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The Kavanaugh Hearings: A Reflection on Manterrupting



Thank you to all of you who have reached out over the past couple of weeks and asked us to offer some insights on Justice Kavanaugh's confirmation hearings and any lessons on inclusion in the workplace that can be derived from the hearings. We have highlighted one insight below, and we look forward to your continued feedback on how we can help you identify, navigate and learn from everything happening in the world around us.

Given the level of interest on the impact of these hearings, we have created a quick survey (5 minutes or less to complete) to gather your perspectives and experiences on the hearings, and we will report out the findings in our next Impact. ([Click here](#)

A Twist on Traditional Manterrupting

The research on women getting interrupted by men in conversations is extensive, and a question that is often asked is whether it only happens to women in the lower levels of organizational hierarchies or whether interruption of women is pervasive at all levels. (Spoiler Alert: The interruption of women is pervasive at all levels of all organizations in which women are underrepresented.)

During the second confirmation hearing for Justice Kavanaugh last week, one of the exchanges that warranted attention was the exchange between Judge Kavanaugh and Senator Amy Klobuchar. During a direct line of questioning from Senator Klobuchar regarding his recollection of possible blackouts from alcohol consumption, Kavanaugh responded by not only dodging the question repeatedly but by also relentlessly asking her to respond to her own question.

Given the clear context of who the questioner and the respondent are in this situation, it was notable that Judge Kavanaugh responded by questioning instead of answering the female senators far more than he did any of the male senators. This is a form of interruption by men (manterruption) of women in conversations that undercuts and minimizes women, especially in workplaces and minimizes their roles, positions, or place in organizational hierarchies.

We've researched and written about these types of interruptions before, and we hope that the following previously published articles will offer insights as you continue to think about and address the impact of gender bias in your workplaces.

[Manterruptions, Bropropriation and Mansplaining](#)

by Dr. Arin Reeves

[Even Ruth Bader Ginsburg gets "manterrupted" at work. What to do when it happens to you.](#)

by Katerina Ang

Mahalo!

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Survey



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500 N. Michigan Avenue
Suite 600
Chicago, IL 60611
312.922.0226
info@nextions.com

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