

CULTIVATING SAFE and HEALTHY WORKSPACES: 5 REMINDERS FOR MOTIVATED LEADERS

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1

ASK, LISTEN, LEARN

HOWEVER and WHENEVER YOU CAN.

Draw from the experiences and insights of those you know and trust. Tell them about your work and ask them: How might power play a role in everyday interactions that I might not notice or recognize? What might make people feel unsafe in professional spaces that I might not see? How do people navigate spaces differently as a result?

2

MODEL CHANGE.

NOTICE, SHIFT, TRY.

Notice your reaction(s), Shift perspectives, Try something.

For ideas and approaches, explore these scenarios from Harvard on [Sexual Harassment and Misogyny](#) and the Government of Canada on [Preventing and Resolving Harassment for a Healthy Work Environment](#).

3

POWER ISN'T AS BENEVOLENT AS YOU ARE.

WATCH YOURSELF.

We judge ourselves by our intent, but we judge others by their impact.

Your power might shine from the inside out, but for others, it is felt from the outside in. Attend to your power and how it is received. Review this 1-minute read from LinkedIn on [Intent versus Impact as Leaders](#).

4

EXPRESSING DISINTEREST ISN'T UNENCUMBERED.

BELIEVE PEOPLE.

Workplace sexual harassment is not always obvious and explicit, nor is it easy for a harassed person to address. Considerations like power differences, pre-existing relationship dynamics, gender, profession and professional roles, etc. complicate refusal. Reflect by watching these brilliant, short and powerful [#ThatsHarassment](#) videos.

5

FAN THE FLAMES.

You are not expected to know what to do if confronted with sexual violence. You are not expected to investigate a claim or to determine an appropriate outcome, *and even if you are*, benefit from consulting with people whose work centres on matters like these. Get known for knowing the right people to call, for facilitating big, open learning opportunities so that everyone will know whom to call and what initial steps to take. Connect with the skilled folks at the [Sexual and Gender-Based Violence Prevention and Support Office](#) and reach out to me, [Kiara Mikita, PhD](#).