



2023-2025 Green Dot Facilitator Memorandum of Understanding

Green Dot Bystander Intervention Purpose and Mission

(As stated on the Green Dot website found at <https://alteristic.org/>)

The Green Dot strategy is a comprehensive approach to violence prevention that capitalizes on the power of peer and cultural influence across all levels of the [Socio Ecological Model](#). Informed by social change theory, the model targets all community members as potential bystanders and seeks to engage them, through awareness, education, and skills-practice, in proactive behaviors that establish intolerance of violence as the norm, as well as reactive interventions in high-risk situations – resulting in a multi-approach and sustainable reduction of violence. Green Dot also targets influential and respected individuals from across community subgroups. The goal is for these groups to engage in a basic education program that will equip them to integrate moments of prevention within existing relationships and daily activities. By doing so, new norms will be introduced and those within their sphere of influence will be significantly influenced to move from passive agreement that violence is wrong toward active intervention. Conceptually, Green Dot is comprised of three basic components:

A single choice, in one moment in time, to use your voice, actions or choices to make one small corner of the world safer.

Green Dot is built on the premise that a cultural shift is necessary to measurably reduce the perpetration of power-based personal violence. To create a cultural shift, a critical mass of people will need to engage in a new behavior or set of behaviors that will make violence less sustainable within any given community. The “new behavior” is a Green Dot.

A shared vision that creates momentum through the power of a common language and purpose.

In isolation, even the most determined, singular Green Dot can dissolve into silent resignation when faced with a task as daunting as changing our culture. The power of Green Dot is the momentum that can be created and sustained when individuals see themselves in connection with others as a part of something ultimately bigger than the sum of its parts.

A social movement that harnesses the power of peer influence and individual bystander choices to create lasting culture change resulting in the ultimate reduction of power-based personal violence.

Power-based personal violence happens to such a staggering degree that the only workable solution must involve a broad-based social movement. Each significant stride in human rights has been fueled by and built upon a social movement, consisting of enough individuals simply raising their voices saying, “This is no longer acceptable. Today is the day we reclaim our fundamental right to something better.” One Green Dot at a time, this is our moment in history to reclaim our right to live free of violence and fear of violence

Training Details

Green Dot training is distinct from a typical training experience. In addition to learning the core curriculum, the Green Dot training engages participants in skill-building and analysis focused on fostering authentic relationships, personal connection and mastery of skills and knowledge necessary for effective persuasive communication.

A foundational tenet of the Green Dot violence prevention strategy is the belief that we cannot expect others to engage in a process we are not willing to engage in ourselves. Toward this end, training participants should expect to engage in an in-depth examination of their personal and professional connection to the issue of violence prevention, obstacles to action, ways to learn from past efforts, and capacity development. Participants strengthen competence through experiential components including journaling, giving and receiving feedback, small group process, role plays, practice and discussion.

Specifically, the Green Dot training will focus on building capacity as an instructor within each of the four components of the Green Dot 'Model of Influence.'

Relationships: We believe that any effective prevention program must be built within the context of authentic, positive interpersonal relationships. To equip participants to engage fully and build effective relationships in their role as instructors of Green Dot, we ask them to:

- Show up and be present. Please take care of e-mails, text messages, and personal calls during assigned breaks. Be prepared to attend the entire facilitator training and actively participate.
- Leave formalities of titles, credentials, and job descriptions at the office. Participate in the training as members of our collective community.
- Engage in discussion within small group formats throughout the training and examine potential historical obstacles of this movement, obstacles imbedded within your organizations, and obstacles impacting you as individuals. This process is vital to enhancing the skills used to create & sustain maximally effective relationships.

Connection: Research suggests that people are most likely to engage in this issue if they feel a personal level of connection and responsibility. Therefore, to effectively implement a prevention program like Green Dot, instructors need to be acutely aware of the stakes and urgency of this issue. At the same time, connection to hope is essential to propel cultural change and to create a safe space for individuals to embark on a new set of behaviors. To effectively foster connections among their participants, facilitators are given the opportunity to become more self-aware of their direct and indirect experiences with power-based personal violence.

