



Carnegie Mellon University

2017-2018 Annual Report

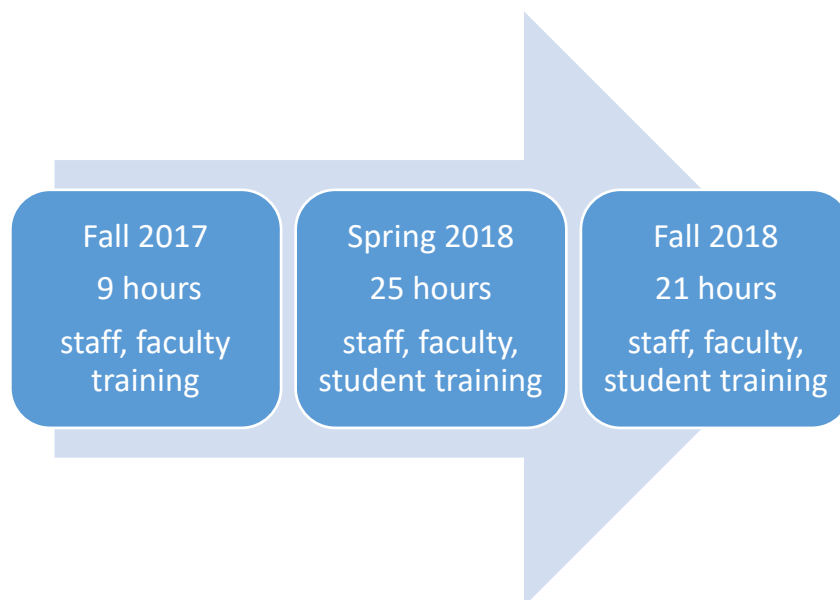
Training Achievements

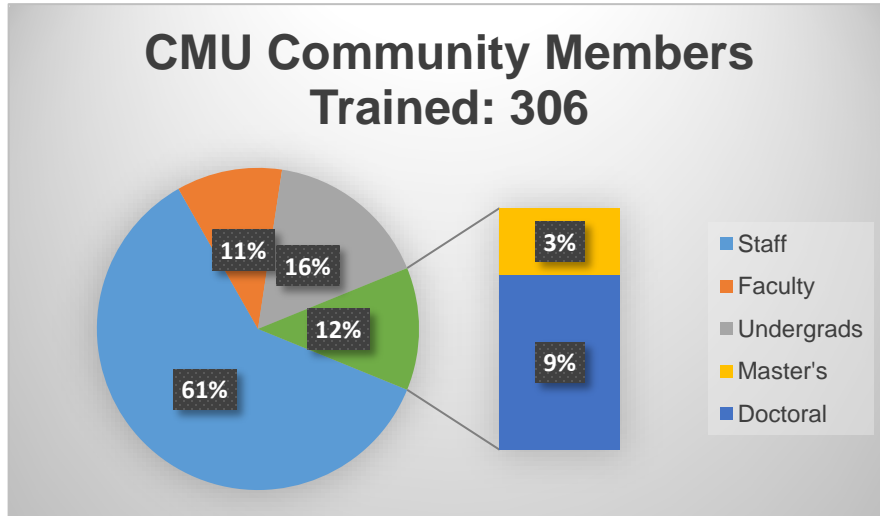
A central component of the Green Dot initiative involves reaching 12-15% of a cross-section of our campus community, starting with staff and faculty, then early adopter upper class students. Early adopter students are those whom other campus community members look to for setting campus norms and trends. These aren't necessarily student leaders, but can be. We start with 4th and 3rd early adopter undergraduates, and graduate students have been here for at least a year because these students have been around long enough to start influencing campus norms. Though we have trained significantly more staff and faculty than other demographics, this is on track with the roll out strategy of targeting those who are on campus longest first. We will likely achieve our training goals in a stepped manner:

