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## **Assessing the Effectiveness of the RISE UP Program: Evaluation Conducted for Sound Transit**

Preliminary Report on Wave One

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### **Project overview**

Prior research has demonstrated that discrimination and harassment on construction jobsites is a pervasive problem that impacts safety, productivity, and retention of workers, with increased impacts on women and people of color (Curtis and Seixas 2016; Haines et al 2018; Wilkinson and Kelly 2018). In order to reduce jobsite discrimination and harassment and promote the retention of a diverse workforce, Sound Transit has contracted with ANEW to implement the RISE UP program on Sound Transit jobsites as well as Portland State University to evaluate the RISE UP program.

To evaluate the implementation of the RISE UP program on Sound Transit jobsites, 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 discrimination and harassment. The wave one survey was administered on a Sound Transit site in the Seattle WA metro area in February 2019. The findings from this survey are reported here.

### **Overview of findings**

- *Demographics:* A total of 61 workers completed the wave one survey. Participants were 80% male and 69% white (and non-Hispanic). Of the 61 workers, 23% were apprentices, 28% were supervisors/forepersons/superintendents/project managers, and 39% were journey workers.
- *Discrimination and harassment on the jobsite:* 72% of workers reported observing or hearing other workers experience at least one type of discrimination or harassment at least once on their current jobsite. The most commonly reported types of harassment were being called names, cursed at, or unnecessarily yelled at (48%), jokes about race and/or gender (36%), offensive stereotypes or slurs based on race, gender, and/or sexuality (33%), and offensive language based on race and/or gender (33%).

- *Attitudes towards jobsite discrimination and harassment:* 95% of respondents agreed that they personally were respected on this jobsite. 13% of respondents agreed that discrimination and harassment were a problem on this jobsite. 16% of respondents agreed that more should be done to address discrimination and harassment on the jobsite. Workers agreed that discrimination and harassment can lead to issues with worker safety (95%), productivity (93%), and retention (83%).
- *Perceptions of expected reporting practices:* 90% of respondents agreed that workers are expected to formally report discrimination and harassment on this jobsite; 85% of respondents agreed workers are expected to informally report discrimination and harassment on the jobsite; 38% of respondents agreed that workers are expected to deal with discrimination and harassment on the jobsite on their own. High percentages of workers (over 90%) agreed that supervisors address discrimination and that there are consequences for workers who engage in discrimination.
- *Worker knowledge of policies and procedures regarding discrimination and harassment:* Workers rated their knowledge of job site expectations, their ability to communicate respectfully, their knowledge of policies and procedures, and their knowledge of what to do if they see or experience discrimination or harassment very high (over 90%) for all items.

## Demographics

A total of 61 workers completed the wave one survey. Participants were 80% male and 69% white (and non-Hispanic). 23% of respondents were apprentices, 28% were supervisors/forepersons/superintendents/project managers (described as “supervisors” in this report), and 39% were journey workers. The full demographics of the sample are shown in Appendix A.

## Discrimination and harassment on this jobsite

72% of workers reported observing or hearing others experience any discrimination, harassment, bullying, or hazing on this jobsite. The patterns of hearing (Figure 1) or observing (Figure 2) discrimination and harassment are displayed across different types of harassment.

