

Evaluation of Green Dot for the Trades for TriMet

Maura Kelly and Daniel Mackin Freeman
Department of Sociology
Portland State University
April 2022





REPORT AUTHORS

Dr. Maura Kelly holds the position of Associate Professor of Sociology at Portland State University. She has a Ph.D. in Sociology from the University of Connecticut. Dr. Kelly's research interests focus on gender, sexualities, race/ethnicity, and work and occupations. For more information about Dr. Kelly, including access to reports on her prior research projects on the construction workforce in Oregon and Washington, see <http://maura-kelly.com/>.

Daniel Mackin Freeman is a doctoral candidate in Portland State University's Department of Sociology. He received his BFA in General Fine Arts with a focus on social practice from the Pacific Northwest College of Art and his M.S. in Sociology from Portland State University. With a background in the philosophy of art and education, Daniel's research focuses on how school structure and curricular emphases both result from and perpetuate social inequalities.

The authors gratefully acknowledge support for data collection and entry from Portland State University student research assistants Dan Hayes, Frank Stevens, Saskia Vandepoel and Kaitlin Yeomans.

PROJECT FUNDER

This project was funded by TriMet.

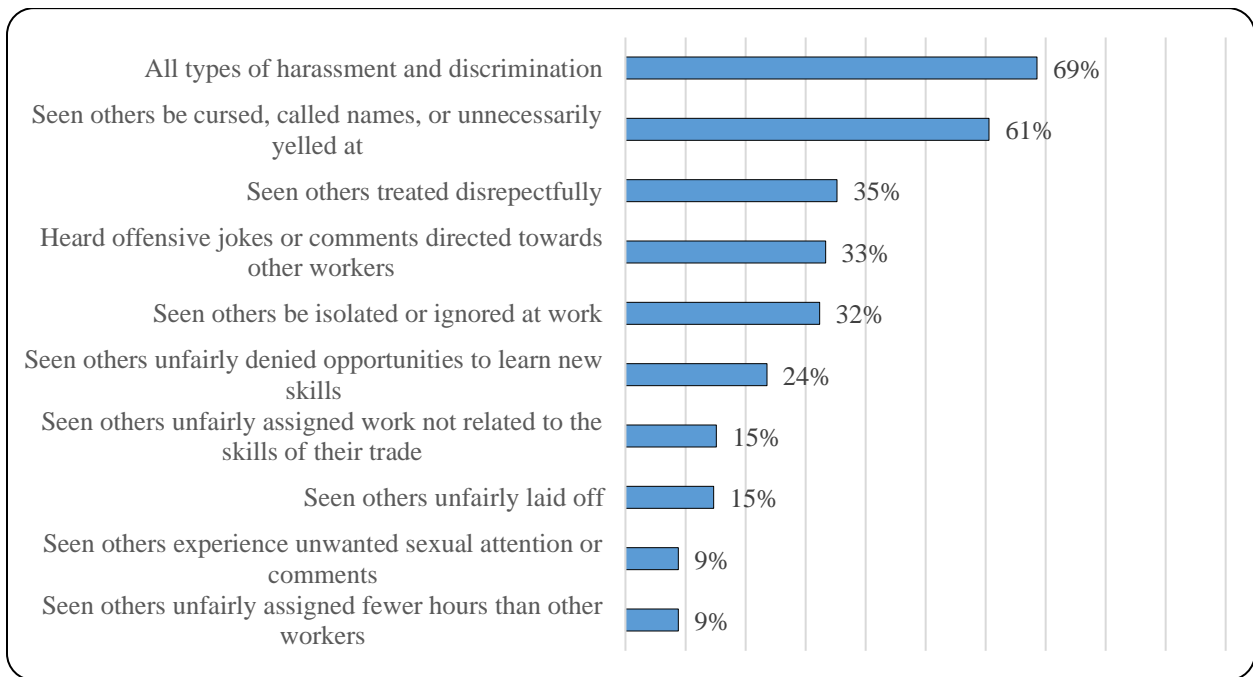
Green Dot for the Trades for TriMet
Executive Summary
April 2022

Maura Kelly and Daniel Mackin Freeman
Portland State University

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.

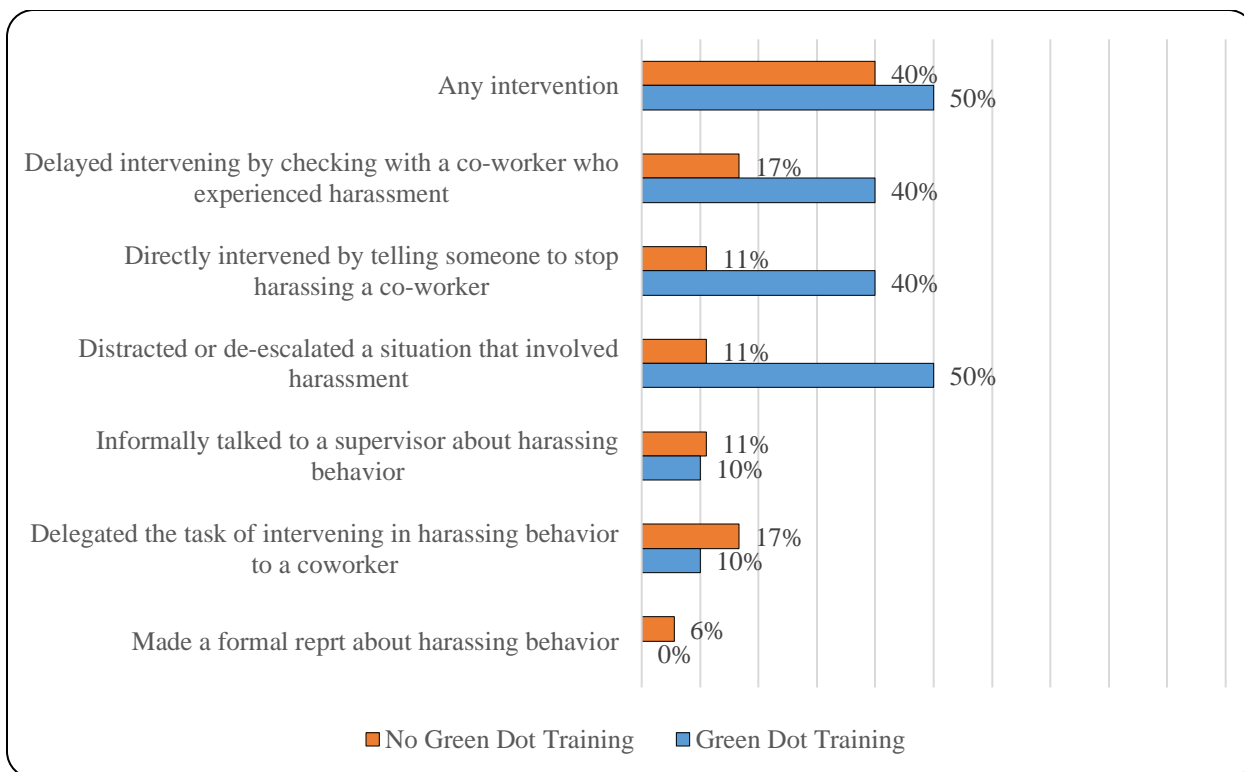
Between waves one and two, there was little change in the percent of workers who observed harassment and discrimination in the last month (69% at wave two) and the reported average number of instances of harassment or discrimination in the last month (7.6 instances at wave two).



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.

Dr. Maura Kelly, Department of Sociology, Portland State University, maura@pdx.edu

Green Dot for the Trades

Green Dot is a bystander intervention program developed by the non-profit organization Alteristic. Bystander intervention programs provide training to encourage people to intervene when they see harassment as well as engage in behavior to prevent harassment from occurring. Reactive behaviors are used to help stop harassment as it happens (or address it after the fact). Reactive behaviors include “the Ds”: *direct* (directly intervening by either speaking to the harassing coworker or checking in later with the coworker who experienced harassment), *distract* (distracting or de-escalating the harassing coworker in order to stop harassment as it is occurring), and *delegate* (delegating the response to harassment to another worker). Workers may also informally talk to a supervisor about harassment they observed or make a formal report about harassment. The Green Dot program also encourages workers to engage in proactive behaviors demonstrating support for stopping harassment, which are used to help set the norm that harassment is not tolerated. Proactive behaviors include talking to coworkers about Green Dot and wearing a Green Dot sticker on their hard hat.

