Dear Community Advisers,

Thank you for your commitment to a safer campus for all students. We are excited to help make your efforts effective and manageable. Your contribution to Green Dot and violence prevention efforts across campus are incredibly important. With access to individual students and knowledge of the campus temperature, your role is vital.

We recognize that your personal life, academics, and work on this campus can seem overwhelming at times. For that reason, we want to give you clear, practical, and adaptable actions you can take to spread green dots across campus and support others in resetting campus norms that are intolerant of violence, and that encourages everyone to do something to reduce violence. This toolkit is presented to you as an attempt to minimize that burden of adding to your already full schedule and list of duties. We offer ways, big and small, for you to reinforce and add to the growing movement on campus to prevent sexual assault, relationship violence, and stalking.

Everyday Proactive Green Dots for Community Advisers

- Change your email signature line to include a statement like:
  - Proud to be a Green Dot Supporter
  - Ask me about Green Dot!
  - "No one has to do everything, everyone has to do something." What's your Green Dot?
- Hang a Green Dot poster or any prevention message on your residence hall bulletin board.
- Post a Green Dot on your residence hall door.
- Post prevention messages, bystander stories or options for intervention, or resources on social media. Other ways to use social media:
  - Interact with Green Dot social media content (share, comment, or like our posts @ISUGreenDot)
  - Add the the ISU Green Dot hashtag #CyclonesDoGreenDots. Some examples of Green Dot tweets:
    - Direct, Distract, Delegate. There are always options! #livethegreendot
    - Violence doesn't have to be a part of the college experience. #ISUgreendot
    - I work towards making this campus safer. #cyclonesdogreendots
    - Find your moment. Your moment matters. #whatsyourgreendot
    - Individuals can change the course of history. #livethegreendot
    - Change happens because we decide it will. #cyclonesdogreendots
    - Above all, try something. #whatsyourgreendot
- Post photos of Green Dot and other violence prevention activities on Snapchat and Instagram.

Be the change you want to see in the world.
-Ghandi
• Share videos that have to do with violence prevention, being an active bystander or leaving a legacy of a safer world e.g. Kid President. Share favorite inspirational quote or culture change quotes.
• Wear a Green Dot shirt or put a pin on your backpack. Place a Green Dot sticker on your water bottle or laptop and be willing to explain Green Dot and your personal commitment to violence prevention to anyone who asks.
• Role model
  • Role model respect, compassion toward everyone, approachability, and looking out for others.
  • Encourage residents and peers to attend Green Dot activities and events. Be there with them, to show your support and participation.
• Collaborate
  • Use your relationships with other student leaders to create a safer campus.
  • Partner and discuss ways in which to support peers as bystanders, support survivors, and improve safety across campus.
  • Work with groups and other CAs to ensure all students are reached and encouraged to participate.
  • Host Wellness or Green Dot related presentations
  • Create spontaneous dialogue with residents on trending topics.
  • Insert check-ins during hall meetings, e.g. highs and lows, think-pair-share
• Volunteer your time to help with survivor services, prevention events and activities on campus and in the Ames community.
• Host a fundraiser or work with local agencies like Linus Project or YSS.
• Connect students to engagement and service opportunities like the Iowa State Conference on Race and Ethnicity (ISCORE), Iowa State Leadership Experience (ISLE)

**Green Dots for One on One Interaction with Peers and Students**

• Build and maintain relationships
  • Talking points for students who have been through Green Dot training:
    • Have you done any Green Dots?
    • What makes it hard to intervene?
  • Talking points for student bystanders in general:
    • The choices you make matter.
    • You're not a bad person because you don't always get involved.
    • There are a lot of options. You don't have to do something directly. It's best to pick the option that is best for you, depending on the situation and what's coming up for you.
    • What makes it difficult for you?
    • What are ways of intervening that feel realistic to you?
• Share your own experience
  • Create an opportunity to share your own experience as a bystander and how it made you feel, then and now. You may have a situation when you were at risk and someone did or didn't help. You may have been in a situation where you saw something and did or didn't help. Sharing your own experience will help others process their own and become more active bystanders.