Figure 1. Percentage of Workers Hearing Discrimination or Harassment on Jobsite

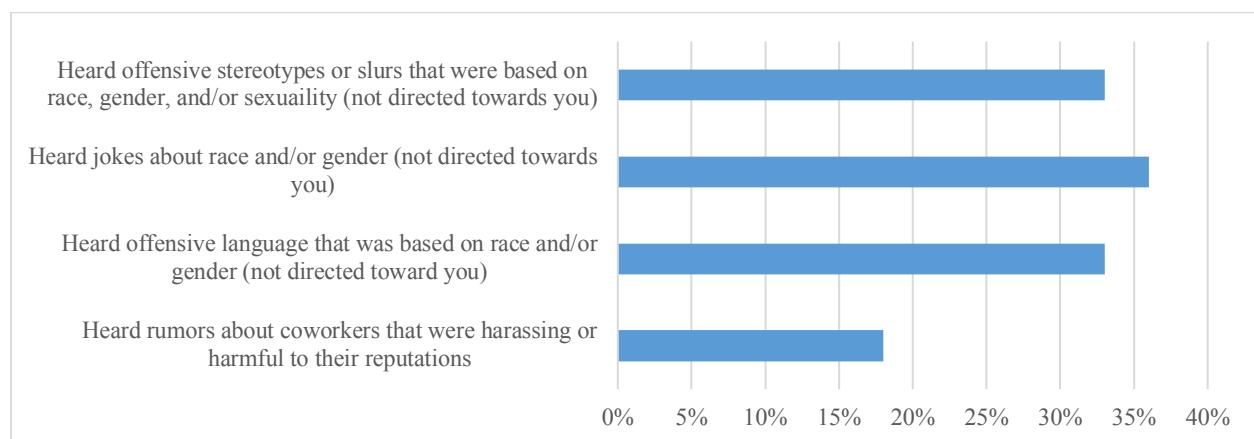
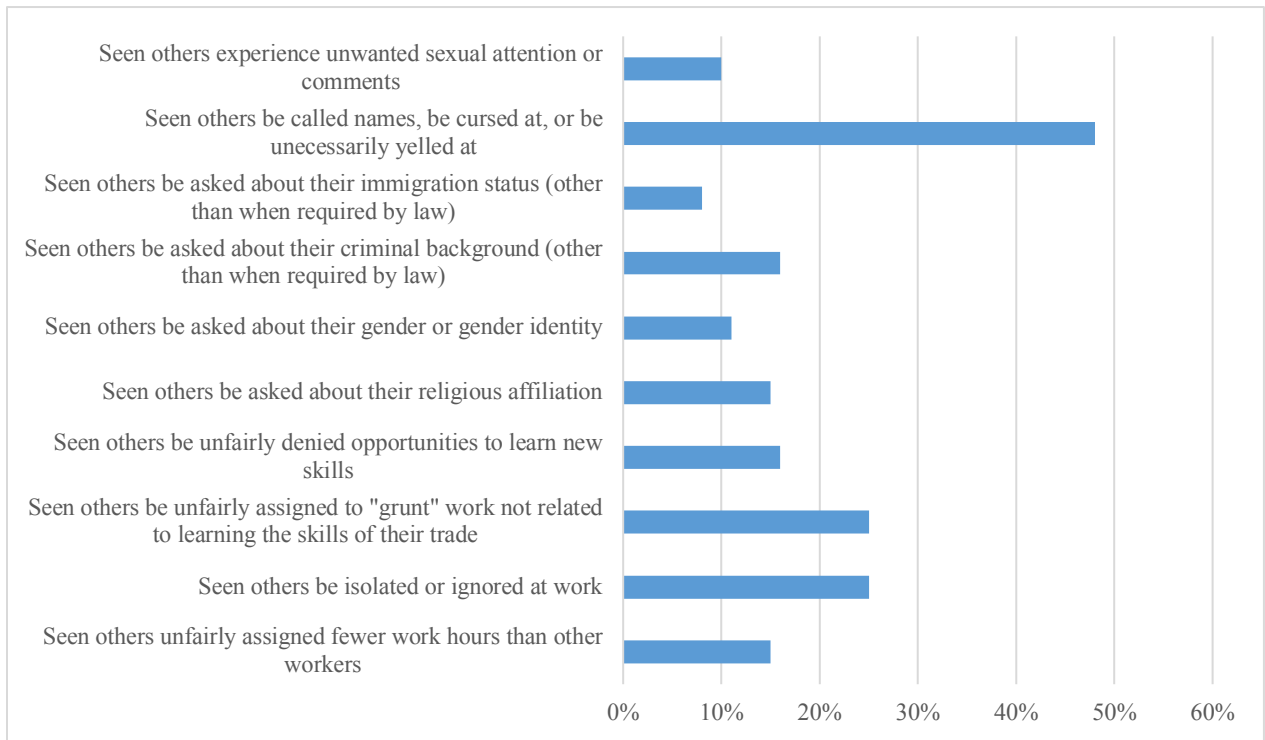


