



2015 Workplace and Equal Opportunity Survey of Reserve Component Members

Overview Report

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2015 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

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The Office of People Analytics (OPA) is indebted to numerous people for their assistance with the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members (2015 WEOR)*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSDP[R&R]). The survey was conducted under the leadership of Dr. Elizabeth P. Van Winkle, former Director of the Defense Research, Surveys, and Statistics Center for Health and Resilience (RSSC[H&R]), Ms. Kristin Williams, Acting Director RSSC[H&R], and Ms. Carol Newell, Deputy Director, RSSC Readiness & Retention (RSSC[R&R]). The project manager for this effort was Ms. Natalie Namrow, Fors Marsh Group, LLC.

Policy officials contributing to the development of this survey included Colonel Chad Schrecengost and Ms. Shirley Raguindin, Director of Military Equal Opportunity (Office for Diversity, Equity, and Inclusion [ODEI])¹ and Lt Thomas Liuzzo (Reserve Affairs).

The lead survey design analyst was Ms. Namrow. Ms. Namrow, with Mr. Michael Siebel, Fors Marsh Group, LLC, designed the unique presentation of complex items used in this report. Ms. Margaret Coffey, Team Lead of Survey Operations, was responsible for the creation of the survey database and archiving standards. The lead operations analyst on this survey was Mr. Siebel who used OPA's Statistical Analysis Macros to calculate the estimates presented in this report.

OPA's Statistical Methods Team, under the guidance of Mr. David McGrath, Deputy Director of Data, Statistics, and Analysis Solutions (DSAS), was responsible for all statistical aspects of this survey, including sampling, weighting, nonresponse bias analysis, imputation, and the implementation of statistical hypothesis testing used in the survey program. Mr. Eric Falk, Team Lead of the Statistical Methods Team, was responsible for the sampling for the *2015 WEOR*. Mr. Jeff McLeod, Fors Marsh Group, LLC, used the OPA Sampling Tool to design the sample. Ms. Carole Massey and Ms. Sue Reinhold provided the data processing support.

Ms. Mary Padilla, Fors Marsh Group, LLC, formatted and assembled the charts in this report using OPA's Survey Reporting Tool. A team consisting of Ms. Natalie Namrow; Mr. Michael Siebel; Ms. Yvette Claros, Dr. Jason Debus, and Ms. Sarah Mason, Fors Marsh Group, LLC; Dr. Alisha Creel, Abt. SRBI; Ms. Margaret Coffey, Ms. Carol Newell, Dr. Samantha Daniel, and Dr. Paul Rosenfeld, Office of People Analytics completed quality control for this report.

¹ Formerly the Office of Diversity Management and Equal Opportunity (ODMEO).

Executive Summary

The Department of Defense (DoD) is interested in assessing the level and consequences of racial/ethnic harassment and discrimination within the Services. This overview report discusses findings from the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members (2015 WEOR)*, a source of information for evaluating and assessing race/ethnicity relations in the Reserve components including the National Guard. This overview report and accompanying appendices provide information on the estimated prevalence rates of racial/ethnic harassment and discrimination² and personnel policies, practices, and training related to racial/ethnic harassment and racial/ethnic discrimination in the workplace. The *2015 WEOR* was fielded from December 28, 2015, to May 31, 2016.³ Completed surveys were received from 13,536 eligible respondents, resulting in a weighted response rate of 19%.

The Center for Health and Resilience Research (H&R), within the Office of People Analytics (OPA), is tasked with administering the Workplace and Equal Opportunity (WEO) surveys for active duty and Reserve component members.⁴ For over 25 years, H&R has been DoD's lead organization for conducting impartial and objective scientific survey and focus group research. The *2015 WEOR* is the third Reserve component survey on race/ethnicity relation issues required by title 10 U.S.C. 481(a)(2)(B)⁵ (the previous Reserve component surveys were administered in 2007 and 2011).⁶ Comparisons between 2007 and 2011 at the Total DoD⁷ level are also provided where applicable.

