

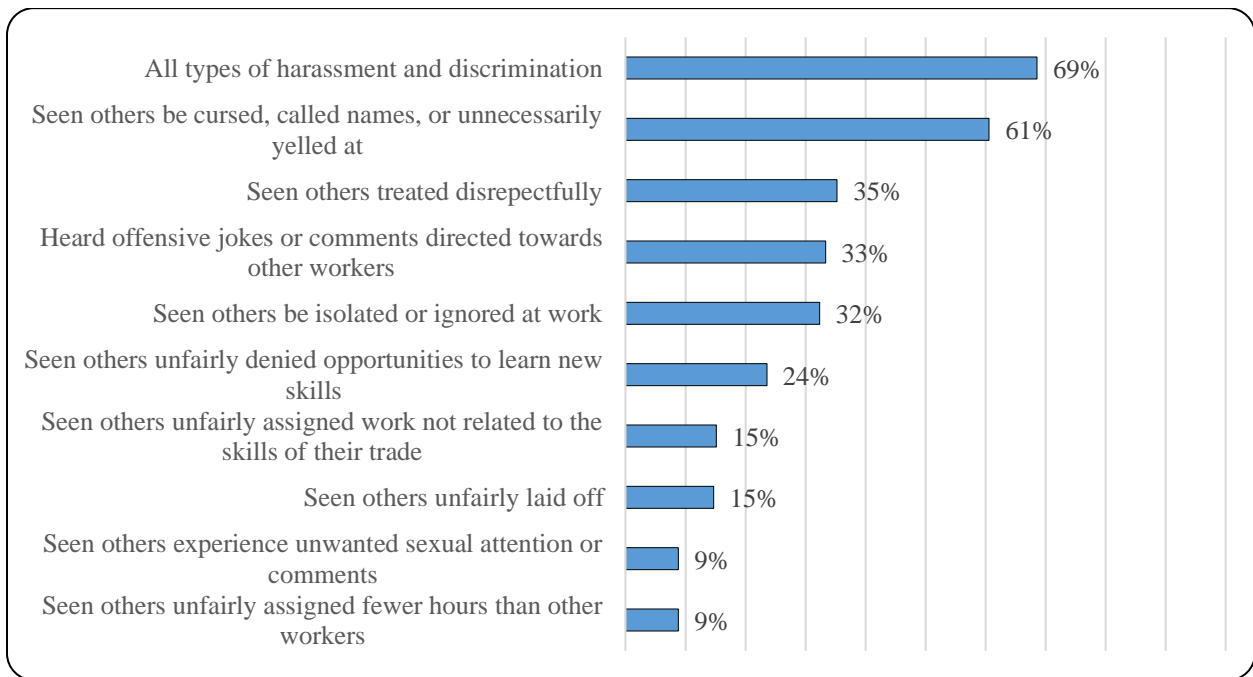
**Green Dot for the Trades for TriMet**  
Executive Summary  
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Research demonstrates that jobsite harassment and discrimination is prevalent in the construction trades and this can negatively impact safety, productivity, and retention of workers. To address the issues of jobsite harassment and discrimination, TriMet contracted with Alteristic to implement Green Dot for the Trades on one jobsite. This evaluation of the impact of this implementation was conducted by Portland State University researchers and funded by TriMet.

