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Implementing the Green Dot Bystander Intervention Program to Promote Respectful Workplaces in the Construction Trades in Oregon: Preliminary Report on Wave One

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Implementing the Green Dot Bystander Intervention Program to Promote Respectful Workplaces in the Construction Trades in Oregon

Preliminary Report on Wave One

November 2017

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Portland State University

Project overview

Oregon, like all states across the U.S., has faced challenges in recruiting and retaining a diverse construction workforce. In 2011, the Oregon Bureau of Labor and Industries and the Oregon Department of Transportation partnered to fund the BOLI/ODOT Highway Construction Workforce Development Program, which is intended to improve the stability and diversity of the highway construction workforce by promoting recruitment and retention of apprentices (see Wilkinson and Kelly 2015). The program has provided funding for 1) Pre-apprenticeship programs (to improve recruitment and retention of apprentices); Supportive services (to improve retention of apprentices); and 3) Respectful workplaces (to improve retention of apprentices).

The first phase of the Respectful Workplaces project began in 2015, led by Oregon Tradeswomen Inc, in partnership with Constructing Hope, Green Dot Etc, Portland State University, and funded by the Oregon Bureau of Labor and Industries and Oregon Department of Transportation, as part of the BOLI/ODOT Highway Construction Workforce Development Program. The first phase of the project involved conducting ten focus groups with industry stakeholders to evaluate the potential for adapting the Green Dot Bystander Intervention Program for the construction trades in Oregon (see Kelly and Bassett 2015)

After the first phase of the project was completed, additional funding was secured from the BOLI/ODOT Highway Construction Workforce Development Program to pilot the Green Dot project on a job site in Oregon. Between 2015 and 2017, project collaborators worked to prepare for the pilot. Green Dot Etc adapted their bystander intervention program for the construction trades. Oregon Tradeswomen staff identified a contractor willing to participate and an appropriate pilot job site in the Portland, OR metro area. Contractor staff were trained to implement the program on the job site. Implementation began in October 2017.

The second phase of the project is evaluation of the program. To evaluate the implementation, Portland State University researchers will conduct three waves of surveys (prior to implementation, six months after implementation, and one year after implementation) to assess

changes in attitudes and behaviors related to workplace aggression. The wave one survey was administered on the pilot job site in the Portland, OR metro area in September 2017. The findings from this survey are reported here.

Overview of findings

- *Demographics*: A total of 31 workers completed the wave one survey. Participants were 90% male and 68% white (and non-Hispanic). 17% were apprentices, 37% were journey workers, and 40% were foremen/supervisors/superintendents/project managers (described as “supervisors” in this report).
- *Perceptions of reporting practices expected of company*: 97% of respondents agreed that workers are expected to formally report harassment on the jobsite; 87% agreed supervisors address harassment on the jobsite when they see it; and 94% agreed consequences exist for employees who engage in harassment on the jobsite.
- *Attitudes towards jobsite harassment*: 40% believed more should be done to address harassment on the job site; 48% agreed harassment negatively impacts safety on the jobsite, and 63% agreed harassment negatively impacts productivity on the job.
- *Harassment experienced and observed in the last month*: 48% of workers reported experiencing harassing behaviors on the job site in last month; 48% reported witnessing harassing behaviors on the job site in last month. Women, people of color, journey workers and supervisors reported experiencing and seeing harassment more often than men, whites, and apprentices.
- *Attitudes towards intervening*: 100% of workers said they *might* intervene if they saw a coworker being harassed. A minority of workers noted they might not intervene because it might make a coworker angry, they might get harassed, or they might lose their job.
- *Experiences intervening in the last month*: 23% of workers reported they actually intervened in the last month. Directly intervening by checking to see if a co-worker was okay or telling someone to stop harassing a co-worker were the most commonly reported forms of intervention.