Statistical Comparisons

Only statistically significant group comparisons are discussed in this overview report. Comparisons are generally made along a single dimension (e.g., race) at a time. In this type of

² The purpose of the *Racial/Ethnic Harassment/Discrimination* rate is to provide DoD and its policy offices with an overall estimate of Reserve component members who experienced behaviors associated with racial/ethnic workplace harassment and/or racial/ethnic workplace discrimination. Caution should be taken when using these estimates as an official index of criminal behavior or Uniform Code of Military Justice (UCMJ) violations.

³ Survey administration began in December 2015 and was completed in May 2016. For brevity, the survey is referred to as *2015 WEOR* even though most of the data were collected in 2016.

⁴ Before October 2016, H&R resided within the Defense Manpower Data Center (DMDC). In October 2016, the Defense Human Resource Activity (DHRA) reorganized and moved RSSC under the newly established Office of People Analytics (OPA).

⁵ Two surveys are required by 10 USC 481. OPA's WEO surveys assess racial/ethnic relations within the Armed Forces, and serve as the Department's official method of estimating past year rates of racial/ethnic harassment and discrimination among military members. Workplace and Gender Relations (WGR) surveys are conducted biennially to meet the other statutory survey requirement. The WGR surveys assess gender relations within the Armed Forces, and serve as the Department's official method of estimating past year rates of sexual harassment, gender discrimination, and sexual assault among military members. See Grifka et al, 2018 for the most recently available WGR results.

⁶ Similar surveys of the active duty military were conducted in 2009 and 2013. The next active duty military survey was administered in 2017.

⁷ "Total DoD" is an aggregate estimate that refers to all Reserve components combined, including Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. When comparing results across survey years (e.g., 2015 compared to 2011), statistical tests for differences between estimates are used. Results annotated as higher or lower than other results within 2015 are determined significant at an alpha (α) level of 0.05.⁸

Survey Methodology

Statistical Sample Design

OPA conducts cross-component surveys to provide DoD with accurate assessments of attitudes and opinions of the DoD community using standard scientific methods. OPA's survey methodology meets industry standards used by government statistical agencies (e.g., Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA uses survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).⁹ Although OPA has used industry standard scientific survey methodology for many years, there remains some confusion as to how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix A contains FAQs on the methods employed by government and private survey agencies, including OPA.

The survey administration process began on December 28, 2015, with the opening of the survey online. Announcement e-mails and postal letters were sent out to sample members on December 28, 2015. The announcements explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the web. Data for Reserve component members selected for the survey were collected between December 28, 2015 and May 31, 2016.

⁸ OPA statistically adjusts alpha levels to appropriately account for the large number of statistical tests conducted for this survey; see the statistical methodology report for details on how OPA uses the False Discovery Rate to handle multiple comparisons (OPA 2016a).

⁹ AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (http://aapor.org/Best_Practices1/4081.htm#best3). OPA has conducted surveys of the military and DoD community using stratified random sampling for over 25 years.

The population of interest for the 2015 *WEOR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR title 10 and title 32), or Individual Mobilization Augmentee (IMA) programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR), (1) who were drawn from the August 2015 *Reserve Component's Common Personnel Data System (RCCPDS)* and (2) were below flag rank. Single-stage, nonproportional stratified random sampling¹⁰ procedures were used. The sample consisted of 80,194 individuals drawn from the sample frame constructed from Defense Manpower Data Center's *RCCPDS*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the survey, December 28, 2015 (0.36% of sample). Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical questions Q31–Q43 or Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102) were received from 13,536 eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 19%. This response rate is consistent with other recent Reserve component surveys conducted by OPA.

OPA scientifically weights the survey data so findings can be generalized to the full population of Reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA typically weights the data based on an industry standard process that includes 1) assigning a base weight based on a selection probability; 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey; and 3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 1.

The remainder of this Executive Summary provides top-line results from the Overview Report. The full Overview Report provides a more detailed overview of the estimated prevalence rates and supporting data to help inform DoD leadership.