Green Dot was initially introduced into the construction trades in Oregon in 2015. This initiative was led by Oregon Tradeswomen in partnership with Alteristic, Constructing Hope, and Portland State University researchers. This first phase involved conducting ten focus groups with industry stakeholders to evaluate the potential for adapting the Green Dot program for the construction trades in Oregon (see Kelly and Bassett 2015). After the first phase of the project was completed, additional funding was provided by the Oregon Bureau of Labor and Industries and the Oregon Department of Transportation to pilot the Green Dot for the Trades program on a jobsite in Oregon. Between 2015 and 2017, project collaborators worked to prepare for the pilot. The pilot study ran from December 2017 to December 2019. The PSU evaluation of the pilot of Green Dot for the Trades found that the average reported number of instances of harassing behavior slightly observed decreased over the pilot. In the final wave of data collection, 77% of workers reported seeing any harassing behavior in the last month and workers reported observing an average of almost seven instances of harassing behavior in the last month (Kelly and Wilkinson 2020b). The evaluation also found that the Green Dot program increased the frequency of bystander interventions on the jobsite overall and those who completed Green Dot trainings and attended toolbox talks were more likely to engage in bystander intervention than those who did not have these experiences (Kelly and Wilkinson 2020b). In sum, the findings from the pilot indicate that jobsite harassment decreased and interventions increased, but harassment was prevalent on the jobsite throughout the pilot project.

Other bystander approaches have also been implemented in the construction trades such as ANEW’s (Apprenticeship and Nontraditional Employment for Women) RISE Up (Respect, Inclusion, Safety and Equity in the Construction Trades)¹ and the adaptation of RISE Up to create trainings to support the City of Seattle’s Acceptable Worksite Policy²; Pacific Northwest Carpenters Institute’s (PNCI) Positive Jobsite Culture³; EVA BC’s (Ending Violence Association of British

¹ See <https://riseup4equity.org/>

² See <https://www.seattle.gov/purchasing-and-contracting/social-equity/acceptable-work-sites>

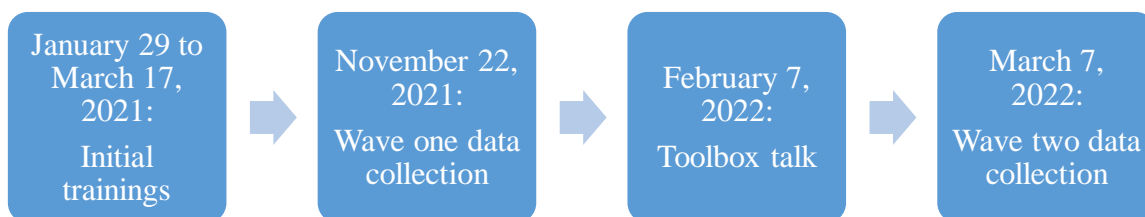
³ See <https://www.nwcarpenters.org/news/grit/november-2020/positive-job-site/>

Columbia) Be More than a Bystander⁴, and the Ironworker Union’s Be That One Guy⁵ (see Haines et al 2020 for a review of some of these models).

Implementation and Evaluation Timeline

The implementation of Green Dot for the Trades on the TriMet site included: Information about Green Dot at orientation; two-day Green Dot Train-the-Trainer trainings; 60 minute Green Dot bystander intervention trainings; and Green Dot toolbox talks (5-10 minute booster sessions provided to all workers). Additionally, a Green Dot banner was hung on the jobsite and Green Dot hard hat stickers were made available to workers. Contractor staff reported that they covered the Green Dot for the Trades material between January and March 2021 (personal communication with contractor staff, March 11, 2022).

TriMet contracted with PSU to evaluate the program after the initial implementation and the first wave of data collection was at a morning meeting in November 2021. At the researcher’s request, the contractor provided a toolbox talk to refresh workers on the core ideas (“the Ds”) prior to the last wave of data collection to determine if a one-time refresh Green Dot toolbox talk would have an impact on attitudes or behavior. This toolbox talk occurred at a morning meeting on February 7, 2022 (personal communication with contractor staff, March 11, 2022). The final wave of data collection occurred at a morning meeting on March 7, 2022 as the TriMet project neared completion. A description of the research design can be found in Appendix A. Demographics for the survey participants can be found in Appendix B. The survey instrument can be found in Appendix C.



Notably, the implementation of Green Dot for the Trades on the TriMet jobsite occurred during the global COVID-19 pandemic (March 2020 to present), which posed significant challenges for the construction industry broadly and the implementation of Green Dot for the Trades program in particular. Further, during this time, the US confronted systemic racism in the context of increases in racist rhetoric in the public sphere (including from the sitting President), racist hate crimes, and police violence against people of color (Burch et al 2021). Consequently, the U.S. saw a reinvigoration the Black Lives Matter and other anti-racist movements and protests, followed by a backlash against those opposing systemic racism (Burch et al 2021). Within construction, there has also been an increase in racist incidences, such as hate symbols on jobsites (Bousquin 2020). These factors may have contributed to the dynamics of harassment and discrimination on the jobsite in recent years in unknown ways.

⁴ See <https://endingviolence.org/prevention-programs/be-more-than-a-bystander/>

⁵ See <https://www.enr.com/articles/46555-award-of-excellence-winner-vicki-oleary-union-leader-fights-for-diversity-and-respect>

Research questions

Given that PSU researchers were contracted to conduct this evaluation after the initial implementation of Green Dot for the Trades on the jobsite, we were not able to assess the changes in levels of harassment and intervention before and after the implementation. Rather, our research aims to answer questions about the ongoing impact of the earlier implementation on levels of harassment and intervention on the jobsite. We also sought to understand what impact a refresher toolbox talk might have on harassment and intervention.

Research questions

1. What is the ongoing impact of the implementation of Green Dot for the Trades on the jobsite at eight and twelve months after the implementation?
 - a. How much jobsite harassment did workers observe at each wave?
 - b. How frequently did workers intervene in response to harassment at each wave?
 - c. How did receiving Green Dot training impact the likelihood of intervening at each wave?
2. Did the toolbox talk (provided about twelve months after the initial implementation and one month prior to data collection) to refresh workers on the main ideas of bystander intervention have an impact on harassment or intervention?