Fall 2020: Staff Faculty training goal achieved

Fall 2021: Graduate student training goal achieved

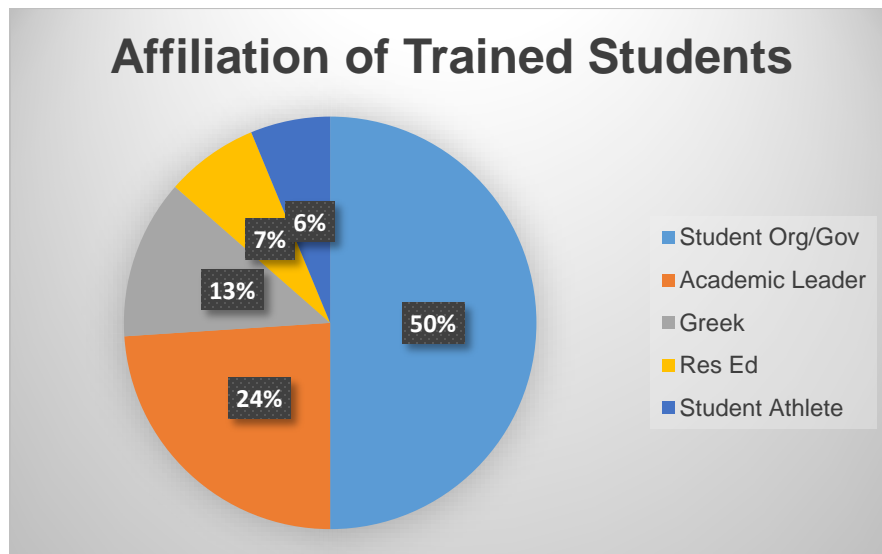
Fall 2022: Undergraduate training goal achieved





Affiliation of Trained Students

We continue to track the affiliation of students who participate in training. Many students have more than one affiliation, but the chart below just depicts individual affiliations. We would like to increase participation from the following underrepresented affiliations identified by our Engagement committee: Greek, Res Ed, and Student Athletes.

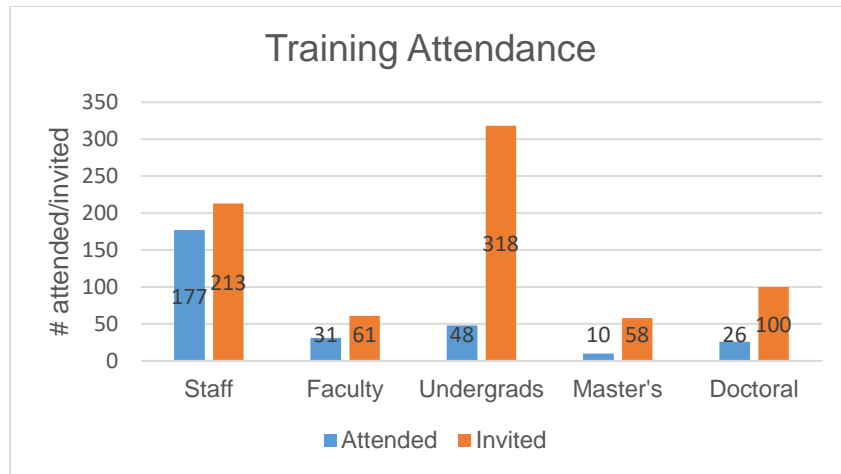


Notes:

- Academic Leader: lab manager, TA, etc.
- Res Ed: RA or CA
- Greek: member of a Greek organization at CMU