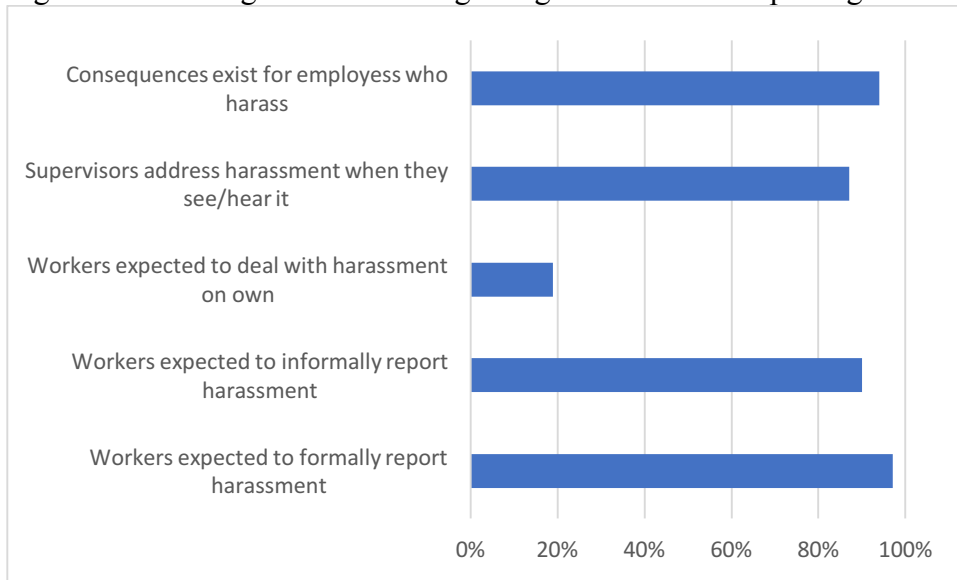
Demographics

A total of 31 workers completed wave one surveys. Participants were: 90% male; 68% white (and non-Hispanic); and 17% apprentices, 37% journey worker, 40% foremen/supervisors/superintendents/project managers (described as “supervisors” in this report). The full demographics of the sample are show in Appendix A.

Perceptions of reporting practices expected of company

97% of respondents agreed that workers are expected to formally report harassment on the jobsite, and 90% of respondents agreed workers are expected to informally report harassment on the jobsite. Only 19% of respondents agreed that workers are expected to deal with harassment on the jobsite on their own. 87% of respondents agreed supervisors address harassment when they see or hear it on the jobsite, and 94% agreed there are consequences for employees who harass other workers on the jobsite (Figure 1).

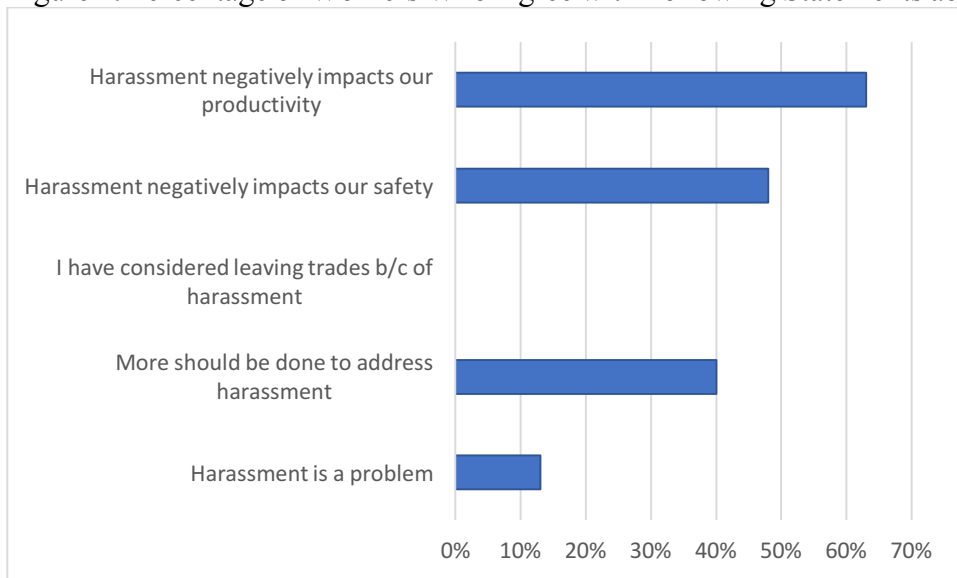
Figure 1. Percentage of Workers Agreeing about Jobsite Reporting Practices



Attitudes about jobsite harassment

13% of workers stated they believed harassment was a problem on the job site (although a much higher percentage reported experiencing or seeing harassing behaviors, see below). No workers reported considering leaving the trades because of harassment; however, 48% agreed harassment negatively impacts safety, and 63% agreed harassment negatively impact productivity (Figure 2). In addition, 40% of workers believed more should be done to address harassment on the job site. Women, racial minorities, and supervisors were more likely than non-Latino white men to agree harassment is a problem on the jobsite (see Appendix B).