Figure 2. Percentage of Workers Observing Discrimination or Harassment on Jobsite



In an open-ended question, workers were asked to briefly describe any discrimination or harassment they have seen or heard on this jobsite. Nine workers provided a comment. Six participants reported they had observed little to no discrimination and harassment on the jobsite:

Aside from what I consider to be cajoling by coworkers - good natured, meant to instruct (“hey asshole - turn the tool around”) etc. None. I don't consider coarse language that's given evenly to all to be the above language [about discrimination and harassment].

Nothing more than an occasional joke meant in fun.

This is work we need to focus on getting a building built not on messing around.

This jobsite has been excellent in addressing things before there is an issue.

Hardly any.

None.

In the open-ended questions, three of nine participant comments noted some discrimination and harassment:

Been set up by a worker/new hire looking to sue the company.

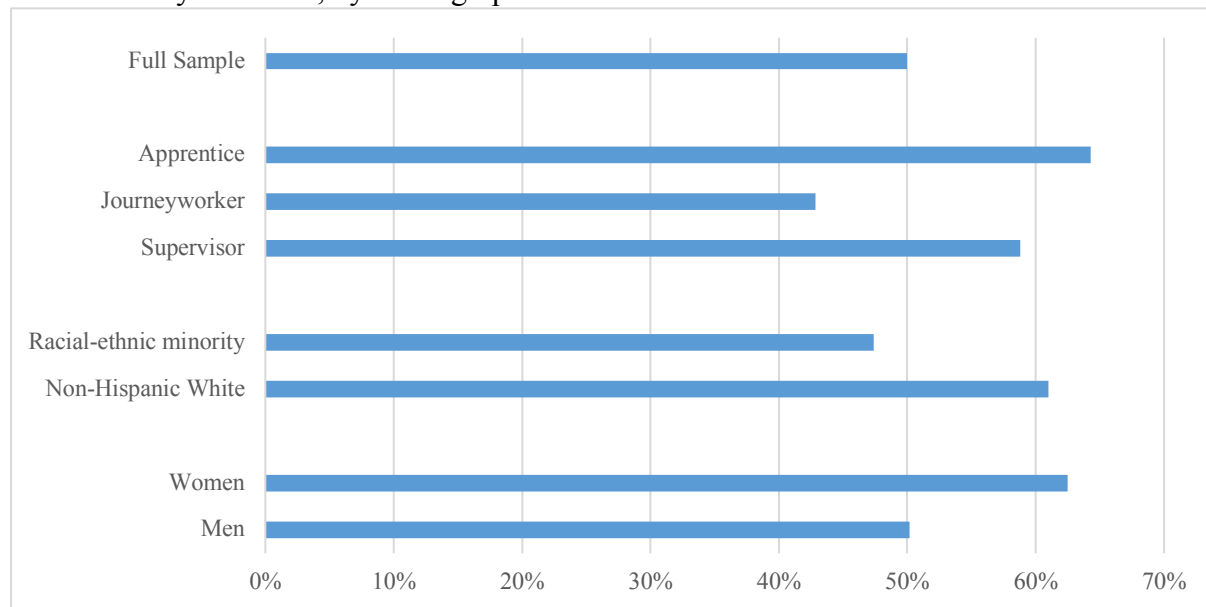
Light hazing.

Yelling.

Women, non-Hispanic Whites, apprentices, and supervisors reported observing and hearing discrimination and harassment more often than men, racial-ethnic minorities, and journey workers (see Appendix B).

Figure 3 shows the demographic differences for one common type of discrimination and harassment: seeing others be called names, be cursed at, or be unnecessarily yelled at on the jobsite. Percentages for other types of discrimination and harassment can be seen on Appendix B.

