



# Green Dot Talking Points for Faculty

You have the ability to help establish norms for fellow faculty and students. Green Dot focuses on fostering two norms that ensure every member of our community is safe and able to thrive: (1) Power-based personal violence is not okay and (2) Everyone is expected to do their part to help. You can help to establish these norms in your department by using the talking points below in meetings, classes, and written communications. These talking points can be used in both virtual spaces and in-person.

## FIRST TALKING POINT: INTRODUCING GREEN DOT

Encourage students and faculty members to consider the role of bystanders in preventing power-based personal violence and give them reactive and proactive options for intervention, called green dots. The bystander role is one that anyone can relate to, take on, and see themselves as a part of. Green Dot provides concrete solutions and clear actions.

- Preventing power-based personal violence is essential to the academic success of students and the wellbeing of faculty members. Therefore, our department is committed to supporting prevention efforts on campus.
- Green Dot is a strategy that focuses on the powerful role we can all play as bystanders, whether we are students, faculty, or staff.
- Bystanders are defined as those who witness a high-risk situation and are in a position to intervene. Bystanders can also define the norms of our campus community and decide what will and will not be tolerated.
- Imagine that every time an act of power-based personal violence occurs, a red dot appears on our campus. Red dots include incidents of sexual assault, dating/ domestic violence, and stalking.
- Over time, those red dots have added up and too many people are being harmed.
- Now, imagine a green dot appearing on our campus. A green dot is a single moment in time when someone makes a choice to intervene and prevent a red dot from happening or getting worse.
- As we add more green dots to our campus, we will begin to outnumber and displace the red dots, causing incidents of power-based personal violence to decrease.
- As bystanders, you have two important roles to play in addressing power-based personal violence:

1. You can react when you see warning signs to make it less likely someone gets hurt.
  2. You can clearly communicate that power-based personal violence is not okay and that you expect everyone to look out for each other. You do this by role-modeling, having conversations, and expressing support in meetings, classes, or among your peers.
- If we all do our parts, we can reduce the number of people who are impacted by power-based personal violence on our campus.

## **SECOND TALKING POINT: WARNING SIGNS**

Get faculty and students familiar with the warning signs for power-based personal violence from a bystander's perspective.

- The first step to doing green dots is knowing how to recognize the warning signs for sexual assault, dating/domestic violence, and stalking.
- As a bystander, you might know the person doing harm, the person being harmed, or maybe even both. They might be a student or a colleague. What you notice can change depending on your relationships with the people involved. It is important to remember that people of all genders are at risk for power-based personal violence.
- Some common warning signs for sexual assault that you might notice as a bystander include:
  - Testing or violating boundaries, like touching someone in an inappropriate way or telling an off-color joke
  - Separating someone from their colleagues or peers in a work or social situation
  - Pushing drinks on someone
  - Engaging in any sexual activity that is not wanted
- Some common warning signs for dating/domestic violence include:
  - Controlling time, money, dress, social life, or decisions
  - Name calling
  - Isolating someone from their friends, family, or colleagues
  - Physical abuse, like hitting, pushing, punching, or strangling
- Some common warning signs for stalking you might notice include:
  - Unwanted calling, texting, or emailing
  - Showing up where someone is, like at an office, the gym, outside of class, etc.

- Following someone in a car or on a walk
- Damaging property
- As bystanders, the warning signs we each notice can be different. What's important is that we take action when we see a behavior that concerns us or crosses our line.

### **THIRD TALKING POINT: REACTIVE GREEN DOTS**

Strengthen the ability of students and faculty to develop realistic solutions to intervene (green dots), even when it's difficult.

- Even when you notice a warning sign and have the impulse to intervene, sometimes it can be difficult to do something.
- No matter who is involved, everyone has barriers sometimes:
  - Personal barriers are things such as fear of escalation or getting hurt, being uncertain what to do, or fear of embarrassment or retaliation.
  - Relationship barriers include being concerned with how your colleagues, students, or peers will react if you get involved.
- It is normal to have barriers, so it is important to have realistic intervention options that you can do despite your barriers.
- There are three reactive green dot options that can help you think of ways to get involved:
  - Direct: Address the situation yourself by approaching any of the people involved.
  - Delegate: Get someone else to intervene such as a colleague, staff from a different department, friends of the people involved, a bartender, etc.
  - Distract: Create a distraction that will diffuse or interrupt the situation. You could interrupt and start a conversation, ask for directions, or spill your coffee.
- You should pick a reactive green dot option that is most realistic for you.

### **FOURTH TALKING POINT: PROACTIVE GREEN DOTS**

Increase behaviors that set positive norms and stop red dots before they ever happen.

- Prevention is not limited to intervening when you see a warning sign. It also includes setting norms that promote safety and make power-based personal violence less likely to happen.
- Members of the faculty play a powerful role in setting norms at our college. Students can also set norms among their peers.

- There are two important norms that can help reduce sexual assault, dating/ domestic violence, and stalking:
  - Power-based personal violence is not okay; and
  - Everyone is expected to do their part to help.
- To create these norms, we must do and say things to let those around us know our values. These are called proactive green dots.
- Consider the question: How can you communicate to your colleagues or peers that power-based personal violence prevention efforts are important to you?
- Consider what you can say and do in different contexts:
  - Social media: Post links to articles about bystander intervention or power-based personal violence; add comments that express support for Green Dot efforts; like or share positive comments by others.
  - Work/Academic life: Include a statement supporting Green Dot on your syllabus; start classes with a conversation about the role everyone is playing in prevention; talk positively about a Green Dot training you may have attended.
  - Social life: Role model; have conversations about intervening; volunteer to support Green Dot or other prevention efforts.
- Norms are set by small decisions. Think about something you could say or do today to promote our new norms.
- By filling our campus with proactive green dots, the red dots do not even have a chance to appear.