Figure 2. Percentage of Workers Who Agree with Following Statements about Jobsite Harassment



Harassment experienced and observed in the last month

48% of workers reported being harassed on the job site in last month, and 48% reported witnessing harassment on the job site in last month. The patterns for experiencing (Figure 3) and observing different forms of harassment (Figure 4) were largely similar.

Figure 3. Percentage of Workers Experiencing Harassment on the Job Site in the Last Month, by Type of Harassment

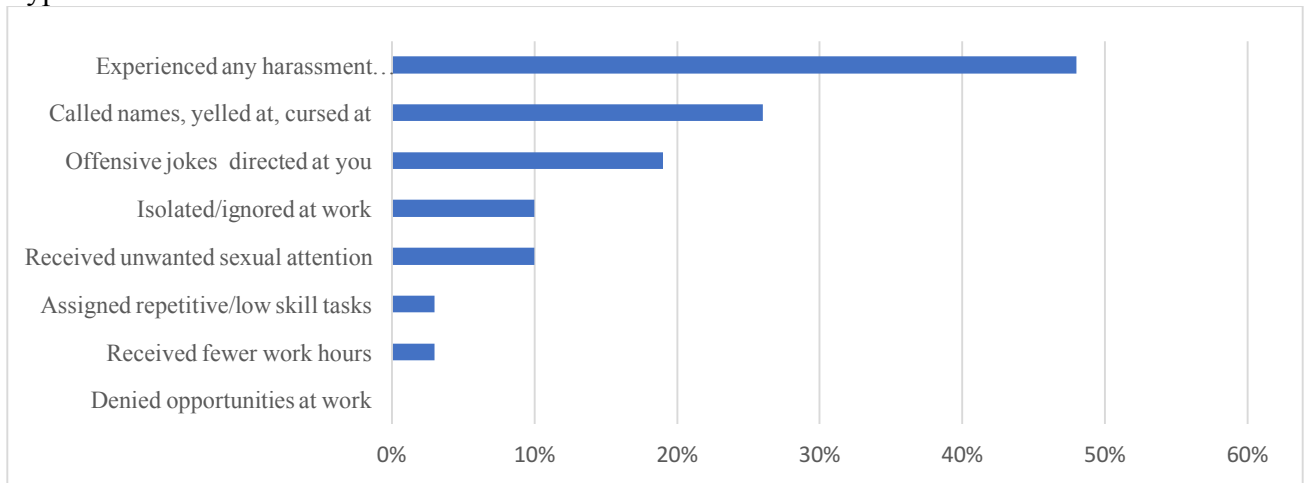
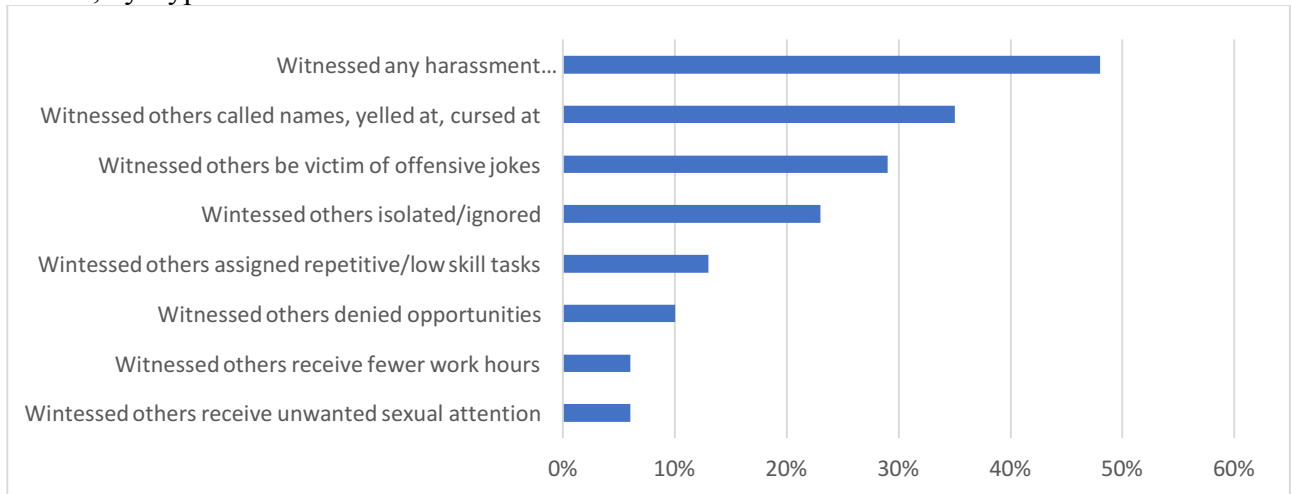