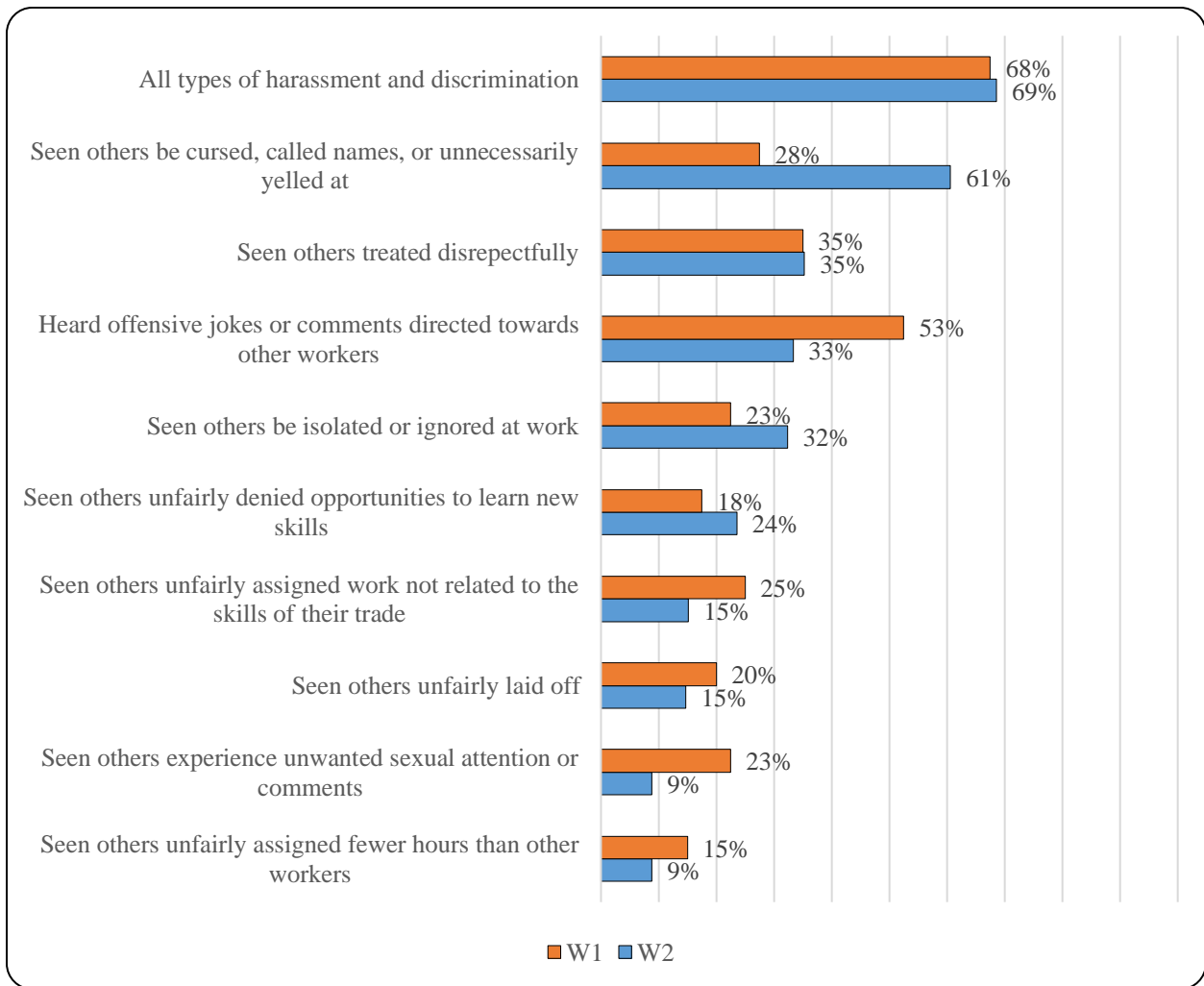
For further discussion of the research design, see Appendix A.

Harassment and discrimination on the jobsite

Between waves one and two, there was very 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 at wave two), see Figures 1 and 2. These findings are similar to the extent and frequency of harassment at the conclusion of the Green Dot for the Trades pilot site that was previously evaluated (Kelly and Wilkinson 2020b).

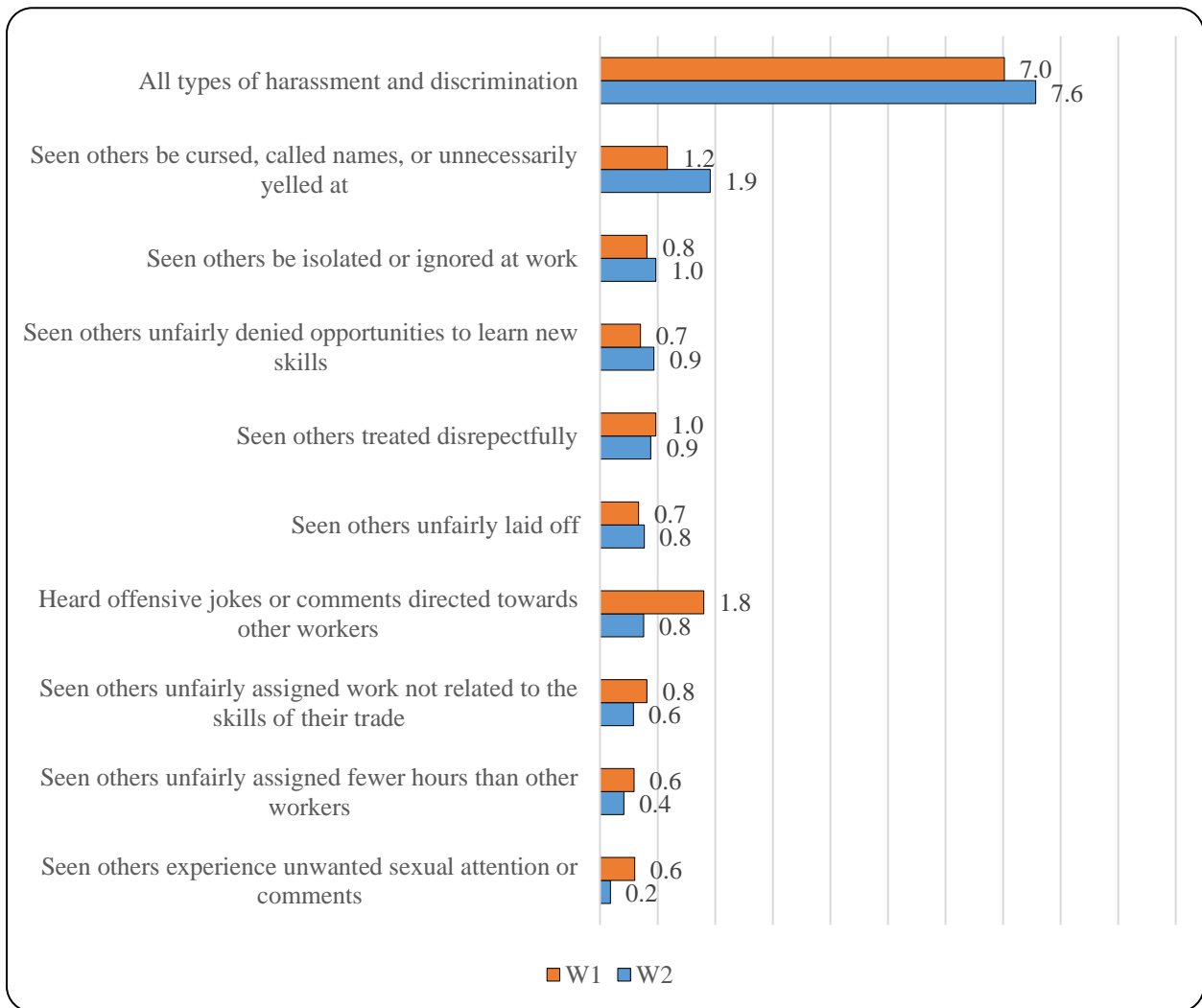
The most common form of harassment at wave two was seeing others be cursed at, called names, or unnecessarily yelled at; 61% of workers seeing this in the last month, which is an increase from 28% at wave one. There was a decrease in the percent of workers who observed offensive jokes or comments from wave one (53%) to wave two (33%). There was also a decrease in the percent of workers who observed sexual harassment from wave one (23%) to wave two (9%). Workers reported observing some discriminatory behaviors, including seeing others be unfairly laid off; seeing other unfairly denied opportunities to learn new skills; and seeing others unfairly assigned fewer work hours.

Figure 1. Percentage of Workers Observing Harassment and Discrimination on the Jobsite in the Last Month, Waves One and Two.



In further analysis (not shown), the likelihood of observing harassment and discrimination varied by demographics. Those *more likely to observe harassment and discrimination* included women (compared to men), Black workers (followed by Latinx workers and then white workers), workers employed by the prime contractor (compared to subcontractors), and apprentices (followed by journey workers, supervisors, and then workers in the ‘other position’ category).

Figure 2. Average Number of Instances of Harassing Behavior Observed per Worker on the Jobsite in the Last Month, Waves One and Two.