Figure 3. Percentage of Workers Who Observed Others Called Names, Be Cursed at, or Be Unnecessarily Yelled at, by Demographic Characteristics



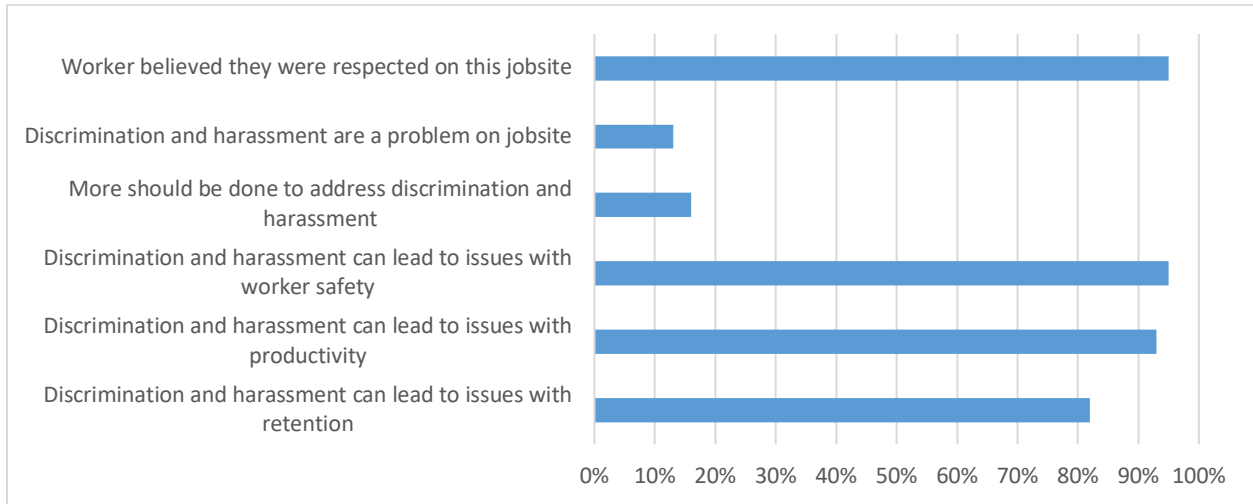
### Attitudes about jobsite discrimination and harassment

95% of respondents agreed that they believed they were respected on this jobsite.

13% of respondents agreed that discrimination and harassment were a problem on this jobsite. 11% of respondents agreed that race-based discrimination and harassment were a problem on this jobsite; 11% of respondents agreed that gender-based discrimination and harassment were a problem on this jobsite; and 8% of respondents agreed that sexual discrimination and harassment were a problem on this jobsite. 16% of respondents agreed that more should be done to address discrimination and harassment on the jobsite (Figure 4).

95% of respondents agreed that discrimination and harassment on the jobsite could lead to issues with worker safety; 93% of respondents agreed that discrimination and harassment on the jobsite could lead to issues with productivity; and 82% of respondents agreed that discrimination and harassment on the jobsite could lead to issues with retention (Figure 4).