Measurement of Racial/Ethnic Harassment/Discrimination

OPA recommended in 2014 that DoD redesign the measure of racial/ethnic harassment/discrimination to better align with military EO policy. As agreed, the RAND Corporation was contracted by ODEI and OPA to construct a new measure of racial/ethnic harassment and/or racial/ethnic discrimination by modifying the current congressionally approved measure of gender discrimination and harassment used in the 2014 *RAND Military Workplace Survey* and 2015 *Workplace and Gender Relations Survey of Reserve Component Members* conducted by OPA to apply to experiences based on race/ethnicity. Beginning with 2015 *WEOR*, the prior

¹⁰ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male ARNG personnel in one group, all female ARNG personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to adequately analyze data. Weights are used so that groups are correctly represented in the analyses.

measure of racial/ethnic harassment and racial/ethnic discrimination was replaced with this new metric.¹¹

This Executive Summary includes estimated prevalence rates of *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination* in the DoD community indicated experiencing during the past 12 months.¹² The metric is a new baseline for the measurement of racial/ethnic harassment/discrimination; comparisons to prior years will not be possible as this new measure differs from the previous one.

Construction of the Estimated Past Year Racial/Ethnic Harassment Prevalence Rate

Building from DoD’s definition for sexual harassment and the Equal Employment Opportunity Commission’s (EEOC) definition of harassment, we operationalized racial/ethnic harassment as behaviors that create a workplace environment that is intimidating, hostile, offensive, or unreasonably intrusive for those in protected categories. These behaviors may include the use of slurs, other insulting statements and behaviors, and threatening physical conduct.

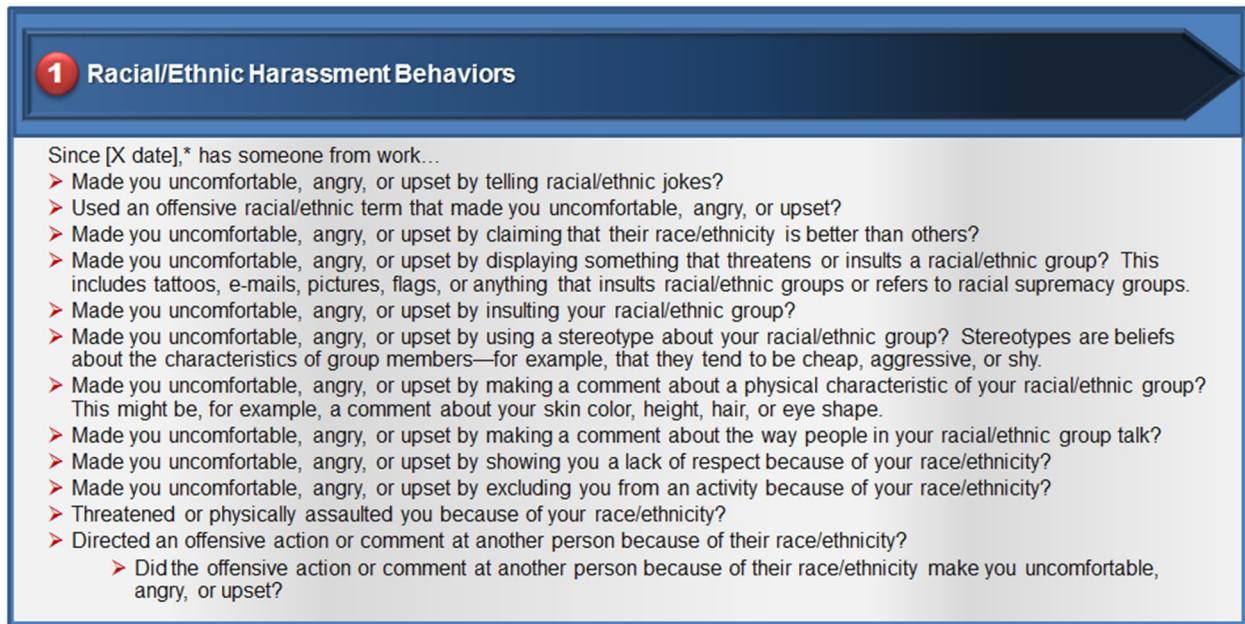
Members had to indicate that in the past 12 months they perceived experiencing at least one of the 12 inappropriate workplace behaviors (i.e., the respondent indicated being “uncomfortable, angry or upset” by a behavior) prohibited by EO policy, done by someone from their military workplace, to be included in the estimated past year *Racial/Ethnic Harassment Prevalence Rate*.

Figure 1 outlines the 12 individual inappropriate workplace behaviors. Endorsement of “Directed an offensive action or comment at another person because of their race/ethnicity?” required secondary endorsement of the follow-up question, “Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset?”

