



## Supporting Safe STEM Workplaces – WomanACT & SCWIST

Speaker: Mallory Hilkewich, Education and Training Manager, WomanACT  
November 17, 2022, | 12:00 - 1:00 pm (MST)

### ABSTRACT

Workplaces are a part of greater social and cultural eco-systems and issues of gender-based and sexual harassment are symptoms of deeply entrenched gender inequalities. While the #MeToo movement has demonstrated that sexual harassment is not an individual, but an institutional problem, workplaces struggle to effectively address the root causes that enable harmful behaviours to persist. The high rates of harassment and violence tell us that organizational cultures continue to normalize and accept harmful behaviours such as “banter”, inappropriate jokes about someone’s gender identity or expression, and ignoring or mistreating someone because of sexual orientation – all without repercussions (Mayer, et al., 2020). As a result, workplaces need to rethink how gender-based and sexual harassment is addressed, by shifting away from minimizing legal liability to creating organizational cultures and norms that prevent gender and sexual harassment from occurring in the first place.

Together, [WomanACT](#) and [SCWIST](#) (the Society for Canadian Women in Science & Technology) are working in partnership with employers to implement evidence-based solutions to preventing and responding to gender-based and sexual harassment – so that workplaces are safe for everyone.

[Literature Review: Safe STEM Workplaces](#)  
[Project Details](#)

### BIOGRAPHY



**Mallory Hilkewich** has over 12 years of experiences leading capacity building programs and organizational development. Mallory has led policy assessments and development, ensuring that organizations structurally address safety, equity, and inclusion. Mallory brings passion and skills in adult learning and trauma-informed practice. She has a M.S.W. in Social Justice, Diversity & Community Development, and certificate in Adult Learning & Development.