Knowledge: The Green Dot curriculum is based on research, data and theory pulled from across disciplines. Instructors will not only be trained on current research across relevant fields of study, but they will also be challenged to examine research within our own field and apply that knowledge to improve upon methodologies. Facilitators will also be trained on the curriculum they will present to their participants.

Skills: Green Dot adheres to the simple notion that "it doesn't matter what you are saying if no one is listening." Effective delivery of content is an often-overlooked component of our education and prevention efforts. Regardless of the strength of the content, the delivery will play a significant role in determining the degree of effectiveness of a given program. As such, over the course of the four-day training, instructors will engage in a progressive skill building exercise focused on persuasive communication skills.

Training at Texas A&M will occur Monday, July 10 – Thursday, July 13, 2-023, 8:30am-5:00pm each day

Texas A&M University Green Dot Function and Composition

Green Dot Bystander Intervention Training is coordinated by Health Promotion, a program area within Student Life in the Division of Student Affairs at Texas A&M University: <http://greendot.tamu.edu/>. Health Promotion manages all student, faculty, and staff Green Dot trainings; Green Dot marketing and promotional materials; Green Dot assessment and compliance; and Green Dot facilitator preparation and progress throughout each academic year.

Green Dot is further maintained and organized via the Green Dot Implementation Committee, which is made up of representatives from across campus. This group works to coordinate the training of facilitators, plan the Green Dot marketing strategy, implement the Green Dot Movement, and assess its effectiveness.

Green Dot is presented in two forms across campus:

Overview Speeches

This one-hour or 90-minute, condensed presentation provides a basic introduction to the Green Dot philosophy and terminology. The purpose of this introduction is to explain the principles of the program, understand that we all are connected to issues of power-based personal violence (e.g., sexual violence, partner violence, and stalking), and persuade individuals to personally commit to the creation of new norms of intervening when we see a problem.

Full Bystander Training

The Green Dot Bystander Intervention Training is 3.5 hours and goes in-depth into the Green Dot philosophy. In addition to gaining personal commitment from participants to participate in the Green Dot Movement on campus, the training equips participants with information and skills they can use to do their part in this cultural shift. It also provides many opportunities for self-exploration and skill building to recognize potential incidents of interpersonal violence and the multiple ways a person can intervene. *There are two general types of trainings, those for (1) students or (2) for faculty and staff. The Green Dot Coordinator sets general trainings (those open to anyone rather than custom trainings for a specific group) throughout the year and accepts requests for custom trainings. General faculty & staff trainings are offered as a full-day session during normal work hours. These trainings typically are offered in May, August and December or January. Most student trainings occur during the evenings or on weekends.*

2023-2025 Trainer Requirements

All 2023-2025 Green Dot Trained Facilitators will agree to the following:

Green Dot is a trademarked curriculum for which we pay a licensing fee and facilitators must be trained by the national organization. Because of the investment that Texas A&M University is making in your training and the contractual agreements with Alteristic, the expectations of your involvement are as follows:

- By participating in the Green Dot Institute, you agree to support the Green Dot mission and the commitment of Texas A&M University to promote Green Dot to students, staff, and faculty, as well as throughout the Texas A&M University community. *By opting into this training, you become part of the Green Dot expansion strategy on our campus and must actively show a commitment to that important role through active and assertive facilitation.*
- Understanding that you have a full-time position and committing to Green Dot is above and beyond your daily job duties, we only require that you facilitate 10 hours of Green Dot instruction per academic year. You may of course, facilitate more than this based on your availability. Full bystander trainings are valued at 4.5 hours and

overview speeches are valued at 1.5 or 2 hours, depending upon whether they are scheduled for one-hour or 90-minutes. *This will help us spread the Green Dot Movement across the campus and meet the training needs annually. Additionally, it will keep you as an individual trainer current with the curriculum.*