¹¹ OPA conducted a pilot test of this metric to determine its suitability for use with military populations.

¹² The purpose of the *Racial/Ethnic Harassment/Discrimination* estimated past year prevalence rate is to provide DoD and its policy offices with an overall estimate of Reserve component members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination and not to serve as an official “crime index.”

Figure 1.
Racial/Ethnic Harassment Behaviors

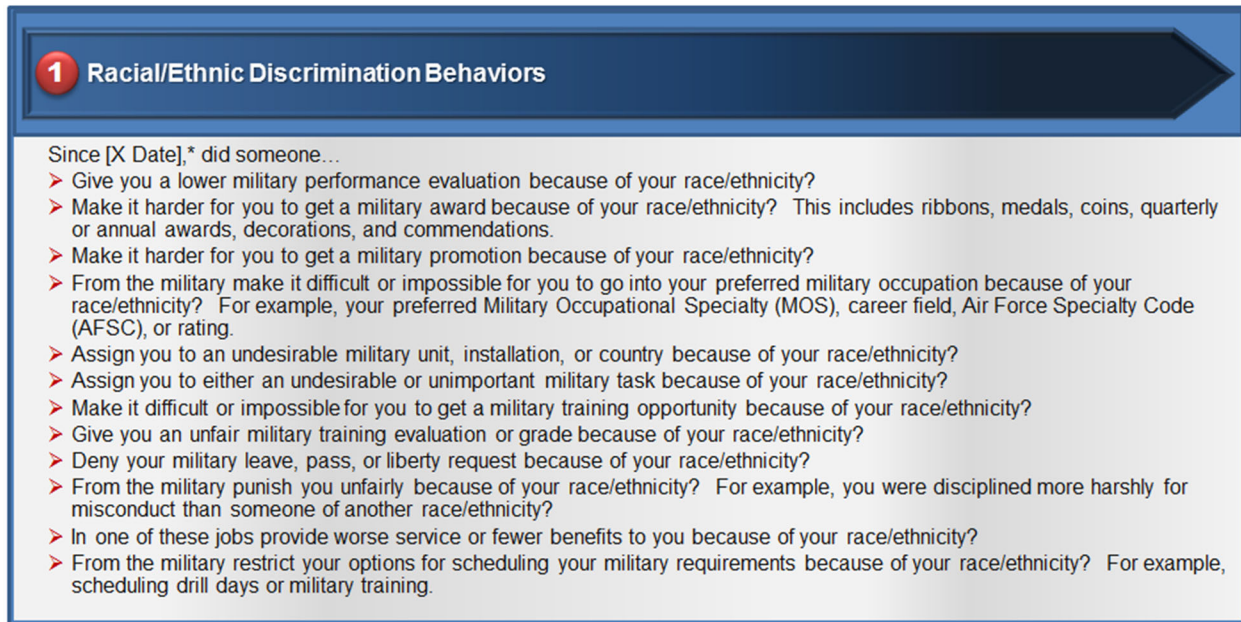


Construction of the Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate

Members were asked about potential experiences when someone from work treated them unfairly because of their race/ethnicity, or if a person from work would have treated someone of a different race/ethnicity better. Members had to indicate that they perceived experiencing at least one work-related harm as a result of their race/ethnicity in the past 12 months to be included in the estimated past year *Racial/Ethnic Discrimination Prevalence Rate*.

Figure 2 outlines the 12 unfair workplace behaviors. The following introductory text, “The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services” was provided to members before presenting the behavior *did someone in one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity*.