Figure 4. Percentage of Workers Witnessing Harassment of Others on the Job Site in the Last Month, by Type of Harassment



In open ended questions, several participants noted examples of harassment they had observed:

Talking down to apprentices who are unfamiliar with the task being performed. Not having the experience does not mean they are incompetent.

Supervisor from a subcontractor stood above on the bank and yelled at employees.

Derogatory racial remarks.

Aggressive attitudes instead of explaining a situation.

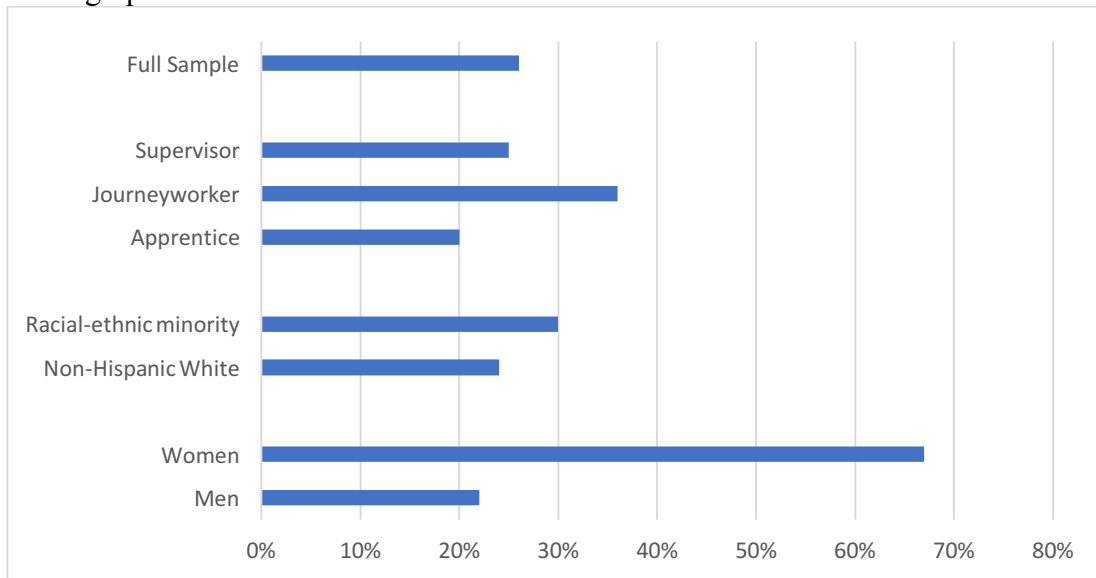
A few participants noted in the open ended question that there was no harassment on the job site:

I believe supervisors address harassment before it happens. There isn't any on this jobsite. I have seen none, [this company] has a strong policy to deal with these actions.

This job seems to be very good. Everyone gets along from what I see.

Women, people of color, journey workers, and supervisors report experiencing and seeing harassment more often than men, whites, and apprentices (see Appendix B). Figure 5 shows the demographic differences for one common type of harassment: being called names, yelled at, or cursed at on the job site.