At wave one, workers were asked the open-ended prompt: “Please briefly describe harassment you’ve seen on this jobsite in the last month (and if or how the issue was resolved).” Four of the five substantive comments reflected experiences of sexual harassment; it is unknown if these comments refer to the same or different events. Three of those comments noted the harasser was terminated. All workers’ responses to this question are shown below:

“Had a female worker experience unwanted [sexual] attention on two occasions. The first occasion everyone in the entire organization was addressed in stretch & flex. The second led to immediate termination.”

“Personally [I] haven't witnessed or been a part of harassment. One worker made an inappropriate comment and was let go (more than a month ago).”

“Sexual harassment = termination”

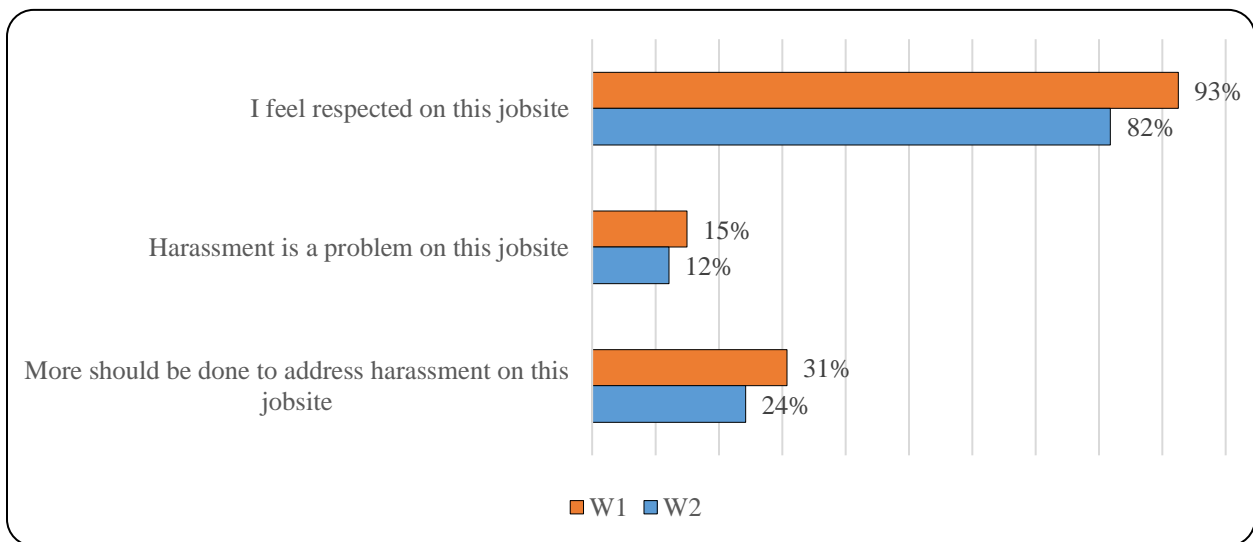
“Unsolicited mobile pics”

“Political views, which was handled properly”

Workers were asked the same question at wave two, eight responses were variations on “none.” Two substantive quotes included “Being talked to like [you’re] not human or [dumb]” and “Intimidation by management.”

As shown in Figure 3, most workers (82% at wave two) reported that they felt respected on this jobsite, although there was a decline between waves one and two. At wave two, 12% reported that harassment was a problem on the jobsite and 24% reported they believed more should be done to address harassment.

Figure 3. Perceptions of Respect and Harassment on the Jobsite, Waves One and 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; no workers reported there was more harassment on their current jobsite compared to their last jobsite (analysis not shown).⁶

Implementation of Green Dot for the Trades

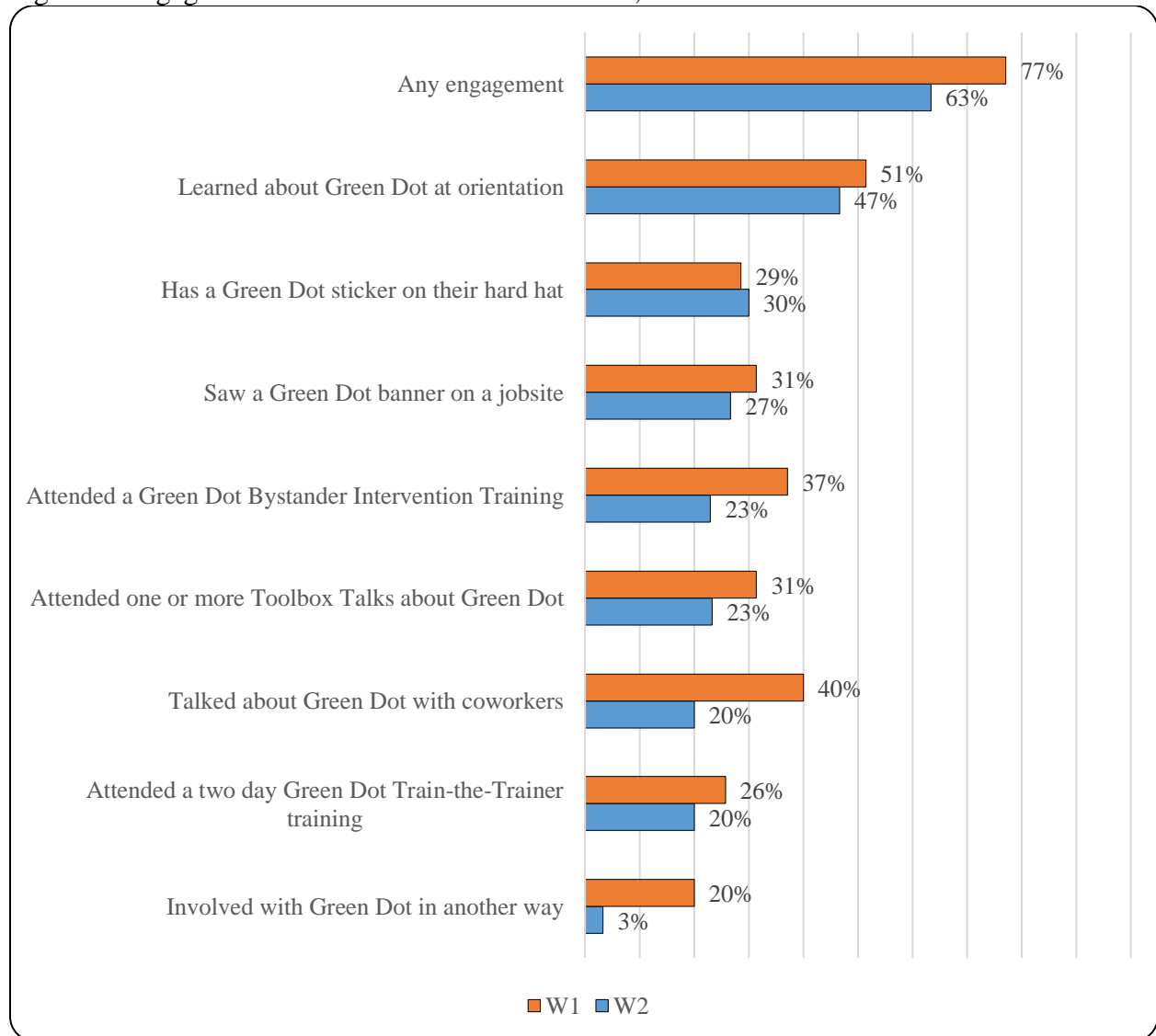
Fewer workers at wave two (63%) than at wave one (77%) of workers reported any engagement with Green Dot (Figure 4). This is a surprising finding because the refresher toolbox talk had been delivered a month prior to the wave two data collection. Also surprisingly, fewer workers at wave two (23%) than at wave one (31%) of workers reported attending any toolbox talks. It is possible that workers may not have specifically associated “toolbox talk about Green Dot” with the information provided at the recent refresher on bystander intervention at a morning meeting. At wave two, one worker (3% of workers) has been there for less than a month (and thus did not

⁶ An unusually large percent of participants (49%) skipped this question at wave two.

receive the refresher toolbox talk) and 43% of workers had been on site for twelve months or less (and thus were not present for the initial implementation).