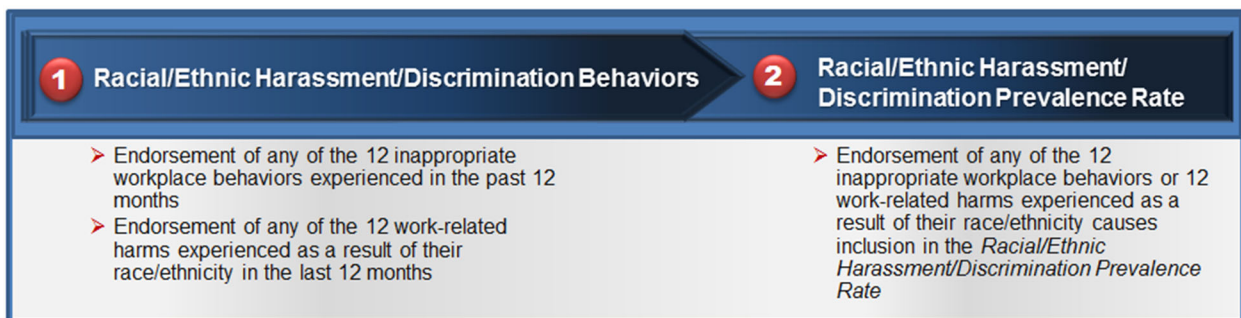
Figure 2.
Racial/Ethnic Discrimination Behaviors



Construction of the Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate

As shown in Figure 3, the overall estimated past year *Racial/Ethnic Harassment/Discrimination Prevalence Rate* combines those respondents who met criteria to be included in the estimated past year *Racial/Ethnic Harassment Prevalence Rate* and/or estimated past year *Racial/Ethnic Discrimination Prevalence Rate*. Specifically, to be included in the overall estimated past year prevalence rate, a respondent must indicate experiencing an inappropriate workplace behavior within the 12 months prior to taking the survey and/or experiencing a work-related harm as a result of their race/ethnicity in the 12 months before taking the survey. Additional information about rates and composite measures can be found in Chapter 2.

Figure 3.
Construction of Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate



Racial/Ethnic Harassment/Discrimination in the DoD Community

Overall, about one in seven Reserve component members (14.8%) indicated experiencing racial/ethnic harassment and/or discrimination in the 12 months prior to taking the survey. Total Minority members¹³ (20.6%) were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination*,

whereas White (non-Hispanic) members (11.1%) were less likely. Additionally, 12.8% of members indicated experiencing *Racial/Ethnic Harassment*, and 3.9% of members indicated experiencing *Racial/Ethnic Discrimination* in the 12 months before taking the survey. Overall, members who experience negative race/ethnicity-related behaviors are impacted by climate-related problems more so than members who do not experience these behaviors. Of respondents who experienced racial/ethnic harassment and/or discrimination, impacts were found in regards to reduced organizational climate-related indicators such as morale, retention, and satisfaction with the military way of life. Additional analysis found that the impact on these organizational climate indicators is greater for members who have experienced discrimination-related behaviors. Additional findings and breakouts can be found in the full Overview Report.

2015 Estimated Prevalence Rates of Racial/Ethnic Experiences	
DoD Estimated Racial/Ethnic Harassment/ Discrimination Prevalence Rate	14.8%
DoD Estimated Racial/Ethnic Harassment Prevalence Rate	12.8%
DoD Estimated Racial/Ethnic Discrimination Prevalence Rate	3.9%

“One Situation” of Racial/Ethnic Workplace Behaviors

Because members often report more than one incident, those who indicated that they experienced at least one of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to consider the “One Situation” or set of related events or behaviors that was the most offensive or egregious to them (i.e., had the greatest effect).

With that “One Situation” in mind, the 15%¹⁴ of members who indicated experiencing an inappropriate race/ethnicity-related behavior within the past 12 months described the circumstances surrounding that experience. This included information about characteristics of the “One Situation;” characteristics of the offender(s); and reporting behaviors, perceptions, and outcomes. Information about the circumstances in which incidents of racial/ethnic harassment and/or discrimination occur can help DoD officials, from equal opportunity advisors (EOA) and unit commanders to senior policymakers, develop more effective prevention and response policies. Estimates in this section are reported at the “Total DoD” level only. Additional findings and breakouts can be found in the full Overview Report.

¹³ “Total Minority” refers to members who identified as any racial/ethnic group other than only White, non-Hispanic.

¹⁴ For the purposes of this section, 14.8% was rounded to 15%.