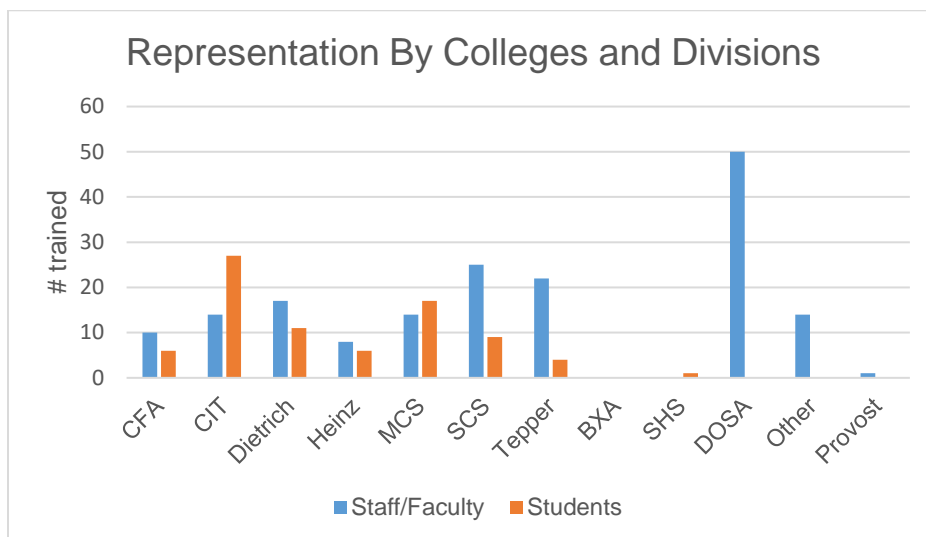
Training Attendance

A valuable piece of our evaluation has been monitoring who was invited to training versus who actually attended. Some patterns emerged, showing us that we have some work to do in achieving buy-in and ownership with faculty, undergraduate, and graduate students.



Representation by Colleges and Divisions

An essential tool in evaluating the success of this program is monitoring the distribution of trainees across colleges and divisions across campus. At this early stage in the initiative we don't expect to have a perfectly even distribution of trainees. It is reassuring to see though that individuals from all colleges have engaged with Green Dot to some degree. Some colleges and divisions have higher levels of representation due our recent offering of request-able programs; we saw 4 requests for programming from staff and faculty in fall 2018. Tepper was the first college to request a college-wide staff/faculty training which is evidenced by their high staff/faculty representation below.



Action Events

Green Dot action events are meant to garner interest from the broader campus community in the initiative and connect them to related issues and important causes. We hosted our first action event in fall 2018 with a simple tabling activity to raise awareness for Domestic Violence Awareness month. Students who interacted with us were asked about their commitment to reducing interpersonal violence. They wrote their commitment on a green dot sticker and placed it on our large red dot poster. On the first day of the event we exceeded our goal of covering a large red dot with students' commitment to ending interpersonal violence. In total, 170 campus community members made a commitment to reducing interpersonal violence, and 53 individuals signed up to receive information about future trainings.



Green Dot Integration

The ethos of Green Dot is that training should never be mandatory; that's not how cultural change happens. Elements of the initiative can be integrated into existing campus initiatives, further reinforcing the messaging around bystander intervention. For the past two years, bystander intervention strategies from Green Dot have been integrated into 1st year orientation programming. Elements of Green Dot training have also been incorporated into a Healthy Relationships Mini course and RA training.

Training Metrics

Long-term evaluation of this initiative will include reviewing changes in patterns of power-based personal violence experienced by students via several ongoing campus studies: SARV, DASH, AlcoholEDU, and Sexual Assault Prevention. SARV and DASH are conducted every three years so evaluation from these studies will become available in the future. AlcoholEDU and Sexual Assault Prevention courses are administered to 1st year students so we will begin evaluating metrics from these sources after Green Dot has been introduced to 1st year students.

In the meantime, we are collecting a plethora of data from our training participants both before, during, and after training. We administer a pre and post-program survey, and the training itself includes anonymous poll questions that we can evaluate as well. Following the training, participants receive “booster surveys.” These are short, 1-5 question surveys designed to prompt further engagement in violence prevention efforts. Participants receive these surveys once a week for the first month after training, then once a month for the following year. At 6 months and 1 year after training, participants receive the post-program survey again.