At wave two, the most common ways workers engaged was orientation (47%) and attending a bystander intervention training (23%), see Figure 4. Workers were less likely to have talked with coworkers at wave two (20%) compared to wave one (40%). When asked in an open-ended question about how they intervened, one worker provided the example “speaking up and challenging verbal harassment from management.”

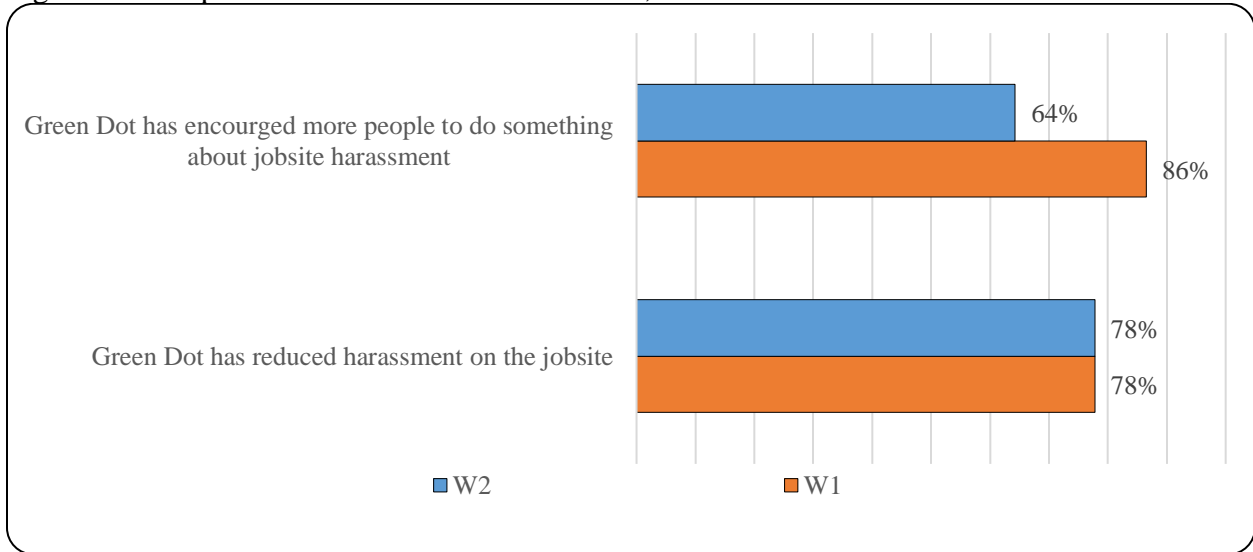
Figure 4. Engagement with Green Dot for the Trades, Waves One and Two



In further analysis (not shown), the likelihood of Green Dot engagement varied by demographics. Those *more likely have engaged with Green Dot* included men (compared to women), Black workers (followed by white workers and then Latinx workers), workers employed by the prime contractor (compared to subcontractors), and supervisors (followed by journey workers, apprentices, and then workers in the ‘other position’ category).

As shown in Figure 5, at wave one 86% of workers reported agreeing that Green Dot has encouraged more people to do something when they see harassment on this jobsite; this decreased to 64% at wave two. At both wave one and two, 78% of workers reported agreeing that Green Dot has reduced harassment on the jobsite.

Figure 5. Perceptions of Green Dot for the Trades, Waves One and Two



In open-ended questions about the impact of the Green Dot program, some workers reported positive comments, many of the comments noted that Green Dot has increased awareness and conversation about harassment. Below are a few representative comments from waves one and two:

- “It has made people more aware”
- “By making an open discussion”
- “Makes you think before you act”
- “Holds people accountable”
- “Exposing harassment, clearly defining it”
- “To see others side, communication skills”
- “Makes people aware of harassment”
- “Promotes dialogue with others”

Others had neutral or negative views of the program, as shown in the example comments from waves one and two below:

- “Our culture is one that already has zero tolerance. We are also extremely diverse which inherently reduces some harassment.”

“Not much different than other similar training.”

“It hasn't [made this jobsite different from other jobsites I've worked on]”

“We are one family. No need for green dot.”

“The program isn't effective. It's just box checking”

“Not much [about the program is effective]”

When asked how Green Dot program could be more successful, workers' comments included:

“More information for the workplace/enforcement”

“Putting what we learn into practice”

“Allow more tailoring to the culture that already exists.”

“Address the problem, don't monetize it.”

“Focus more on emotional maturity rather than worrying about shit people say to you”

“More of it”

“More specific to construction crowds”

“Come out to site”

“Talk to the bosses”

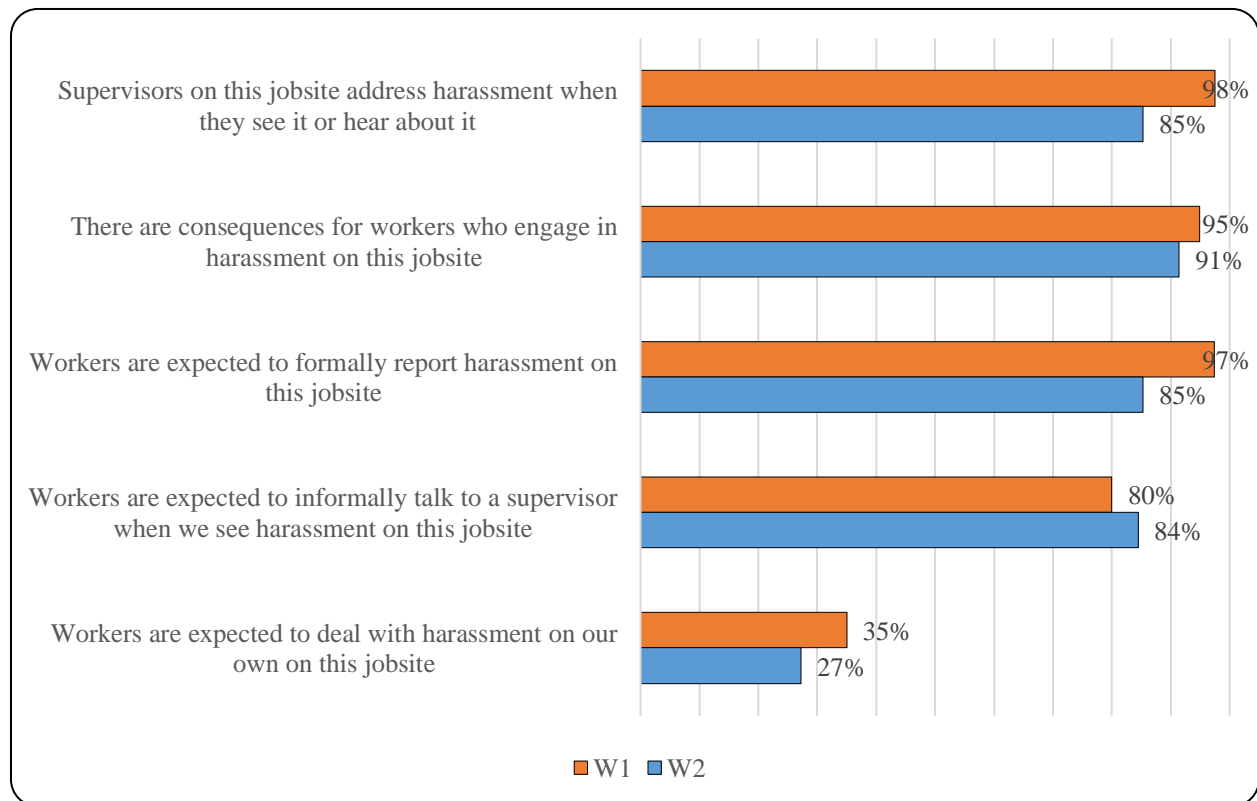
“More training”

Perceptions of reporting and discipline in response to harassment

As shown in Figure 6, at wave two most workers reported that they believed that workers were expected to formally report harassment (85%) and/or informally talk to a supervisor (84%) when they saw harassment; a minority (27%) believed they were expected to deal with harassment on their own. There was a decrease from wave one to two in the percent of workers who believed they were expected to formally report harassment.