“One Situation” of Racial/Ethnic Workplace Behaviors

Of members who experienced inappropriate race/ethnicity-related behaviors within the past 12 months, 44% indicated that the behavior occurred *occasionally*, and 39% indicated that the behavior occurred *once*. Eighty-five percent indicated that the behavior occurred *on a military installation*, 79% indicated that the behavior occurred *during duty hours*, 76% indicated that the behavior occurred *at their military work*, and 14% indicated that the behavior occurred *while they were deployed*. Of members who experienced inappropriate race/ethnicity-related behaviors within the past 12 months, the majority (84%) indicated that the organizational affiliation of the alleged offender was *military only*, 63% indicated that the alleged offender was *White (non-Hispanic)*, and 59% indicated that the alleged offender was a *military coworker*.

Characteristics of the “One Situation”

- 44% behavior occurred *occasionally*
- 39% behavior occurred *once*
- 85% occurred *on a military installation*
- 79% occurred *during duty hours*
- 76% occurred *at their military work*
- 14% occurred *while they were deployed*

Characteristics of the Offender

- 63% of members indicated that the alleged offender of the behavior was *White (non-Hispanic)*
- 59% indicated that the alleged offender was a *military coworker*
- 84% indicated that the organization affiliation of the alleged offender was *military only*

Reporting the “One Situation”

Details about reporting can help DoD officials develop and implement programs and procedures to better address the needs of all members. Members have multiple authorities to whom they can report experiences of racial/ethnic harassment/discrimination, including *someone in their chain of command, someone in the chain of command of the person who committed the behavior, special military offices responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office), and some other person or office with responsibility for follow-up.*

Members can report to multiple authorities for a single event. Of members who indicated experiencing negative racial/ethnic behaviors, 28% of members reported the behaviors to a DoD authority. Of these members, the majority reported the situation *to prevent it from happening again (92%), to transfer themselves or the offender out of their unit (92%), to reduce any impact on their evaluation or promotion (90%), or to prevent it from happening to someone else (87%).* Of members who reported, 43% indicated they were satisfied with the *reporting process overall*, whereas 23% indicated they were dissatisfied. Of members who experienced a negative racial/ethnic behavior and reported it, 34% indicated they *knew the outcome of their report*. Figure 4 presents aspects of knowing about the outcome of their report. Specifically, members were asked to indicate whether or not their report had been found to be true or if the DoD authority to whom they reported was unable to determine whether their report was true or not; whether or not they were satisfied with the outcome of their report; whether an official action had been taken against one or more of the person(s) who bothered them in response to their report; and whether an official action had been taken against the respondent, when appropriate, in response to their report.

Reporting the “One Situation”

28% of members who indicated experiencing negative racial/ethnic behaviors reported them to a DoD authority

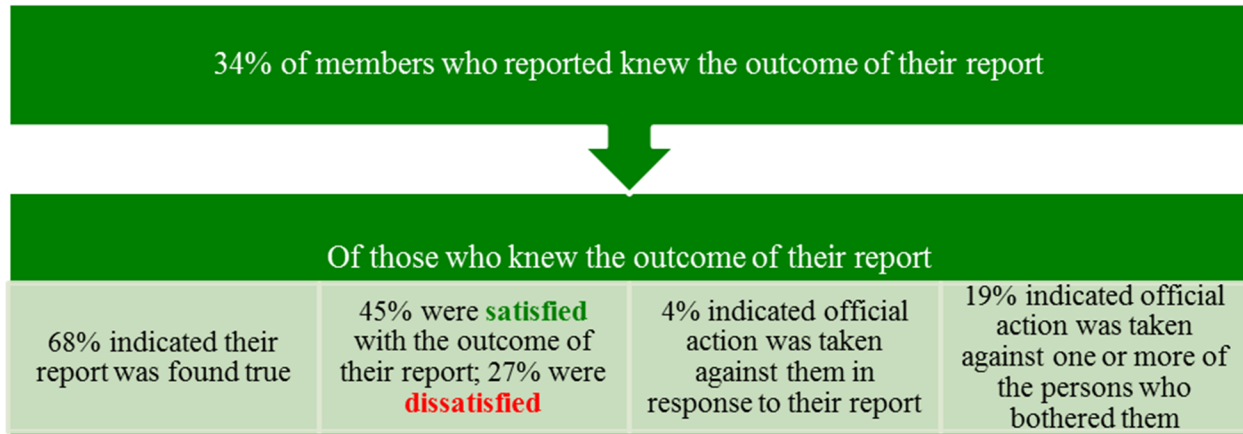
Top four reasons for reporting the inappropriate behavior