**GREEN DOT TIPS: CHECK INS**

• Try to connect on an emotional level, open up with a personal narrative and ask them questions where they have the opportunity to share about the things they love.
• Pay attention to how they are saying things; the majority of our communication is non-verbal. Keep in mind the non-verbals you may be exhibiting.
• Be okay with silence, sometimes people just need to be given the time to process.
Reactive Green Dots for Student Leaders

- **Know your campus and local service providers!**
  - Understanding what services are available to student will help build your own confidence to offer help to someone who may be experiencing violence.
  - Please see included campus and Ames resource guide or visit: sexualmisconduct.dso.iastate.edu
  - Post resources outside your door or in accessible areas on your hall.

- **Educate yourself**
  - Educate yourself about signs of potential partner violence, sexual assault and stalking and things you can do to help.
    - Remember, you may interact with a student who is exhibiting high-risk behavior or a student who is the target of that behavior. You may interact with both.
    - Things you can say:
      - Can you repeat that?
      - Tell me why you think that?
      - Do you know what you're saying can be offensive?
  - Some good places to start (in addition to your campus Green Dot Office):
    - ACCESS
    - Student Assistance
    - Equal Opportunity Office
    - National Resource Center on Domestic Violence
    - National Sexual Violence Resource Center
    - Stalking Resource Center
    - National Center for Victims of Crime
    - Office on Violence Against Women

- **Trust your gut**
  - Take the time to inquire and express your concern.
  - If you are uncomfortable doing so, delegate to a trusted supervisor or friend of the student.
  - Provide resources to all residents, so as not to call out a specific student.

- **Talking points for intervening with a student who is a victim:**
  - It's not your fault.
  - You're not alone.
  - Here is someone you can call and talk to (refer individual to advocacy services on campus)
  - Do you feel safe?
  - What do you need?

- **Talking points for intervening with a resident or peer who is showing aggressive or high risk behaviors.**
  - Aggression and violent behaviors are not okay and will not be tolerated here.
  - Everyone deserves to be treated with respect.
  - I care about what is going on with you and am concerned about your choices.
  - If there is something going on that is bothering you, you can talk to me or a resource on campus.
  - Know your campus policies regarding violence and follow the reporting procedures when necessary.

**GREEN DOT TIPS**

Did you know there is identity based support related to power-based personal violence? (i.e. race, sexual orientation, etc)
https://www.counseling.iastate.edu/about/diversity
**Bulletin Board and Poster Ideas**

- **Explanation of the 3 D's and examples of how to use them.**
  - **Direct:** Intervening in the situation directly and letting people know you are concerned. It may be confrontation or a check-in.
  - **Delegate:** When you recognize a red dot situation and you may be uncomfortable saying something yourself, you can pull in someone else to help you intervene in the situation.
  - **Distract:** The focus of this approach is diversion. Think of a way to divert the attention of the people in the situation to diffuse it and give an individual the opportunity to escape the potential red dot.

- **Proactive Green Dots and examples of how to create a Green Dot culture at ISU.**
  - Utilize everyday proactive green dots from pages 1–2.

- **Bae-goals**
  - Bagel themed board about healthy communication. Visit loveisrespect.org for information.

- **Ways to love yourself**
  - Self-care tips

- **Finding Resources**
  - Finding Nemo themed resource guide. Reference ISU Campus and Community Resources.

- **Consent is BAE**
  - Consent before anything else
  - Office of Equal Opportunity Campaign
    [www.eoc.iastate.edu/november-30th---title-ix-coordinator/ bae---consent-campaign]
• **Recognizing Red Dot Behavior**
  • Break up the bulletin board into four sections and cover signs of relationship violence, stalking, and sexual assault. The last section has resources or action steps when they recognize these behaviors.

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### Community Building Ideas

- **Birthday wall**
  - Create a large poster with all residents' birthdays. This way your residents can know each others birthdays and wish them well.

- **Mom's fridge or shooting star wall**
  - Create a large poster of bulletin board where residents and post or write their own or other members' accomplishments.

- **Stall stories**
  - Post weekly or monthly questions with a pen taped to a string on the inside of the bathroom stall wall to create hall wide communication.

- **PJs and cartoons**
  - Gather in the hall lounge or common area to watch cartoons and eat cereal on a weekend morning.

- **Spider web maze**
  - Set up a web-like string maze in the hallway. Have residents start from their cocoon and make their way out of the web without getting caught in the string or touching it.

- **Sustain-a-bowling**
  - Have residents save up empty plastic bottles and set up a bowling alley in the hallway.