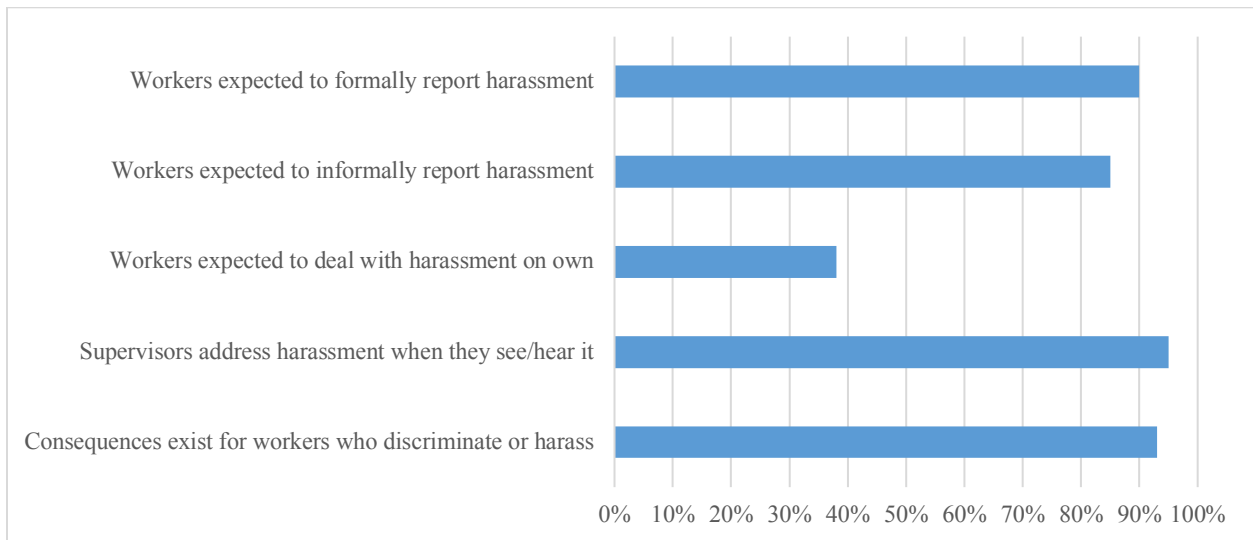
Figure 4. Percentage of Workers Who Agree with Following Statements about Jobsite Harassment



**Perception of expected reporting practices**

90% of respondents agreed (“agree” or “strongly agree”) that workers are expected to formally report discrimination and harassment on this jobsite and 85% of respondents agreed workers are expected to informally report discrimination and harassment on the jobsite. 38% of respondents agreed that workers are expected to deal with discrimination and harassment on the jobsite on their own. 95% of respondents agreed that supervisors address discrimination and harassment when they see or hear it on the jobsite, and 93% of respondents agreed that there are consequences for workers who engage in discrimination or harassment on the jobsite (Figure 5).

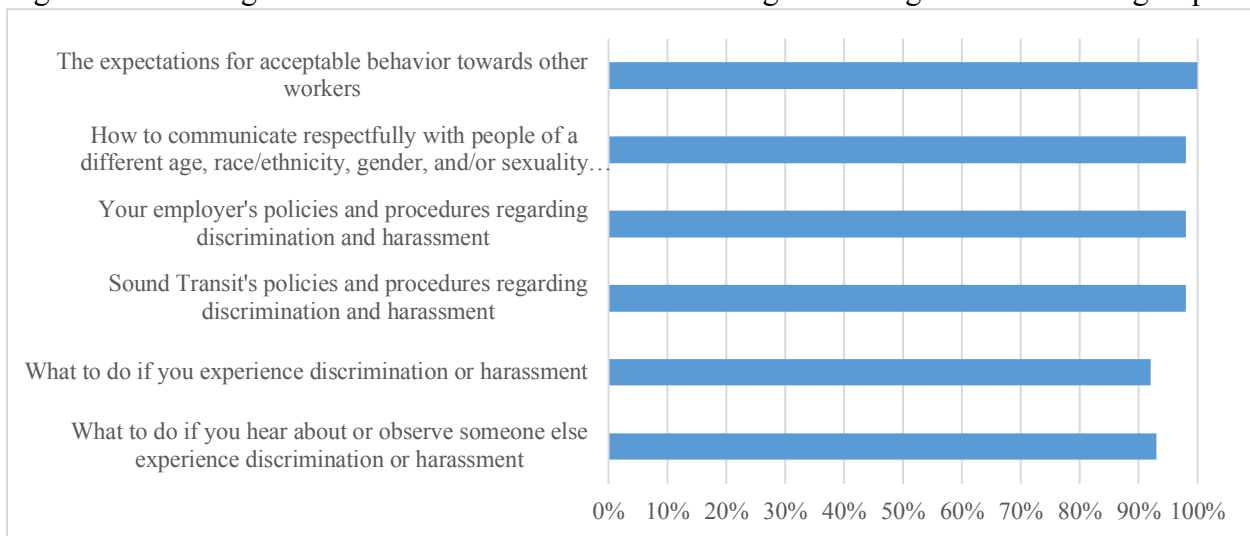
Figure 5. Percentage of Workers Agreeing about Jobsite Reporting Practices