At both waves, most workers reported that they believed there were consequences for harassment and that supervisors address harassment when they see it. There was a decrease in the percent of workers who believed that supervisors address harassment when they see it from wave one (98%) to wave two (85%).

Figure 6. Workers Perception of Reporting Practices and Harassment, Waves One and Two



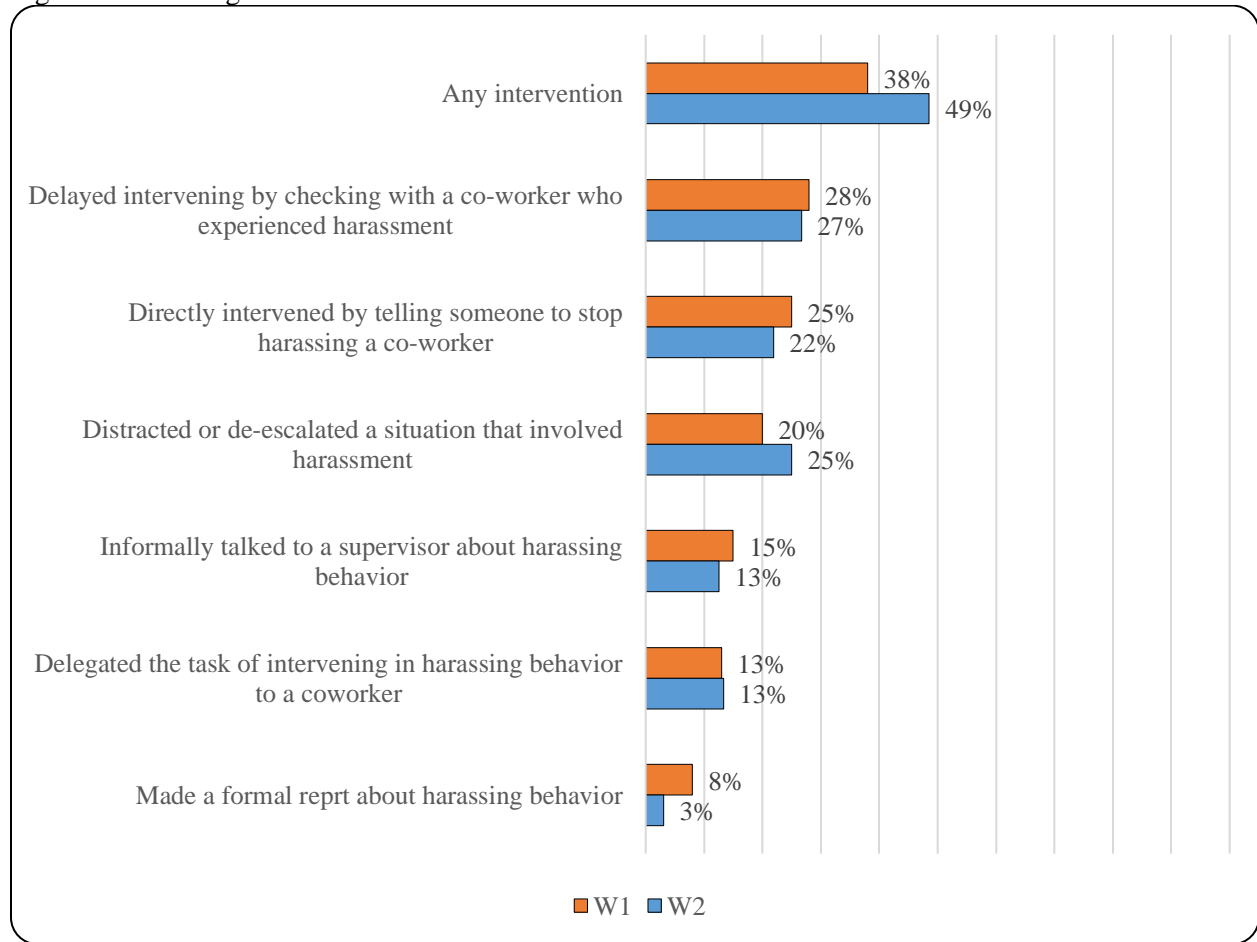
Most workers believed that supervisors address harassment when they see about it, but these experiences vary by demographics; those *more likely to agree* included men (compared to women), white workers (compared to workers of color), workers employed by the prime contractor (compared to subcontractors), and workers who selected the 'other position' category (followed by supervisors, apprentices, and then journey workers).

Bystander intervention in response to harassment

As shown in Figure 7, at wave two, overall, 49% of workers reported any bystander intervention in the last month (as noted above, 69% reported observing any harassing behaviors). Workers reported an average of 2.1 interventions in the last month (analysis not shown).

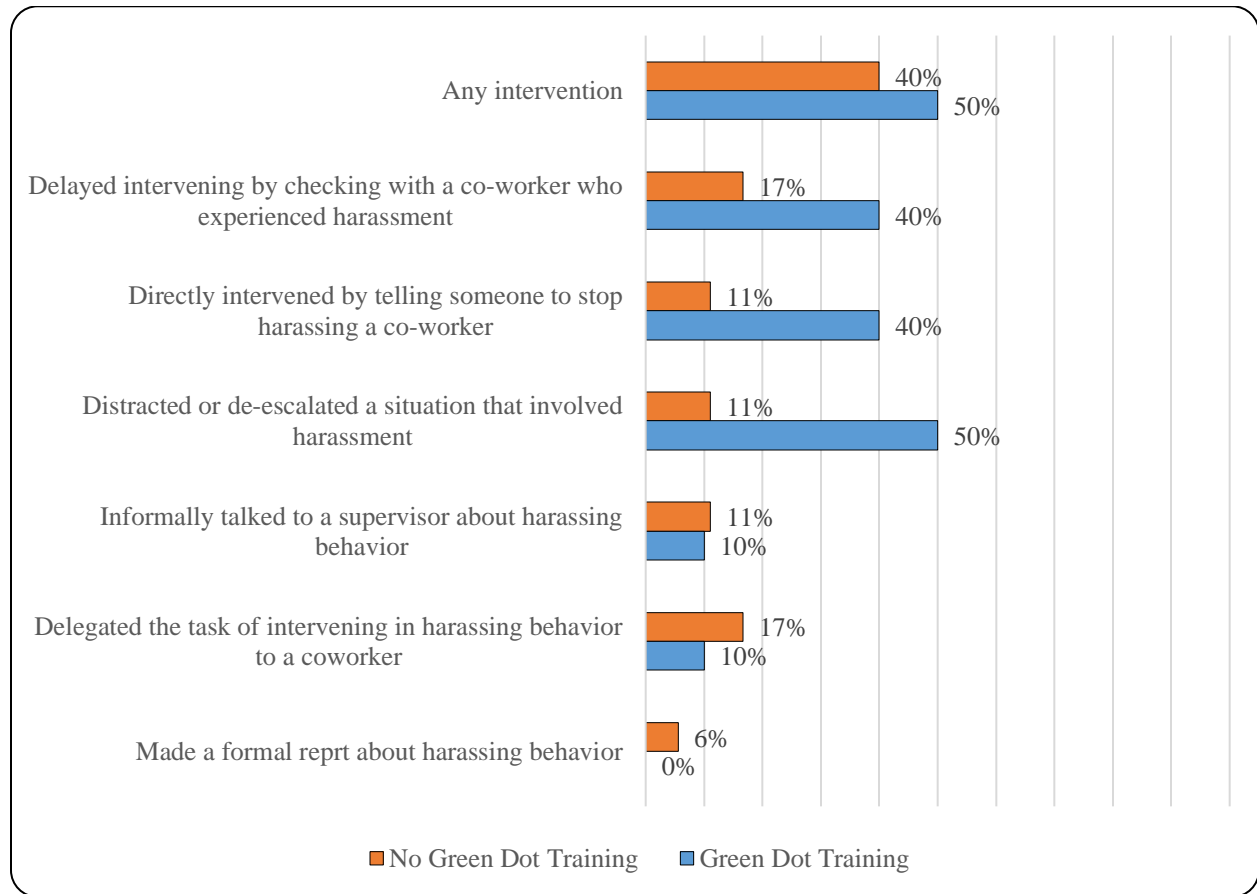
The most common forms of intervention at wave two included delaying intervention by checking in later, distracting or de-escalating a situation, and directly intervening.