- **Minute to win it**
  - Play minute to win it games residents could come to just won or stay for more.

- **Trivia night**
  - Poll your hall to figure out a favorite TV show, book or movie series and host a trivia night along those themes e.g. the Office, Parks and Rec, Gilmore Girls, Friends.

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**GREEN DOT TIP**
A high five or a short conversation while brushing teeth can go a long way. These are just a couple of many techniques you can use to build community and connect with your residents.
### Hall Director and Graduate Assistant Knowledge

#### Advising
- Build community among your hall council.
  - Start meetings off with highs and lows or ten minutes of fun to build camaraderie within the community.
  - Attend student's events—whether they are a club event or performance, show up and encourage other students in the community to show their support.
- Address concerns within the hall council as they arise.
  - Unattended concerns can lead to greater conflict within the group, it is best to address them as early as possible.
  - Check out the MACURH website for advising strategies in how to best address conflict among hall councils: www.macurh.nacurh.org/

#### Conduct
- The students you meet with are not 'problems' or 'issues,' they are individuals who are currently making unhealthy decisions that have now led to unhealthy behavior.
- When addressing and intervening with potential or existing red dot behavior work from a place of empathy and care.
- Keep in mind your conduct meetings are meant to understand and address the root of the behavior and work with the student to set goals toward change. Check out page 8 for change talk strategies.
- In your follow up emails with students include a Green Dot email signature.
  - Proud to be a Green Dot Supporter
  - Ask me about Green Dot!
  - "No one has to do everything, everyone has to do something." What's your Green Dot?
- Refer to page 3 for talking points when intervening with a student that is showing aggressive or high risk behaviors.

#### Environment
- Be aware of the going-ons of your area, touch base with your CAs to know the events on campus that have been resonating with the residents in your building
- Maintain strong relationships with the facilities staff in your building. They are in tune with the temperature of the hall and have great insight.

#### Supervising
- Potential red dot behavior is not just limited to the students the CAs work with. Anyone can engage in these behaviors or have them enacted upon them.
  - Check in with your CAs on a regular basis.
  - Create a space where students can come to you with concerns.
- Building strong relationships and creating space to talk about Green Dot topics in one-on-one check-ins will show students your commitment to ending violence.
  - Refer to page 2 for relationship building tips and one-on-one talking points.

### GREEN DOT TIPS
- There can be early behavior signs of red dot behavior these can manifest in different ways:
  - Lack of motivation or care in role.
  - Consistently missing meetings.
  - Not separating the person from the 'issues.'
  - Inconsistent quality of work
- When you notice these trends, check-in.
• Remember that at the end of the day you are a student and need to take care of yourself.
  • Reach out to your supervisors— they are there to support you and help you thrive.
  • If something feels too big reach out for help. Remember that everyone has to do something, but no one has to do everything.
  • The resources at ISU are not just for your residents, they are for ALL students. Make sure to utilize them too.

• Physical Self-Care
  • Listen to your body’s needs. Eat when you are hungry. Visit cyclonehealth.org/eating-well/ to learn more about intuitive and joyful eating.
  • Exercise in a way that works for you: take a walk, go on a run, or do some yoga.
  • Listen to your body when it is sick.
  • Treat your body to a face mask or bath.

• Emotional Self-Care
  • Spend time with others you enjoy.
  • Give yourself affirmation, praise yourself.
  • Allow yourself to feel full emotion whether that be crying or laughing or both.
  • Seek out comforting activities, people, and places.
  • Read or watch a favorite book, movie, or tv show.

• Academic Self-Care
  • Give yourself breaks while you work on school work.
  • Make quiet time to complete tasks
  • Check stuff off of your to-do list to recognize your own progress.
  • Arrange your workspace so it is comfortable and comforting.
  • Have a peer support group, people you can talk about your frustrations and joys with.

• Psychological Self-Care
  • Take a 24 hour break from social media.
  • Make time for self-reflection.
  • Read something not related to school work.
  • Be curious.
  • Remember that saying no to extra responsibilities is saying yes to yourself.

• Relationship Self-Care
  • Set regular dates to spend time with a significant other or friends.
  • Call or check on relatives or long distance friends.
  • Allow others to do things for you.
  • Tell someone close to you why you appreciate them in your life.
  • Ask for help when you need it.
  • Share a fear, hope, or secret with someone you trust.

