



Does your organization have a **CLIMATE OF SILENCE?**



CLIMATE OF SILENCE

Employees feel restrained from constructively speaking up about organizational or work-related problems, concerns, or challenges.

AS ORGANIZATIONAL
SILENCE INCREASES:¹

Men are:

50% less likely to be **committed** to interrupting sexism.

40% less likely to be **confident in their ability** to interrupt sexism.

DOES YOUR ORGANIZATION HAVE A CLIMATE OF SILENCE??

WARNING SIGNS:

- ⚠ Employees believe that speaking up will bring either repercussions or no meaningful change.
- ⚠ Fear runs rampant.
- ⚠ Employees don't trust that their voices matter.
- ⚠ Employees feel caught in a no-win situation, with limited options for speaking up to disrupt inappropriate or sexist behavior.³

Employees and organizations benefit from a workplace that **does not** tolerate sexist behavior.

Learn more about what you can do to **break the silence** and **improve the workplace for everyone** in our report *Interrupting Sexism at Work: How Men Respond in a Climate of Silence*.

SOURCES

1. We surveyed 338 men across job levels working in three multinational corporations in Mexico. Logistic regression was used to investigate the likelihood of men who were committed to and confident in their ability to interrupt sexism at work. Both commitment and confidence were dichotomized to create two groups that reflected higher endorsement and lower endorsement. Each dichotomous variable was then used as an outcome predicted by participants' perceived level of silence at their organization.
2. Emily Shaffer, Negin Sattari, and Alixandra Pollack, *Interrupting Sexism at Work: How Men Respond in a Climate of Silence* (Catalyst, 2020).
3. Craig C. Pinder and Karen P. Harlos, "Employee Silence: Quiescence and Acquiescence as Responses to Perceived Injustice," *Research in Personnel and Human Resources Management* (December 2001) p. 331-369; Elizabeth Wolfe Morrison and Frances J. Milliken, "Organizational Silence: A Barrier to Change and Development in a Pluralistic World" *Academy of Management*, vol 25, no. 4 (October, 2000): p. 706-725.



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CATALYST
WORKPLACES THAT WORK FOR WOMEN