Figure 5. Percentage of Workers Called Names, Yelled At, or Cursed at on Job Site, by Demographic Characteristics



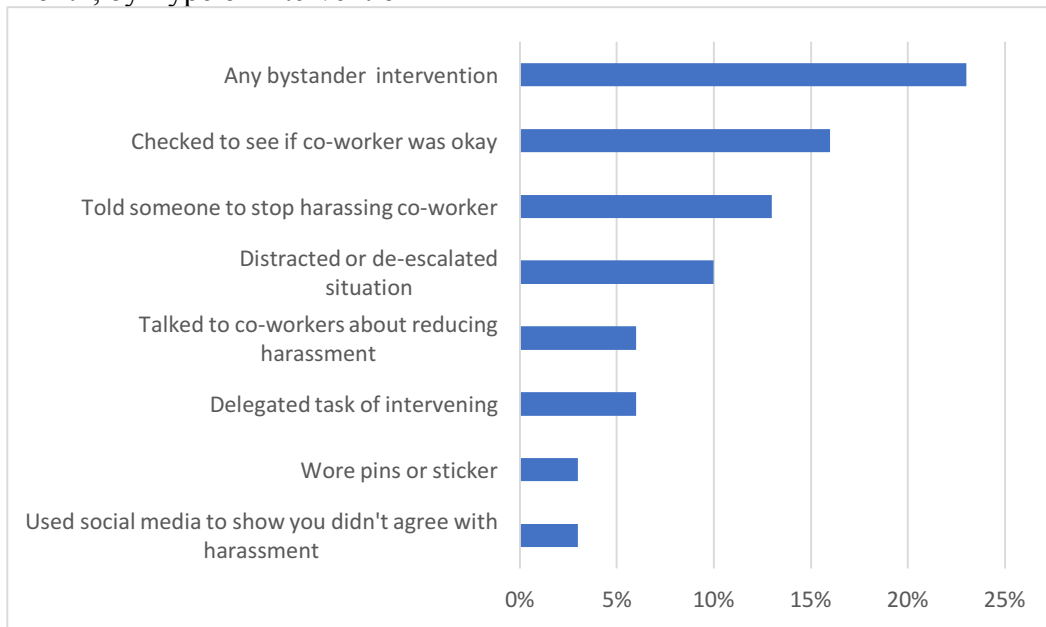
Attitudes towards intervening

100% of workers said they *might* intervene if they saw a coworker being harassed. A minority of workers noted they might not intervene because it might make a coworker angry, they might get harassed, or they might lose their job. Men were more likely than women, racial/ethnic minorities were more likely than whites, and journey workers and supervisors were more likely than apprentices to agree or strongly agree they *might not* intervene because it might make a co-worker angry. A greater percentage of women, racial/ethnic minorities, journey workers, and supervisors believed they *might not* intervene because they might get harassed. A greater percentage of men, journey workers, and supervisors believed they *might not* intervene for fear of losing their job (see Appendix B).

Experiences intervening in the last month

23% of the sample participated in a bystander intervention in last month. The average number of interventions was 2. As shown in Figure 6, directly intervening by checking to see if a co-worker was okay or telling someone to stop harassing a co-worker were the most commonly reported forms on intervention.

Figure 6. Percentage of Workers Reporting Bystander Intervention on the Job Site in the Last Month, by Type of Intervention



In responses to open ended questions, six (of 31) participants provided examples of how they had intervened when they had observed aggression on the job site:

An apprentice that worked for me got a degrading nick name and I pulled each crew member aside separately and in private and explained that was not going to be tolerated and why.

I stood up for a group of workers being unfairly yelled at

I asked the person if they are ok and if I can help them.