- 92% to prevent it from happening again
- 92% to transfer themselves or the offender out of their unit
- 90% to reduce any impact on their evaluation or promotion
- 87% to prevent it from happening to someone else

Top four reasons for *not* reporting the inappropriate behavior

- 49% thought it was not important enough to report
- 47% took care of the problem themselves
- 45% thought it would make their work situation unpleasant
- 41% did not think anything would be done

Figure 4.
Aspects of Knowing the Outcome of Their Report



Among members who experienced inappropriate race/ethnicity-related behaviors within the past 12 months and did not report them to a DoD authority, the top four reasons they indicated for not reporting include they *thought it was not important enough to report* (49%), they *took care of the problem themselves* (47%), they *thought it would make their work situation unpleasant* (45%), or they *did not think anything would be done* (41%).

Workplace Factors Associated with Experiencing Racial/Ethnic Harassment/Discrimination

Results from the 2015 WEOR provided evidence to support the notion that members who experienced negative race/ethnicity-related behaviors reported lower levels of protective factors in the workplace (e.g., training, mentorship, good supervisors).

Training on Topics Related to Racial/Ethnic Harassment/Discrimination

The large majority of all members (85%) indicated that they received training on topics related to racial/ethnic harassment/discrimination in the past 12 months. Of this population, the large majority (95%) indicated that the training was *effective* in actually reducing and/or preventing racial/ethnic harassment/discrimination, and only 5% indicated that the training was *not at all* effective. Of members who did not experience either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination*, 4% indicated that they thought training was not at all effective. For members who indicated experiencing *Racial/Ethnic Harassment*, 15% indicated that they thought training was not at all effective; whereas, for members who indicated experiencing *Racial/Ethnic Discrimination*, 28% indicated that they thought training was not at all effective. Analysis confirmed that members who did not experience negative racial/ethnic harassment/discrimination behaviors indicated statistically significantly higher levels of perceived effectiveness of their training compared to those who experienced either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination*.

Informal Mentorship

More than half (57%) of all members indicated having an informal mentor. Fifty-nine percent of members who did not experience negative racial/ethnic harassment/discrimination behaviors indicated having an informal mentor, and similarly, 52% of members who indicated experiencing *Racial/Ethnic Harassment* had an informal mentor. However, for those members who indicated experiencing *Racial/Ethnic Discrimination*, only 35% indicated having an informal mentor. Further analysis confirmed that members who did not experience either type of behavior were more likely to indicate having an informal mentor compared to those who experienced either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination*. Members who experienced *Racial/Ethnic Harassment* were also more likely to have an informal mentor than members who experienced *Racial/Ethnic Discrimination*. Additionally, members who experience *Racial/Ethnic Discrimination* were less likely to have an informal mentor than members who experience *Racial/Ethnic Harassment*.

Immediate Military Supervisor

Overall, the large majority of members (89%) indicated that their immediate military supervisor—those who have the most contact with them—paid *the right amount of attention* to racial/ethnic harassment and/or discrimination, and 80% of members indicated their immediate military supervisor makes honest efforts to stop racial/ethnic harassment/discrimination.

Members who experienced inappropriate race/ethnicity-related behaviors within the past 12 months, however, differed from those without such experiences in their perceptions of their immediate military supervisor. Of members who did not experience inappropriate race/ethnicity-related behaviors in the past 12 months, the large majority indicated that their immediate military supervisor pays the right amount of attention to racial/ethnic harassment and/or discrimination (92%) and makes honest efforts to stop racial/ethnic harassment/discrimination (84%). For those who experienced *Racial/Ethnic Harassment/Discrimination*, ratings of their immediate military supervisors were lower; 68% indicated that their immediate military supervisor paid the right amount of attention to racial/ethnic harassment and/or discrimination, and a little more than half (53%) indicated that their immediate military supervisor makes honest efforts to stop racial/ethnic harassment/discrimination. Further analysis indicated that members who did not experience either type of behavior were more likely to indicate higher ratings of their immediate military supervisor compared to those who experienced *Racial/Ethnic Harassment/Discrimination*.