## Worker knowledge of policies and procedures regarding discrimination and harassment

100% of respondents agreed that they knew the expectations for acceptable behavior toward other workers on this jobsite. 98% of respondents agreed that they knew how to communicate respectfully with people of a different age, race/ethnicity, gender, and/or sexuality than themselves. 98% of respondents agreed that they knew their employer's policies and procedures regarding discrimination and harassment on the jobsite. 98% of the respondents agreed that they knew Sound Transit's policies and procedures regarding discrimination and harassment on the jobsite. 92% of respondents agreed that they knew what to do if they experienced discrimination or harassment on the jobsite. 93% of respondents agreed that they knew what to do if they heard about or observed someone else experiencing discrimination or harassment on this jobsite (Figure 6).

Figure 6. Percentage of Workers Who Rate Their Knowledge as Strong on the Following Topics



## References

Curtis, Hannah and Noah Seixas. 2016. *Addressing the Health and Safety Needs of Washington Women in the Trades* [LINK](#)

Haines, Kelly, Jeana Wooley, Tiffany Thompson, Connie Ashbrook, and Maura Kelly. 2018. *Portland Metro Region Construction Workforce Market Study* [LINK](#)

Wilkinson, Lindsey and Maura Kelly. 2018. *Continuing to Build a More Diverse Workforce in the Highway Trades: 2018 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. [LINK](#)

## Appendix A. Sample Characteristics

Variable	Mean	Min	Max
<b>Gender</b>			
Men	80%		
Women	13%		
No Response	7%		
<b>Race/Ethnicity</b>			
White	69%		
Black or African American	5%		
Asian or Asian American	2%		
American Indian or Alaska Native	2%		
Native Hawaiian or other Pacific Islander	2%		
Latino/a, Hispanic, Spanish	10%		
Other race	8%		
No Response	2%		
Non-Hispanic White	69%		
Racial/ethnic minority	29%		
No Response	2%		
<b>Position</b>			
Apprentice	23%		
Journey Worker	39%		
Supervisor	28%		
Other	10%		
<b>Trade</b>			
Carpenter	20%		
Electrician	10%		
Laborer	20%		
Operating Engineer	3%		
Traffic Control	5%		
Plumber	3%		
Other	39%		
<b>Mean number of months on jobsite</b>	11	0	36
<b>Mean age</b>	38	21	61
<b>N</b>	61		

**Appendix B. Percentage Reporting Selected Items by Demographic Categories**

	Agree harassment is a problem on this jobsite	Observed others being called names, be cursed at, or be unnecessarily yelled at	Heard jokes about race and/or gender (not directed towards you)	Agree more should be done to address discrimination and harassment on this jobsite
Full Sample	13%	50%	36%	16%
Men	14%	50%	37%	16%
Women	13%	63%	50%	25%
Non-Hispanic White	12%	61%	38%	14%
Racial-ethnic minority	19%	47%	38%	25%
Apprentice	21%	64%	50%	14%
Journey Worker	0%	43%	29%	17%
Supervisor	12%	59%	47%	12%
N			61	





## Survey Questionnaire



### **Thank you for your participation in the evaluation of the Sound Transit Respectful Workplace program!**

BACKGROUND: Portland State University (PSU) researchers are conducting an evaluation of the Sound Transit Respectful Workplace program, which is intended to reduce any discrimination, harassment, aggression, bullying, and hazing, that may occur on Sound Transit construction work sites.