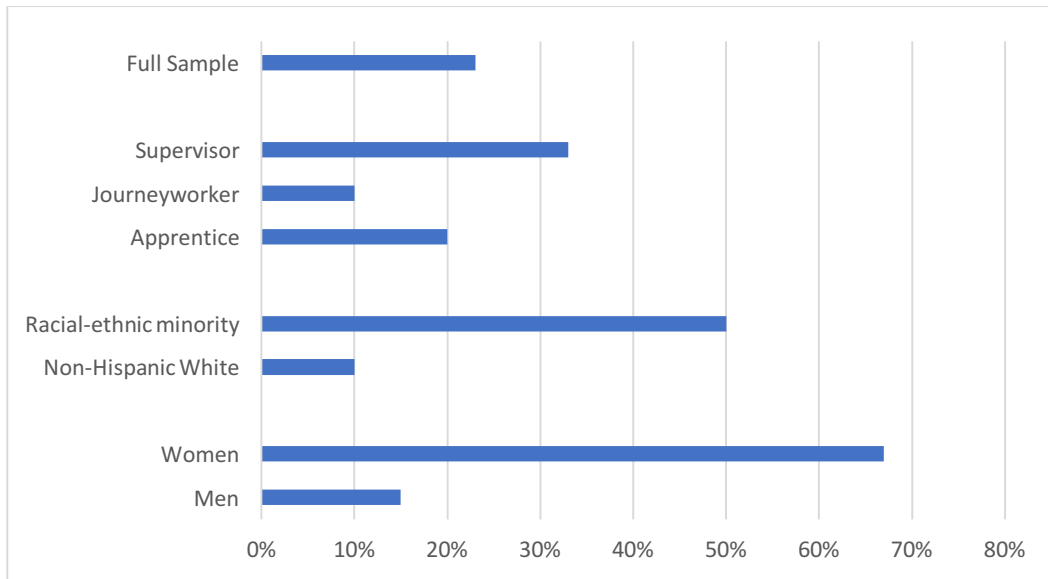
A man said something about building our Mexican wall, he was joking, but I said that wasn't funny at all.

Many times. Changing the subject or deflecting from the person being talked down to

I do this all the time as part of my role as supervisor and as a compassionate human.

Women, people of color, supervisors were more likely to engage in a bystander intervention in the last month (Figure 7). Journey workers were much less likely than others to intervene. It is noteworthy that journey workers report experiencing and seeing harassment at similar (or higher) rates than other groups but are less likely to intervene and seem more fearful of intervening (specifically, fearful of losing their job).

Figure 7. Percentage of Workers Reporting any Bystander Intervention, by Demographic Characteristics



Next steps

Wave two will be conducted six months after implementation (March 2018) wave three will be conducted one year after implementation (September 2018). The pilot study will be evaluated as successful if reported levels of harassment go down and reported bystander interventions go up.

Appendix A. Sample Characteristics

Variable	Mean	Min	Max
Gender			
Men	90%		
Women	10%		
Race/Ethnicity			
White	77%		
Black	6%		
Native American	10%		
Latinx	6%		
Other race	6%		
Non-Hispanic White	68%		
Racial/ethnic minority	32%		
Position			
Apprentice	17%		
Journey Worker	37%		
Supervisor	40%		
Trade			
Carpenter	32%		
Electrician	7%		
Laborer	7%		
Operating Engineer	4%		
Pile Driver	4%		
Plumber	14%		
Other	32%		
Mean number of months on jobsite	3	1	13
Mean age	41	23	68
N	31		

Appendix B. Percentage Reporting Selected Items by Demographic Categories

	Agree harassment is a problem on this jobsite	Called names, yelled at, cursed at on jobsite	I might not intervene b/c might make co-worker angry	I might not intervene b/c might get harassed	Agree might not intervene for fear of losing job
Full Sample	13%	26%	12%	10%	10%
Men	8%	22%	11%	7%	11%
Women	67%	67%	0%	33%	0%
Non-Hispanic White	10%	24%	10%	5%	10%
Racial-ethnic minority	20%	30%	20%	20%	10%
Apprentice	0%	20%	0%	0%	0%
Journey Worker	10%	36%	9%	9%	18%
Supervisor	17%	25%	17%	8%	8%
N			31		

Survey Questionnaire



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

Portland State University researchers are conducting an evaluation of the Green Dot program on construction job sites, 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 experience with and observation of aggression on the job before and after the implementation of the Green Dot program. The study is sponsored by Oregon Tradeswomen, Inc., in collaboration with Portland State researchers and Green Dot Etc Inc. and in partnership with the Oregon Department of Transportation and the Bureau of Labor and Industries. If you choose to participate, you will be entered into a drawing for a \$100 Fred Meyer gift card.