Pre/Post-Program Survey Results

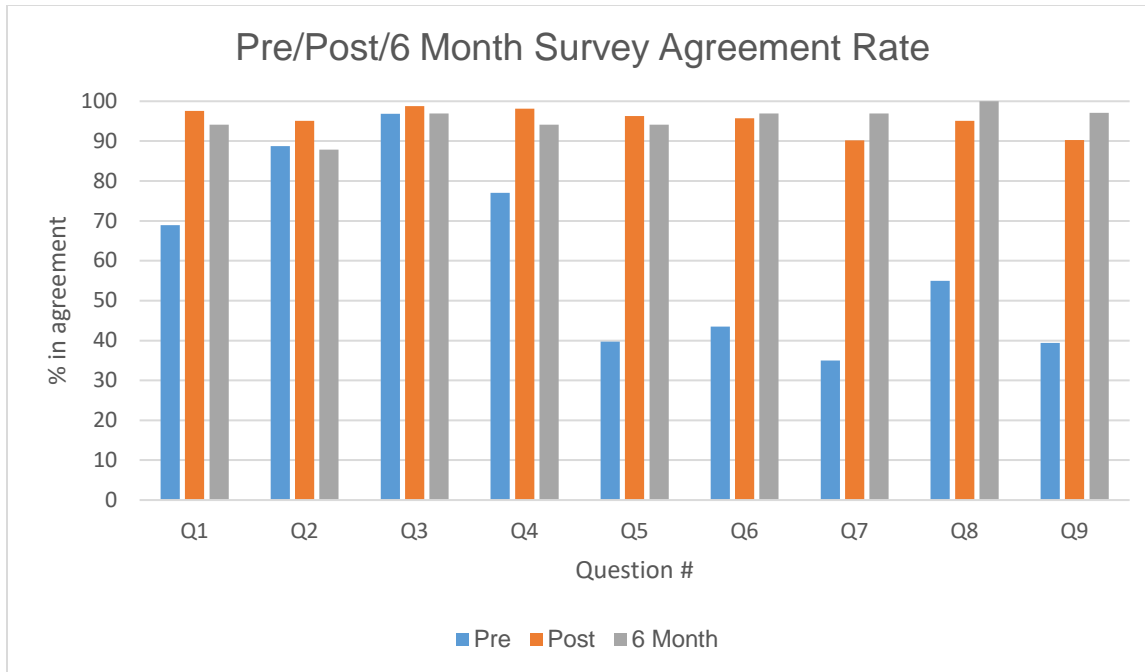
We asked all training participants to rate their response to the following statements:

1. I play a role in preventing power-based personal violence (dating/domestic violence, stalking, sexual assault)
2. It is my responsibility to prevent power-based personal violence on our campus.
3. It is possible to change culture around power-based personal violence.
4. I feel empowered to be a part of meaningful culture change on campus as it pertains to power-based personal violence.
5. I feel equipped to be a part of meaningful culture change as it pertains to power-based personal violence.
6. I have the knowledge I need contribute to positive norms pertaining to power-based personal violence.
7. I have the tools I need contribute to positive norms pertaining to power-based personal violence.
8. I have the knowledge to support CMU community members in making positive contributions to campus safety.
9. I have the tools I need to support CMU community members in making positive contributions to campus safety.

Participant responses to questions 2 and 3 were already high on the pre-program surveys, leaving little room for growth. For all the other questions though, participants agreement with these statements ranged from 34%-77%.

We saw significant increases in all participant responses during the post-program surveys; at the completion of the program 90% or more participants agreed with all statements.

When compared with survey responses 6 months following training most statements maintained their rate of agreement while some increased, and some decreased. “It is my responsibility to prevent power-based personal violence on our campus” decreased in agreement from 95.1% post training to 88%- 6 months after training.



Booster Surveys

The average response rate for our booster surveys is 10%, with a range of 24%-.6%. We'd like to increase the response rate by incentivizing participation in the future.

Highlights

- Week 1- 49% of respondents did a proactive Green Dot the week after training
 - Examples:
 - Promoted Green Dot Bystander Training in my fraternity chapter meeting.
 - I let a friend know that a sexist joke was not funny
 - I encouraged colleagues to sign up for an upcoming Green Dot training
- Week 3- 71% of respondents made a commitment to do one proactive Green Dot that week
 - Examples:
 - I am committed to making suggestions of "how to help" when discussing news that pertains to power-based violence (i.e. when someone posts about sexual harassment/assault in Hollywood).
 - I will remind fellow students in my department to complete the SARV survey
 - I commit to call people out, respectfully, when they use language that makes light of sexual assault. Words have power. Whenever I hear problematic language, I will call whoever says it in and tell them why that language hurts others.
- 1 month- 77% of respondents who saw a red dot situation since their training intervened

Polls during Training

Staff/Faculty/Student Poll Questions

1. Do you know someone who has had an act of power-based personal violence committed against them?
2. Have you had an act of power-based personal violence committed against you?
3. If you know someone who has had an act of power-based personal violence committed against them, was there a bystander who could have attempted to intervene and stop the violence at any point along the way?
4. Do you know anyone who has experienced dating or domestic violence?
5. Do you know anyone who has experienced stalking?
6. Do you know anyone who has experienced sexual violence?
7. Have you ever seen any kind of situation where you thought you should probably do something, but did not (does not have to be related to power-based personal violence)?
8. Have you ever been in a situation where you needed a bystander to help, but they didn't?