Figure 7. Percentage of Workers Who Intervened in the Last Month



As shown in Figure 8, at wave two, workers who attended a Green Dot train-the-trainer, bystander training, or toolbox talk were more likely to intervene (50%) compared to those who did not (40%). Workers who had Green Dot training reported an average of 3.2 interventions in the last month; workers without training reported an average of 1.4 interventions in the last month (analysis not shown). At wave two, 33% of all workers surveyed attended a train the trainer, bystander, or toolbox talk training (analysis not shown).

Figure 8. Percentage of Workers with and without Green Dot Training Who Intervened in the Last Month, Wave Two



Between waves one and two, the percent of workers who received training and reported any intervention slightly increased (47% at wave one to 50% at wave two); interestingly, the percent of workers who did *not* receive training and reported an intervention also slightly increased (from 33% to 40%) between waves one and two (analysis not shown). This supports the idea that when a culture begins to shift, workers who do not directly receive training will follow the lead of trained workers who are changing their behavior.

Experiences of intervening vary by demographics; those *more likely to intervene* included women (compared to men), workers of color (compared to white workers), workers employed by the subcontractor (compared to prime contractor), and journey workers (followed by supervisors, workers who selected the ‘other position’ category, and then apprentices).

When asked to describe a time in the last month when they intervened and did something in response to harassment at wave one, workers reported:

“If anyone is left out, we talk it out to see how others feel.”

“Just called it out and said it stops here, however when I’m not present it can still happen.”

“Sitting two employees down and talking out the issues and bringing resolution to the issue”

“Two managers had a conflict. Intervened by setting a meeting + worked through issues.”

“When a coworker made an offensive comment (not to a coworker or person) that would make someone uncomfortable. I said something they listen, apologized and we both grew in the situation.”

At wave two, only one participant offered an example of a time they intervened, stating “[I intervened by] speaking up and challenging verbal harassment from management.”

Conclusions

The research questions that guided the project are shown in the box below, followed by findings related to each question. As noted above, the design of this evaluation does not allow for conclusions about the changes in jobsite culture from prior to implementation to after implementation.

Research questions

1. What is the ongoing impact of the implementation of Green Dot for the Trades on the jobsite at eight and twelve months after the implementation?
 - a. How much jobsite harassment did workers observe at each wave?
 - b. How frequently did workers intervene in response to harassment at each wave?
 - c. How did receiving Green Dot training impact the likelihood of intervening at each wave?
2. Did the toolbox talk (provided about twelve months after the initial implementation and one month prior to data collection) to refresh workers on the main ideas of bystander intervention have an impact on harassment or intervention?

How much jobsite harassment did workers observe?

Between waves one and two, there was very 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 at wave two),

How frequently did workers intervene in response to harassment?

At wave one, 38% of workers reported intervening, which increased to 49% at wave two.

How did receiving Green Dot training impact the likelihood of intervening?

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).

Did the toolbox talk (provided about twelve months after the initial implementation) to refresh workers on the main ideas of bystander intervention have an impact on harassment and discrimination or intervention?

Workers were more likely to intervene at wave two (49%) compared to wave one (38%). This may be due, at least in part, to the refresh on how to intervene provided at the toolbox talk provided one month before the second wave of surveys were administered. However, between waves one and two, the percent of workers who observed harassment and discrimination in the last month did not change (68% at wave one and 69% at wave two); further, the average number of instances of harassment and discrimination in the last month slightly increased (7 instances at wave one and 7.6 at wave two). Overall, it appears that a single training does not have a meaningful impact on jobsite culture.

Recommendations

Green Dot for the Trades has the potential to positively impact the culture of construction jobsites; however, regular and ongoing implementation is recommended to increase the frequency of interventions and ultimately reduce the levels of jobsite harassment and discrimination. Below are some specific recommendations.

Include education about the jobsite culture in all new worker orientations.

The recommendation is for 100% of new workers to receive this information at orientation.

Provide ongoing bystander intervention trainings.

The recommendation is for 100% of supervisors to receive bystander training and 20% of workers in non-supervisory positions. These will need to be provided on an ongoing basis as new workers start on the jobsite.

Provide ongoing training to all workers by presenting tool box talks regularly.

Having this regular training will be critical for ensuring workers are able to recall the information and skills needed to address jobsite harassment. The recommendation is one job box talk per month.

Increase visibility of the program on the jobsite through additional stickers, signage, and informal conversations.

In addition to providing ongoing training, increasing visibility on a daily basis will help remind workers of the relevant information and skills.

Engage in ongoing evaluation.

Project owners and/or contractors are encouraged to continue to monitor levels of jobsite harassment and discrimination as well as frequency of interventions through ongoing evaluation in order to assess the impact of the program.

References

Bousquin Joe. 2020. "Racist Actions, Attitudes 'Nothing New' on Construction Sites" *Construction Dive*. Available at: <https://www.constructiondive.com/news/racist-actions-attitudes-nothing-new-on-construction-sites/587210/>

Burch, Audra D. S., Amy Harmon, Sabrina Tavernise and Emily Badger. 2021. "The Death of George Floyd Reignited a Movement. What Happens Now?" *The New York Times*. April 20. Available at: <https://www.nytimes.com/2021/04/20/us/george-floyd-protests-police-reform.html>

Haines, Kelly, Claire Barrera, Aaron Bouchane, Michael Burch, Robert Camarillo, John Cardenas, Angela Desposito, Aidan Gronauer, Gerry Hein, Maura Kelly, Kelly Kupcak, Kenechi Onyeagusi, Bridget Quinn, Anjali Rameshbabu, Jay Richmond, Tiffany Thompson, and Larry Williams. 2020. *Regional Respectful Workplace Model Review Committee Recommendations: Tools to Address Jobsite Culture in Construction*. Final report from the Respectful Workplace Model Review Committee. Available at <http://maura-kelly.com/>.

Kelly, Maura and Sasha Bassett. 2015. *Evaluation of the Potential for Adapting the Green Dot Bystander Intervention Program for the Construction Trades in Oregon*. Final report submitted to the Oregon Bureau of Labor and Industries and Oregon Department of Transportation. Available at <http://maura-kelly.com/>.

Kelly, Maura and Lindsey Wilkinson. 2020a. *2020 Evaluation of the Highway Construction Workforce Development Program*. Final report submitted to Oregon Labor and Industries and Oregon Department of Transportation. Available at <http://maura-kelly.com/>.

Kelly, Maura and Lindsey Wilkinson. 2020b. *Evaluation of Green Dot for the Trades*. Final report submitted to Oregon Tradeswomen. Available at <http://maura-kelly.com/>.

Appendix A: Research Design

To evaluate the implementation of Green Dot for the Trades, Portland State University researchers collected two waves of survey data on the TriMet jobsite to assess worker's attitudes and behaviors related to jobsite harassment (for survey text, see Appendix A). The survey was based on the survey designed in collaboration with Alteristic and Oregon Tradeswomen for the initial pilot, with some minor changes for the current evaluation, such as reflecting which elements of the Green Dot program were implemented on the TriMet site.

For wave one, three PSU researchers administered paper surveys on clipboards during a morning meeting on November 22, 2021 to all workers on site. A total 40 workers completed the survey. Workers completed the surveys anonymously (no names or contact information were collected) and participation was voluntary. To incentivize participation, workers who completed the survey were entered into a raffle for a \$25 gift card, which was given out immediately following data collection. A second wave of surveys was administered on March 7, 2022 with an identical protocol. A total of 35 workers completed the survey at wave two.