**Harassment and discrimination were frequently observed on the jobsite at both waves.**

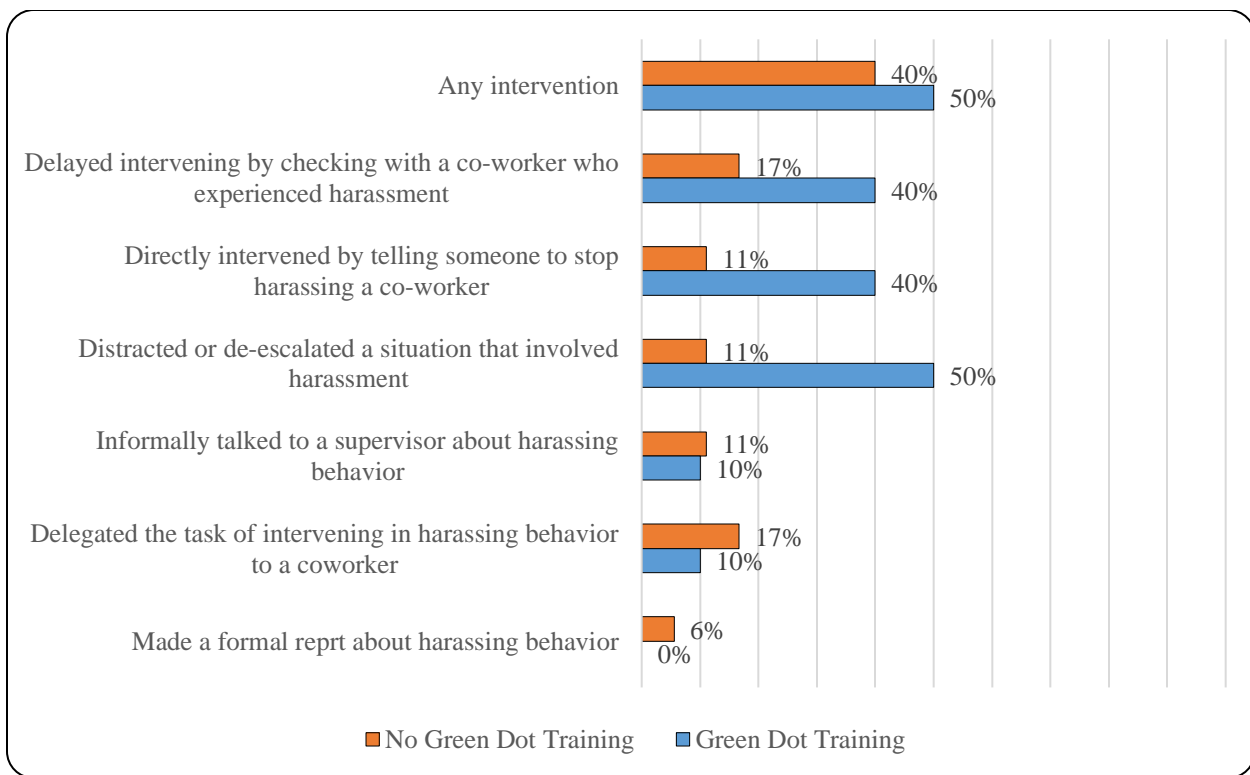
Between waves one and two, there was little change in the percent of workers who observed harassment and discrimination in the last month (69% at wave two) and the reported average number of instances of harassment or discrimination in the last month (7.6 instances at wave two).



56% of workers reported there was less harassment on their current jobsite compared to their last jobsite; 44% reported there was the same level of harassment on both sites.

**Workers who had Green Dot training were more likely to intervene than those who did not.**

At wave one, 38% of workers reported intervening, which increased to 49% at wave two. At both waves, workers who attended a Green Dot train-the-trainer, bystander training, or toolbox talk were more likely to intervene (50% at wave two) compared to those who did not (40% at wave two).



**A majority of workers reported some engagement with Green Dot and a majority of workers viewed the program positively.**

At wave two, 63% of workers reported any engagement with Green Dot. The most common ways workers engaged was orientation (47%).

At wave two, 64% of workers reported agreeing that Green Dot has encouraged more people to do something when they see harassment on this jobsite and 78% of workers reported agreeing that Green Dot has reduced harassment on the jobsite.

**One time training has little impact on jobsite harassment and discrimination**

Workers were more likely to intervene at wave two (49%) compared to wave one (38%). This may be due, at least in part, to a refresh on how to intervene provided at the toolbox talk provided one month before the second wave of surveys were administered. However, the level of jobsite harassment and discrimination did not decrease. Overall, it appears that a single Green Dot for the Trades training does not have a meaningful impact on jobsite culture.

**Recommendations**

The findings of this evaluation suggest that the Green Dot trainings can potentially impact the culture on this jobsite; however, providing ongoing training for all workers is recommended to promote a respectful workplace and positively impact retention, productivity, and safety.

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