#### **Definitions related to discrimination and harassment**

**Discrimination:** Unfair or unequal treatment; this includes harassment, bullying, and hazing.

**Harassment:** Behaviors that demonstrate hostility related to race, gender, or sexuality.

**Bullying:** Inappropriate conduct or comments intended to harm another individual.

**Hazing:** Hostile or discriminatory actions against young or new workers (usually apprentices) to initiate or test them.

INSTRUCTIONS: You will be asked to complete a 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 **drawing for a \$50 gift card**.

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 past or future experiences working in the construction trades).

CONFIDENTIALITY: **PSU will keep your answers to this survey confidential to the fullest extent possible.** Only the PSU researchers conducting the project will have access to your survey. You will not be asked to give your name. Any identifying information will not be shared with Sound Transit or your employer. Any identifying information 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.

**This handout is for you to keep. Please continue to the survey now.**

**Thank you for your participation in the evaluation of the Sound Transit Respectful Workplace program!**

By checking this box and continuing with this survey, I acknowledge that I am voluntarily providing the following responses on the condition that PSU keeps this information confidential.

<b>1. Please rate your current knowledge about...</b>	<b>Very strong</b>	<b>Somewhat strong</b>	<b>Somewhat weak</b>	<b>Very weak</b>
The expectations for acceptable behavior towards other workers on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How to communicate respectfully with people of a different age, race/ethnicity, gender, and/or sexuality than you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your employer's policies and procedures regarding discrimination and harassment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sound Transit's policies and procedures regarding discrimination and harassment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What to do if you experience discrimination or harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What to do if you hear about or observe someone else experience discrimination or harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>2. How much do you agree or disagree?</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
Supervisors on this jobsite address discrimination and 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 discrimination or harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am respected on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discrimination and harassment are a problem on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race-based discrimination and harassment are a problem on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender-based discrimination and harassment are a problem on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual 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 discrimination and harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>3. How much do you agree or disagree?</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
<b>Workers are expected to...</b>				
Deal with discrimination and harassment on our own on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Informally talk to a supervisor when we see discrimination or harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Formally report discrimination and harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>4. How much do you agree or disagree?</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	
<b>Discrimination and harassment can lead to issues with...</b>					
Worker safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Productivity (how much the crew can accomplish).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Retention (workers quitting the job).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>5. On this jobsite, state how many times you have...</b>	<b>0 times</b>	<b>1-2 times</b>	<b>3-5 times</b>	<b>6-9 times</b>	<b>10+ times</b>
Seen others experience any discrimination, harassment, bullying, or hazing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard offensive stereotypes or slurs that were based on race, gender and/or sexuality (not directed towards you).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard jokes about race and/or gender (not directed towards you).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard offensive language that was based on race and/or gender (not directed towards you)	<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"/>
Seen others be called names, be cursed at, or be unnecessarily yelled at.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard rumors about coworkers that were harassing or harmful to their reputations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be asked about their immigration status (other than when required by law).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be asked about their criminal background (other than when required by law).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be asked about their gender or gender identity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be asked about their religious affiliation.	<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 “grunt” work not related to learning the skills of their trade (like cleaning).	<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 unfairly assigned fewer work hours than other workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6. Please briefly describe any discrimination or harassment you've seen or heard on this jobsite:**

Finally, we would like to collect some demographic information.

**7. What is your position on this jobsite?**

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

**8. (Optional) What trade do you work in?**

Please specify \_\_\_\_\_

**9. Is your employer...**

- The prime contractor on this jobsite
- A subcontractor on this jobsite

**10. How many *months* have you been working on this jobsite? \_\_\_\_\_**

**11. What is the zip code of your home address?**

\_\_\_\_\_

**12. What is your age? \_\_\_\_\_**

**13. 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:  
\_\_\_\_\_

**14. What is your gender identity?**

- Male
- Female
- Non-binary

**15. What is your sexual identity?**

- Heterosexual or straight
- Sexual minority (such as gay, lesbian, bisexual, queer, pansexual, or asexual)

**The PSU researchers will collect this survey. Thank you!**