There are a few limitations to this evaluation research:

- Given that PSU researchers were not contracted to evaluate until after the initial implementation, the first wave of data was not collected until about eight months after the completion of the initial implementation. The second wave of data collection was conducted about four months later as the construction project was ending. Ideally, this type of evaluation research is conducted with a pre-test (prior to implementation) and follow up data collection at six to twelve months between waves; however, the research design must be adjusted to the realities of the site at hand. As the research design did not include administering surveys prior to the implementation, this analysis cannot provide an assessment of how jobsite culture shifted from before to after the implementation. The aims of this evaluation were to assess the jobsite culture after the initial implementation and determine if a refresher toolbox talk had an impact on jobsite culture.
- As construction jobsites have fluctuating workers over the course of the project, data were collected from different workers across waves. These findings are an approximation of the jobsite culture at two points in time (rather than measuring change in individual worker behavior and attitudes over time).
- A relatively small number of workers completed surveys at wave one (40) and two (35) and not all workers answered all questions; readers should use caution when reviewing findings from surveys with small sample sizes.

Appendix B: Demographics

The demographics of the workers included in the study are shown in Table 1. It is notable that this jobsite had relatively high percent of women workers and a very high percent of workers of color compared to the demographics of the construction workforce (Kelly and Wilkinson 2020a).

Table 1: Demographic Statistics

| | Wave 1 (N=40) | | | Wave 2 (N=35) | | |
|-----------------------------|---------------------|-----|-----|---------------------|-----|-----|
| | Mean/ Proportion | Min | Max | Mean/ Proportion | Min | Max |
| Gender | | | | | | |
| Men | 84% | | | 87% | | |
| Women | 16% | | | 13% | | |
| Sexual Orientation | | | | | | |
| Heterosexual or Straight | 97% | | | 88% | | |
| LGBQ+ | 3% | | | 12% | | |
| Race/Ethnicity | | | | | | |
| White | 18% | | | 17% | | |
| Black or African American | 29% | | | 37% | | |
| Latino/a, Hispanic, Spanish | 39% | | | 43% | | |
| Multiracial | 14% | | | 3% | | |
| Position | | | | | | |
| Apprentice | 19% | | | 22% | | |
| Journey worker | 33% | | | 44% | | |
| Supervisor | 28% | | | 25% | | |
| Other | 19% | | | 9% | | |
| Employer | | | | | | |
| Prime contractor | | | | 64% | | |
| Subcontractor | | | | 32% | | |
| Other | | | | 4% | | |
| Months on Jobsite | 17.92 | 1 | 48 | 15.91 | 0.5 | 60 |
| Age | 34.78 | 20 | 60 | 33.46 | 19 | 62 |

Note: percentages may not add up to 100 due to rounding.

Appendix C: Survey



Evaluation of Green Dot for the Trades

BACKGROUND: Portland State University researchers are conducting an evaluation of Green Dot for the Trades, which is designed to increase bystander behavior and reduce harassment, aggression, bullying, and hazing. The objective of the study is to learn more about people's observation of harassment on the job and the implementation of the Green Dot program. The study is sponsored by TriMet.

INSTRUCTIONS: You will be asked to complete this short survey, which will take about 10 minutes. Your participation is voluntary and you are not required to provide PSU with the information requested in the survey. By taking the survey, you give your consent to participate in the study. You don't have to answer any questions you don't want to answer and you can stop at any time. **If you choose to participate, you will be entered into a raffle to win a gift card for \$25.**

BENEFITS AND RISKS: Benefits of the study include contributing to research that will potentially improve the experiences of future workers in the construction trades. Risks to participating in the study are minimal (e.g. thinking about negative experiences working in the construction trades).

CONFIDENTIALITY: **PSU will keep your answers to this survey confidential to the fullest extent possible.** You will not be asked to provide your name. Any information that could identify you will not be shared with the public agencies funding the study and will not be included in reports from this study.

ADDITIONAL INFORMATION: If you have concerns or problems about your participation in this study or your rights as a research subject, please contact the PSU Office of Research Integrity at 503-725-2227. If you have questions about the study itself, contact Dr. Maura Kelly at 503-725-8302.

By continuing, you consent to participate in this research.

This page is for you to keep.

Thank you for your participation in the evaluation of the Green Dot program

How much do you agree or disagree?

| | Strongly Agree | Agree | Disagree | Strongly Disagree |
|---|---------------------------|--------------------------|--------------------------|------------------------------|
| I feel respected on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Harassment is a problem on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| More should be done to address harassment on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Workers are expected to deal with harassment on our own on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Workers are expected to informally talk to a supervisor when we see harassment on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Workers are expected to formally report harassment on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Supervisors on this jobsite address harassment when they see it or hear about it. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| There are consequences for workers who engage in harassment on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

On this jobsite, how many times *in the last month* have you...

| | 0 times | 1-3 times | 4-6 times | 7-9 times | 10+ times |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Seen others be treated disrespectfully? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Seen others be called names, cursed at, or yelled at? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Seen others experience unwanted sexual attention or comments? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Heard offensive jokes or comments directed towards other workers? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Seen others be isolated or ignored at work? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Seen others be unfairly denied opportunities to learn new skills? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Seen others be unfairly assigned to work unrelated to their trade (like cleaning or flagging)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Seen others unfairly assigned fewer work hours than other workers? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Seen others unfairly laid off? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Seen other workers experience any harassment or discrimination? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please briefly describe harassment you've seen on this jobsite in the last month (and if or how the issue was resolved):

How would you compare the level of harassment on your *last jobsite* compared to *this jobsite*?

- There was more harassment on my last jobsite.
- There was about the same amount of harassment on my last jobsite and on this jobsite.
- There is more harassment on this jobsite.

On this jobsite, how many times *in the last month* have you...

| | 0 times | 1-3 times | 4-6 times | 7-9 times | 10 or more times |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Directly intervened by telling someone to stop harassing a co-worker? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Directly intervened by checking with a co-worker who has experienced harassment to see if they are okay or need support? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Distracted or de-escalated a situation that involves harassment (e.g., changed the subject, asked for help with another task)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Delegated the task of intervening in harassing behavior to a co-worker? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Informally talked to a supervisor about harassing behavior? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Made a formal report about harassing behavior? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please briefly describe a time in the last month when you intervened and did something in response to harassment on this jobsite (and if or how the issue was resolved):

How much do you agree or disagree?

| | Strongly Agree | Agree | Disagree | Strongly Disagree |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| Green Dot has encouraged more people to do something when they see harassment on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Green Dot has reduced harassment on this jobsite. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

How has Green Dot made this jobsite different from other jobsites you have worked on?

What is most effective about the Green Dot program in addressing harassment on this jobsite?

How could the Green Dot program be more effective in addressing harassment on this jobsite?

How have you been involved with the Green Dot program? (Please check all that apply)

- I learned about Green Dot at orientation
- I attended a Green Dot bystander intervention training
- I attended one or more toolbox talks about Green Dot, please specify how many _____
- I attended a two day Green Dot train-the-trainer training
- I have a Green Dot sticker on my hard hat
- I saw a Green Dot banner on the jobsite
- I talked about Green Dot with coworkers
- Other (Please specify): _____

What is your position on this jobsite?

- Apprentice
- Journey worker
- Supervisor/foreman/superintendent/project manager
- Other, please specify:

What trade do you work in? (Please specify)

Is your employer...

- The prime contractor on this jobsite
- A subcontractor on this jobsite
- Other, please specify:

How many *months* have you been working on this jobsite? _____

What is your age? _____

What is your race/ethnicity? (Please check all that apply)

- White
- Black or African American
- Asian or Asian American
- American Indian or Alaska Native
- Native Hawaiian or other Pacific Islander
- Latino/a, Hispanic, Spanish
- Another race/ethnicity, please specify:

What is your gender?

- Man
- Woman
- Non-binary

What is your sexual identity?

- Heterosexual or straight
- LGBTQ+ (e.g. lesbian, gay, bisexual, queer, pansexual, asexual)

The PSU researcher will collect this survey and enter you into the raffle for the \$25 gift card!