

Elevate YOU

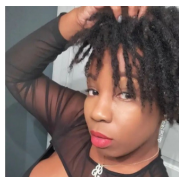
Pole Fitness & Aerobic Studio

Elevate News

Hey, Queen,

Happy Black Friday Weekend! We've got updates, new classes, and deals for you!

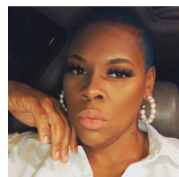
But first things first! Welcome three new members to our staff!



Instructor Belynda



Instructor Carolyn



Instructor Raushana

New Classes & Class Times

Belynda and Raushana will be teaching [Curvy Girl Pole Fitness](#) on Wednesdays at 7pm. Carolyn will be teaching a [5-Week Course of Intro to Pole](#). These classes start the week of January 13th. Welcome, Ladies!

Also, starting that same week (**January 13th**), **Monday evening class times will be changing**. Intro to Pole will begin at 5:30pm. Level One Pole will begin at 6:30pm. And Aerial & Invert Pole will begin at 7:30pm.

Another new class alert! Starting December 9th, Instructor Fairy will be teaching a brand new [Pole Edgework class](#)! Class will be Mondays at 10am. And for ladies who can't do weekdays, a weekend Edgework class will be added the week of January 13th.

Deals, Deals, Deals!

Now through the end of Monday, the Intro to Pole 5-Week Course, Curvy Girl Pole Fitness Class, and Edgework Class are **30% off for Black Friday!**

And **all other pole classes** (except for Open Pole & regular Intro to Pole) are **20% off!** This includes 20% off **one month of unlimited classes**, and 20% off our **5-class pass!** So if you have friends who you've been telling about Elevate YOU, let them know now's the time to try! Buy your multi-class passes now for 20% off!

Student Showcase Is Coming!

Reminder! Our next **student showcase is January 11th!** You can secure your spot in the crowd by signing up just like you would for one of our classes! And we've got a **Black Friday 20% off** discount for your ticket to this event, too! You know our students go all out for the showcase, and with BYOB and brunch by [Tik's Good Eats](#), you're gonna be fed, too!



Back in August, we had our annual beach day in Asbury Park. Our event coordinator Savannah is working hard to create a fun winter event for us, too! Stay tuned!

Thanks for rolling with us through hardship, struggles, and changes. We love this beautiful community that you're an essential part of.

Love,
Your Sisters at Elevate YOU!

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Has it been a while? Book a class! →

MARC momentum



What Does #InclusionThrives Mean to You?

As we end a month of celebrations for International Women's Day (March 8) and Women's History Month (in the US, UK, and Australia), we asked MARC Momentum editor Risa Pappas and MARC content advisor Karina Schroeder to speak about what the idea of #InclusionThrives means to them.

Risa: Women's History Month is important, as is Black History Month, Hispanic/Latinx Heritage Month, Native American Heritage Month, and LGBTQ+ History Month. But when these months roll around every year, I can't help but feel like they're missed opportunities. While it's instructive to see the trajectory of progress for women over the decades—especially in the workplace—I think it's equally important to articulate and share the visions we have for women's *futures*.

Karina: What does it mean to work in an environment where #InclusionThrives? During International Women's Day and Women's History Month this year, I found myself reflecting on this question in response to Catalyst's [#InclusionThrives campaign](#). To me, inclusion thrives when every leader and colleague understands the importance of diversity, equity, and inclusion (DEI) and [takes concrete action](#) to support a more equitable workplace. That's the future I'd like to see.

Risa: My vision is one where women feel confident and comfortable at work because men assume their competence. Men view their women coworkers as team members rather than potential adversaries. Men hold each other accountable for making sure that each colleague feels safe, and that when they are focused on, it's because of their intelligence and accomplishments rather than their bodies, their clothing, their faces.

Karina: Unfortunately, many workplaces still have a lot of work to do to reach that vision. Recent [Catalyst research](#) in five countries, for example, revealed that more than half of women from marginalized racial and ethnic groups have experienced racism at work. These kinds of challenges—creating an environment where everyone feels safe and supported no matter who they are—can only be addressed by engaging people of all genders, [men included](#).

Risa: Dear reader: If you haven't taken the time to really envision a workplace where #InclusionThrives, there's no better time than now. Imagining ideal outcomes is the best part of the work we do!

Maybe your vision is one where you don't have to worry about the conduct of your fellow men at work because they've moved past defensiveness and are genuinely open to changing their minds and behaviors based on feedback. Or perhaps you're just looking forward to a time when you know you're not the only man on your team who is vigilant for microaggressions, biases, and unwritten rules.

Karina: On [Thursday, March 30](#), Catalyst is celebrating two organizational initiatives—from 2023 Catalyst Award winners [The Hartford](#) and [UPMC](#)—that have made advancing inclusion and gender and racial equity a priority. I look forward to gaining critical insights and inspiration from their senior leaders on how #InclusionThrives at their organizations.

Risa: The Catalyst Awards Conference is a perfect time to think about the new reality we're all working towards. I hope your vision motivates you this month and every month to continue this important work.

Check out our new gender partnership infographic!

catalyst.org/research/gender-partnership-infographic



Karina Schroeder
Senior Writer at Catalyst



Risa Pappas
Director, Production Editor at Catalyst



Discussion Starters

What do International Women's Day and Women's History Month mean to you? Did you get involved in any related activity within your organization?

How can men partner with other men to help advance cultures of inclusion? Beyond gender, are you considering intersectionality as an important component of inclusive leadership?

What are your main takeaways from this MARC Momentum newsletter?

Questions or comments on this topic? Email jromero@catalyst.org. We can feature MARC Alumni readers in future newsletters.