• Spiritual Self-Care
  • Spend time in nature.
  • Be open to inspiration.
  • Take time to meditate.
  • Identify what is meaningful to you and its place in your life.
  • Set aside time to journal or reflect about what is happening.
  • Be open to not knowing.

GREEN DOT TIP
Self-care is not selfish or self-indulgent. We cannot nurture others from a dry well. We need to take care of our own needs first, then we can give from our surplus.
—Jennifer Louden
Strategies for Evoking Change Talk

1. Use open-ended questions
   - Why would you want to make this change?
   - How might you go about it in order to succeed?
   - What are the three best reasons for you to do it?
   - How important is it for you to make this change?
   - So what do you think you'll do?

2. Ask for elaboration
   - When a change talk theme emerges, ask for more detail:
     - In what ways?
     - How do you see this happening?
     - What have you changed in the past that you can relate to this issue?

3. Ask for examples
   - When a change talk theme emerges, ask for specific examples:
     - When was the last time that happened?
     - Describe a specific example of when this happens.
     - What else?

4. Looking Back
   - Ask about a time before the current concern emerged:
     - How have things been better in the past?
     - What past events can you recall when things were different?

5. Look forward
   - Ask about how the future is viewed:
     - What may happen if things continue as they are?
     - If you were 100% successful in making the changes you want, what would be different?
     - How would you like your life to be in the future?

6. Query Extremes
   - Ask about the best and worst case scenarios to elicit additional info:
     - What are the worst things that might happen if you don't make this change?
     - What are the best things that might happen if you do make this change?

7. Use change rulers
   - Ask open questions about where they see themselves on a 1-10 scale:
     - On a scale where one is not at all important, and ten is extremely important, how important is it to you to change _____?
     - Explain why you are at a ____ and not (lower number)?
     - What might happen that could move you from ____ to a ____ (higher number)?
     - How much you do you want...
     - How confident are you that you could...
     - How committed are you to...

8. Explore goals and values
   - Ask what the person's guiding values are:
     - What do they want in life?
     - What values are most important to you?
     - How does this behavior fit into your value system?
     - What ways does (the behavior) conflict with your value system?

9. Come alongside
   - Explicitly side with the negative (status quo) side of ambivalence:
     - Perhaps ________ is so important to you that you won't give it up, no matter what the cost.
     - It may not be the main area that you need to focus on in our work together.
CONFIDENTIAL RESOURCES

Under Iowa law, communications with some individuals are confidential. This means that any information shared by the victim/survivor with a specific individual will not be used against them in court or shared with others. This individual cannot be subpoenaed to testify against the victim/survivor in a court of law.

Students should always confirm whether confidentiality applies to the communication. Generally, confidentiality applies when a student seeks services from the following persons:

- ACCESS advocate (29-ALERT or assaultcarecenter.org)
- Psychological counselor (Including counselors at ISU Student Counseling Services)
  - counseling.iastate.edu
- Health care provider (including medical professionals at ISU Thielens Student Health Center, Mary Greeley Medical Center)
  - cyclonehealth.org/
  - www.mgmc.org/
- Personal attorney
- Religious/spiritual counselor

CAMPUS CONFIDENTIAL RESOURCES

Campus confidential resources do not have obligations to report sexual misconduct to the Title IX Coordinator. However, these resources are not protected under Iowa law as confidential. This means that any information shared by the victim/survivor with a specific individual could be used against them in court. This individual could be subpoenaed to testify against the victim/survivor in a court of law.

- Margaret Sloss Women’s Center (mswc.dso.iastate.edu/)
- Center for LGBTQIA+ Student Success (center.dso.iastate.edu/)

CAMPUS CONFIDENTIAL RESOURCES

Iowa State University is committed to creating an environment that encourages students, staff, and faculty to come forward if they have experienced any form of sexual misconduct. The university will safeguard the identities of the person(s) who seek help or who report sexual misconduct. That is, university employees will seek to keep the information private (other than a counselor or medical provider).

- Dean of Students Office (dso.iastate.edu/)
- Office of Equal Opportunity (eoc.iastate.edu/)
- Iowa State Police Department (police.iastate.edu/)

Want to report a bias incident? Visit https://www.campusclimate.iastate.edu/reporting