You will be asked to complete a short survey, which will take about 10 minutes. Your participation is voluntary. You don’t have to answer any questions you don’t want to answer and you can stop at any time. Your answers to this survey will be kept completely confidential. Only the Portland State researchers conducting the project will have access to your survey. The information you provide will be kept confidential and your responses will not be shared with your employer. In reports from this study, your name and identifying information will not be included. The risks to participating in the study are minimal (e.g. thinking about negative past or future experiences working in the construction trades). Benefits of the study include contributing to research that will potentially improve the experiences of future workers in the construction trades. You will receive a copy of the above information, along with contact information for the Portland State Human Subjects Research Review Committee and the Portland State researcher conducting this project. By continuing the survey, you give your consent to participate in the study.

1. The following are some statements about harassment, aggression, bullying, and hazing *on your current jobsite*. Please indicate how much you agree or disagree with the following statements

How much do you agree or disagree?	Strongly Agree	Agree	Disagree	Strongly Disagree
I think workers are expected to formally report harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I think workers are expected to informally talk to a supervisor (foreman/superintendent/project manager) when we see harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I think 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"/>
I think 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"/>
I think there are consequences for employees who engage in harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I might intervene and do something if I saw a co-worker being harassed on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I might intervene if I saw a co-worker being harassed on this jobsite because I think it is important for all workers to play a role in keeping everyone safe.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I might intervene if I saw a co-worker being harassed on this jobsite because I think of myself as someone who helps others when I can.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I might <i>not</i> intervene if I saw a co-worker being harassed on this jobsite because I would be concerned I might make my co-workers angry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I might <i>not</i> intervene if I saw a co-worker being harassed on this jobsite because I would be concerned I might start getting harassed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I might <i>not</i> intervene if I saw a co-worker being harassed on this jobsite because I would fear losing my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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"/>
I think harassment is a problem on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have considered leaving this job site because of harassment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I think harassment on this job site negatively impacts our safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I think harassment on this job site negatively impacts our productivity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I think more should be done to address harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Next are a few questions about experiences you may have had *on this job site in the last month*. Please indicate how often you have experienced the following on this job site.

How many times in the last month have you...	0 times	1-2 times	3-5 times	6-9 times	10+ times
Been called names, been yelled at, or been cursed at.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experienced 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 you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Been isolated or ignored at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Been unfairly denied opportunities to learn new skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Been unfairly assigned to repetitive or low skill tasks (like cleaning or flagging).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Been unfairly given fewer work hours than other workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experienced any harassment, aggression, bullying, or hazing by workers on this job site.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be called names, be yelled at, or be cursed 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 repetitive or low skill tasks (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 other workers experience any harassment, aggression, bullying, or hazing by workers on this job site.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Please briefly describe harassment you've seen on this job site:

4. Next are some questions about things you may have done when you saw harassment, aggression, bullying, or hazing *on this job site in the last month*. Indicate how often you have done the following on this job site.

How many times in the last month have you...	I was not in this situation	0 times	1-2 times	3-5 times	6-9 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"/>	<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"/>	<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"/>	<input type="checkbox"/>
Delegated the task of intervening in harassing behavior to another coworker?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talked to your co-workers about what you could all do to reduce harassment on the jobsite?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Used social media to show that you do not agree with harassment on the jobsite?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worn pins or stickers on your hardhat to show you do not support harassment on the jobsite?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Please briefly describe a time when you intervened and did something in response to harassment on this job site:

Finally, we would like to collect some demographic information:

6. What is your position on this job site

- Apprentice
- Journey worker
- Other tradesperson
- Supervisor/foreman/superintendent/project manager
- Other (please specify):

7. What trade do you work in? (Please specify)

8. How many *months* have you been working on this job site? _____

9. What is your gender?

- Male
- Female
- Non-binary

10. 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:

11. What is your sexual orientation?

- Heterosexual or straight
- Sexual minority (e.g., gay, lesbian, bisexual, queer)

12. What is your age? ____

References

Wilkinson, Lindsey and Maura Kelly. 2016. (Still) Building A More Diverse Workforce in the Highway Trades: 2016 Evaluation of the ODOT/BOLI Highway Construction Workforce Development Program. Final report submitted to the Oregon Bureau of Labor and Industries and Oregon Department of Transportation. Available at: <http://www.pdx.edu/sociology/maura-kelly>

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