- You must indicate your availability for training and overview speeches to the Green Dot Coordinator at the beginning of each semester. The Green Dot Coordinator will send a weekly email indicating all open facilitation opportunities. This will include pre-scheduled training as well as custom requests that are received by students, faculty, and staff.
- You must be willing to commit to the program and facilitate it for at least two academic years. The commitment period of this MOU is August 1, 2023 – July 31, 2024, and August 1, 2024 – July 31, 2025. *Due to the expense of facilitator training, we are only able to bring Green Dot to campus every two years to train new facilitators. Following the 2023 Green Dot Institute, our next opportunity for a Texas A&M facilitator training will be in summer 2025.*

In return

Green Dot Facilitators are an integral part of the growth of the Green Dot Movement at Texas A&M University. To recognize their efforts, Green Dot Facilitators will receive:

- An email from the Green Dot Coordinator at the end of each semester detailing the facilitators' participation in the Green Dot Program for the current academic year, and what the facilitator needs to do to meet their yearly facilitation requirements.
- Ongoing professional development and learning opportunities related to the prevention of power-based personal violence.
- Opportunities to connect with other facilitators and professionals involved in prevention work, as well as volunteer appreciation events.
- Certification that is applicable at all colleges/universities that implement the Green Dot strategy. Should the facilitators' career path result in them leaving the Texas A&M system, they will be able to take their Green Dot certification to other college/university campuses.

Please review these requirements with your supervisor and Director/Department Head and return the Requirement Acknowledgement and Application Questions pages (5-6) to Health Promotion by emailing this PDF to GreenDot@tamu.edu. Please contact Megan Woodfield, Health Promotion Specialist and Green Dot Coordinator, and Dr. Denise Crisafi, Health Promotion Coordinator, at GreenDot@tamu.edu with any questions.

Commitment Acknowledgment

I, _____ (print name) hereby acknowledge that by applying to be a Green Dot facilitator:

- I will attend the entire training, scheduled for July 10-13, 2023, 8:30am-5:00pm each day in the Student Services Building (SSB) 308
- I will discuss with my supervisor the amount of time and my ability to facilitate Green Dot overviews and trainings
- I will provide Health Promotion with an understanding of my schedule and make time to actively participate as a facilitator
- I acknowledge that the required time commitment is 10 hours of facilitation per academic year, where 1 full training equates to 4.5 hours, and one full overview equates to 1.5-2 hours
- I will attend and prepare for all fidelity checks and meetings as required by Green Dot and Health Promotion at Texas A&M University
- I will commit as a facilitator to Green Dot for at least two full academic years, a period of time designated as August 1, 2023 – July 31, 2024, and subsequently August 1, 2024 – July 31, 2025, and will notify Health Promotion of any circumstance that would prevent me from being able to follow through with this commitment

Facilitator Name (typed or printed)

Facilitator Signature

Date

I have read the Green Dot Memorandum of Understanding (MOU) and understand the expectations of facilitators. I support the employees in engaging in this program and taking on the role of facilitator.

Supervisor Name (typed or printed)

Supervisor Signature

Date

Dept. Head Name (typed or printed)

Dept. Head Signature

Date

Reviewed and approved by the Green Dot and STAND Up Implementation Committee:

Committee Chair Signature: _____

Date: _____



Application Questions

(Please use an additional sheet for answers if more space, if needed)

1. Have you ever attended a Green Dot Overview? (1-1.5 hours) Yes / No
2. Have you ever attended a Green Dot Training? (3.5 hours) Yes / No
3. Why do you want to become a Green Dot facilitator?

4. Discuss the specific impact you want to make on the Texas A&M campus by serving as a facilitator.

5. How will your participation as a Green Dot facilitator connect with and benefit your role on campus or in the community?

6. Given that Green Dot covers sensitive topics related to power-based personal violence, what strategies would you use as a facilitator to limit or prevent your own burn out when it comes to presenting the content?

7. Please describe your comfort and experience with facilitating topics around power-based personal violence. What kinds of support would you need to have throughout the year to make sure you are confident with this content?