc.](#)
- 📄 [HRD Canada](#)





1,250+
views of new
Supporter-exclusive
content

NEW SUPPORTER- EXCLUSIVE CONTENT

[Make Equitable Hiring Decisions With Structured Interviews \(Tool\)](#)

Published May 1, 2024

[Here's What Successful DEI Looks Like: Essity's Courageous Conversations Initiative \(Practice\)](#)

Published April 10, 2024

[Google: Stay and Thrive \(Practice\)](#)

Published November 17, 2023

LEI EVENTS ARE DRIVING CONVERSATIONS

Highlights

[Tanya Talaga](#), journalist, author, and director
Keynote Speaker: Catalyst Honours
Toronto, November 15, 2023
675 In-Person and Virtual Attendees

[Caroline Wanga](#), President & CEO of Essence Ventures, Co-Founder of WangaWoman
Keynote Speaker: Catalyst Awards Conference
New York City, March 12, 2024
1,208 In-Person and Virtual Attendees

[Webinar: Black Women and the Glass Cliff](#)
February 13, 2024
1,229 Virtual Participants

[Webinar: DEI Efficacy: Preempting Pitfalls for Sustained Impact and Value](#)
December 13, 2023
107 Virtual Participants

Two Roundtables with a total of nearly 50 in-person participants:

[Catalyst Roundtable: Foster Inclusive Environments so Diversity Can Thrive](#)
Halifax, October 19, 2023

[Catalyst Roundtable: Workplace Cultural Intelligence: Inclusion Through Dialogue](#)
Zurich, September 20, 2023



3,500+

Attendees of LEI in-person and virtual events this year.

LEI SOLUTIONS ARE GETTING RESULTS

Workshops

September 1, 2023 - August 31, 2024

40 Sessions

- Participants leave the inclusion workshops feeling more engaged and confident in their DEI work.
- Nearly 94% of participants would recommend these workshops to peers or colleagues.

Most popular workshops:

- Becoming an Inclusive Leader
- Managing Diverse Teams Inclusively
- Inclusive Communication
- Allyship

Speaking Engagements

September 1, 2023 - August 31, 2024

25 Engagements

Most popular topics:

- Applying an Intersectional Lens
- Emotional Tax and the Role of Inclusive Work Cultures
- Inclusive Leadership Essentials

Knowledge Bursts

September 1, 2023 - August 31, 2024

5,300+ page views

Most popular courses:

- Bystander Intervention—How to Interrupt Racial & Ethnic Microaggressions
- So You Want to Learn About Race & Racism
- Connecting Across Differences



"I really appreciate the reflection, the depth of conversation, and the points of advice that you shared!"

"The content seemed to land as insightful, thought-provoking, and actionable to folks with whom I've discussed the event. I also really appreciated how you connected the content to [our] ways of working and values—awesome job!"

— **Members of the Catalyst community**

ACKNOWLEDGMENTS

We thank our donors for their generous support.

Lead Donor



Major Donors



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Morgan Stanley



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