

SPEAK  
OUT

# How to use the Speak Out Dashboard

(User guide)

Intended audience: HR professionals, Inclusion professionals + Campaigners

Reading time: 6 mins

SPEAK  
OUT

Speak Out Revolution are an award winning non profit on a mission to...



**Cancel the culture of silence on  
workplace harassment + bullying  
for truly inclusive working**

We're empowering everyone with data driven insights  
in **The Speak Out Dashboard** so they can drive the  
impact we seek in organisations around the globe.



Available on desktop @

[speakoutrevolution.co.uk/dashboard](https://speakoutrevolution.co.uk/dashboard) ✕

**SPEAK OUT**

Home

All sector data

Number of experiences: 1,043

**Report Gaslighting** as the most common form of workplace harassment and bullying.  
**72%**

People who do not formally report to their organisation bullying.  
**64%**

**Mental health deteriorating** is the leading consequence of formal reporting.

It is more likely that a person's experience will become **worse** from formally reporting.  
**5x**

People who see a full resolution when reporting to their organisation.  
**4%**

People whose experiences are silenced via NDAs.  
**24%**

Number of experiences by demographic

View by: Gender

Male	180
Female	835
Transgender female	3
Unknown	14
Intersex	1
Non binary	10

Are you a workplace culture research or campaign organisation interested in using these insights?

We partner pro bono with organisations aligned with our mission.

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Number of experiences geographically

Filter by: Country

Click on a Country below to filter the dashboard

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SPEAK OUT  
DASHBOARD

# Who is this 'How to guide' for?



- HR Professionals
- Inclusion Professionals
- Campaigners

*who are daring to make a difference  
for more inclusive workplaces...*

# What's in it for you?



- *Improve the inclusivity of your HR policies and processes* with access to global lived experience insights
- *Target your Inclusion talks, training + workshops where they are needed the most* with insights specific to your geography, industry sector and people demographics of interest
- *Challenge inequity in legislation with data driven insights* at zero cost from our open source technology, free forever

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# DASHBOARD

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# Step 1: Optionally filter by country

**SPEAK OUT**

Age Group (All) Disability (All) Ethnicity (All) Gender (All) Marital Status (All) Religion (All) Sector (All) Sexuality (All) [Add my experience](#)

**Home** Number of experiences: 1,043

All sector data

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**Number of experiences geographically**

Filter by: Country

Can't see any insights for your country? You can be the first... [Add my experience](#)

Click on a Country below to filter the dashboard

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Click on the country in the map to filter

Example: Click on the UK to see UK insights only

# Step 2: Optionally filter by industry sector

The screenshot shows the 'SPEAK OUT' dashboard with a 'Sector' dropdown menu open. The menu lists various industry sectors, with 'Engineering and manufacturing' highlighted in a red box. A red arrow points from this box to a red text annotation on the right. The dashboard includes filters for Age Group, Disability, Ethnicity, Gender, Marital Status, Religion, and Sexuality. It also features a sidebar with navigation icons, a 'Home' section with all sector data, and a world map for geographical filtering.

Age Group (All) Disability (All) Ethnicity (All) Gender (All) Marital Status (All) Religion (All) Sector (All) Sexuality (All)

**Home**  
All sector data

Report Gaslighting as the most common form of workplace harassment and bullying. **72%**

People who do not formally report to their organisation bullying. **64%**

Mental health deteriorating is the leading consequence of formal reporting.

It is more likely that a person's experience will become worse if not formally reported. **5x**

Number of experiences by demographic

Gender	Count
Male	180
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Number of experiences geographically

Filter by: Country

Click on a Country below to filter the dashboard

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Click on 'Select a Sector' to additionally filter insights by industry

Example: Click on 'Engineering and manufacturing' to see insight for this industry only



# Step 3: Optionally filter by people demographics

Click on 'Filter by' to additionally filter insights by people demographics i.e Gender, Ethnicity, Age

Example: Select Gender, then click on 'Female' to see insights for women only

The screenshot shows the 'SPEA OUT' dashboard with various filters and data visualizations. A red box highlights the 'Gender' filter dropdown menu, which is open to show options: (All), Female (checked), Intersex, Male, Non binary, Transgender female, and Unknown. Below the filter, there are 'Cancel' and 'Apply' buttons. A red arrow points from the text on the left to the 'Female' option in the dropdown.

At the top, there are filters for Age Group, Disability, Ethnicity, Gender, Marital Status, Religion, Sector, and Sexuality. A dark button labeled 'Add my experience' is on the right.

The main content area includes a 'Home' section with 'All sector data' and a 'Number of experiences: 1,043' indicator. Below this are several insight cards with percentages and icons, such as 'Report Gaslighting as the most common form of workplace harassment and bullying' (72%), 'People who do not formally report to their organisation' (64%), 'Improving is...', 'It is more likely that a person's experience will become worse from formally reporting.' (5x), 'People who see a full resolution when reporting to their organisation' (4%), and 'People whose experiences are silenced via NDAs.' (24%).

There are two main data visualization sections: 'Number of experiences by demographic' and 'Number of experiences geographically'. The demographic section shows a table with 'View by: Gender' and the following data:

Gender	Count
Male	180
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Non binary	10

The geographical section features a world map with a 'Filter by: Country' dropdown and a prompt: 'Click on a Country below to filter the dashboard'. A tooltip says: 'Can't see any insights for your country? You can be the first... Add my experience'. The map shows various countries highlighted in different colors.

At the bottom right, it says 'Last refreshed: 30/09/2022 14:59:00'.

# Step 4: Explore insights to tailor your inclusion efforts

**SPEAK OUT**

Age Group (All) | Disability (All) | Ethnicity (All) | Gender (All) | Marital Status (All) | Religion (All) | Sector (All) | Sexuality (All) | [Add my experience](#)

**Home** Number of experiences: 1,043

All sector data

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It is more likely that a person's experience will become **worse** from formally reporting. **5x** [Click here for more](#)

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**Number of experiences by demographic**

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**Number of experiences geographically**

Filter by: Country

Click on a Country below to filter the dashboard

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View high level trends

Example: Select 'Click here for more' on any of the trends to deep dive into our insights

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Do you have questions about  
our insights? We'd love to help!  
[Ask us a question today.](#)



Do you have ideas on how we can  
improve our dashboard? We want to  
hear them! [Join the Speak Out Think Tank](#)