

HOW COMBATIVE CULTURES PREVENT MEN FROM INTERRUPTING SEXISM

And what leaders can do about it.



COMBATIVE CULTURE:

A hyper-competitive workplace culture in which value is attributed to a quest to dominate others and compete for power, authority, and status.

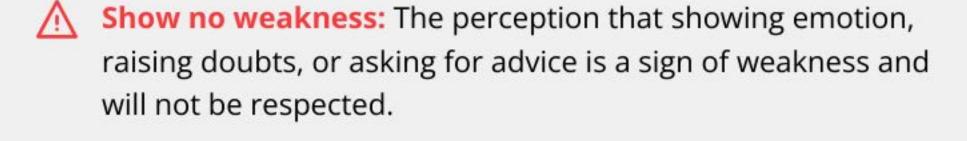
Our research reveals a direct link between combative workplace cultures and men's willingness to interrupt sexism.1 When confronted by sexist behaviour:

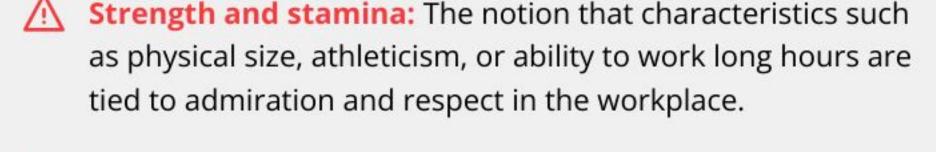
of men in more combative

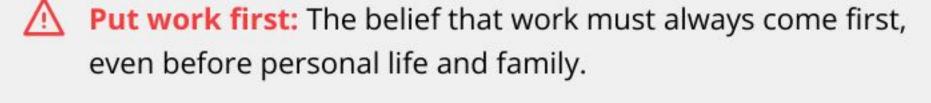
cultures report doing nothing

of men in less combative cultures report doing nothing

4 SIGNS OF A COMBATIVE CULTURE:2







Dog eat dog: A survival-of-the-fittest mindset and the belief that everyone should advocate only for themselves and not trust others.

not enough to dismantle sexism.

Relying on individual agency alone is

and corners of the organization—to create an environment that empowers men to speak up.

Companies must address their own cultures—within all levels

3 STEPS LEADERS CAN TAKE:



Look deeply into organizational structures that normalize

Challenge your organizational culture:

"ruthless competition" among employees and a "winnertakes-all" culture. Consider team-based rewards systems.



Promote humility by admitting that you don't have all the

Look Inward:

answers. Ask lots of questions and don't make assumptions—especially that everything is okay.



Set the tone by promoting organizational values centered

Role model:

on safety, respect, humanity, growth, and work-life flexibility rather than physical strength and stamina.

Learn more in our report, Interrupting Sexism at Work: What Drives Men to Respond Directly or Do Nothing?

organizational ranks, job tenure, ages, and ethnic backgrounds. According to our survey, 46% of men work in organizations with a high level of

- SOURCES Data based on a survey of 1,493 men employed full-time in the Canadian labour market and representing a diverse group, spanning industries,
- squared analysis was conducted to test the difference in percentages. The observed values were significantly different than expected values, X2 (1, 1493) = 210.35, p < .001.2. Jennifer L. Berdahl, Marianne Cooper, Peter Glick, Robert W. Livingston, and Joan C. Williams, "Work as a Masculinity Contest," Journal of Social

"combative culture." Combative culture significantly predicted doing nothing in response to sexism, b = .70, t (1491) = 25.88, p < .001. A chi-



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