Promotion Concerns

It also appears that experiencing negative race/ethnicity-related behaviors is associated with perceptions about the possible impact of reporting on promotion opportunities. Specifically, members were asked about their perceptions regarding someone's chances of promotion if they reported racial/ethnic harassment/discrimination. Overall, 79% of members indicated that the chances for promotion would be *the same* if a person chose to report racial/ethnic harassment/discrimination, 15% indicated that the chances would be *worse*, and 7% indicated that the chances would be *better*.

When perceptions about promotion were analyzed for those who experienced negative race/ethnicity-related behaviors, 40% of those members indicated that the chances for promotion would be *worse* after reporting racial/ethnic harassment/discrimination, whereas overall, just 15% of members indicated chances would be *worse*.

Taken together, these results indicate that those who reported experiencing racial/ethnic harassment/discrimination had fewer protective factors (e.g., informal mentors), and had more negative perceptions in some areas (e.g., promotion opportunities) than those who did not experience racial/ethnic harassment/discrimination.

Perceptions of the Racial/Ethnic Climate

To determine the effectiveness of the efforts to eliminate racial/ethnic harassment and discrimination, OPA explored perceptions of leadership support among those who experience unwanted behaviors. Perceptions of leadership behavior and whether the military pays too much or too little attention to issues of racial/ethnic harassment and discrimination were examined. Members were also asked to assess their perceptions of how race relations in the nation and the military have changed over time.

Overall, in 2015, members were more likely than in 2007 and 2011 to indicate that they felt the *senior leadership of their National Guard/Reserve component, senior leadership of their installation/ship, and their immediate military supervisor* made honest and reasonable efforts to stop racial/ethnic harassment and racial/ethnic discrimination. However, findings from the *2015 WEOR* revealed that there has been a slight shift in members' overall outlook on race relations in the military and a larger shift in their outlook on the nation: members perceive race relations to be somewhat worse. Overall, a little less than half (46%) of members indicated that racial/ethnic relations in the nation are worse today than five years ago (30 percentage points higher than 2011 and 29 percentage points higher than 2007), and 7% of members indicated that racial/ethnic relations in the military are worse today than five years ago (3 percentage points higher than 2011 and 2007). There were no statistically significant differences between White (non-Hispanic) members and Total Minority members. Yet, members overall perceive race relations in the military to be better than race relations in the nation. This change may be a reflection of members' perception of worsening race relations in the nation, and these assumptions about the nation may influence perceptions of race relations in the military.

Race/Ethnicity-Related Organizations

In response to concerns about hate crimes and gang activities involving military personnel, members were asked about the extent to which they perceived racist/extremist organizations or individuals, hate crimes, and/or gangs to be problematic at their military duty station. The large majority of members indicated no problems with these issues at their military duty station (86%–90%) and 63% to 71% of members indicated no problems with these issues in the community around their military duty station. Few members indicated that extremist groups, hate crimes, and gangs (5% for each) were a problem to a *large* or *very large extent* at their military duty station, which was up 3 to 4 percentage points from 2007 and 2011. A slightly higher percentage (4%–7%) indicated that these concerns were a problem in the community around their military duty station.

Continuing Assessment

The *2015 WEOR* is part of a quadrennial cycle designed to provide comparable results across survey years to evaluate and assess race/ethnicity-relations. The results presented represent the culmination of an extensive survey effort to assist DoD in evaluating and assessing race/ethnicity-related relations in the Reserve components. The findings from this assessment are beneficial in revealing what is working for Reserve component members who experience inappropriate race/ethnicity-related behaviors, what can be improved, and overall perceptions about race relations in the military. Future administrations of the WEOR surveys will continue to provide information about rates and overall perceptions and will help determine how successful efforts addressing issues raised on these surveys have been.

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Chapter 1: Study Background and Design

This report fulfills the congressional requirement outlined in Title 10 U.S.C. 481(a)(2)(B) for Joint Service quadrennial assessments of racial/ethnic issues.

This overview report discusses findings from the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members (2015 WEOR)*, a source of information for evaluating and assessing race/ethnicity relations in the Reserve components. The *2015 WEOR* is the third Reserve component survey on race/ethnicity relation issues required by Title 10 U.S.C. 481(a)(2)(B) (the previous Reserve component surveys were administered in 2007 and 2011).¹⁵ The DoD continues to emphasize the need to assess the level and consequences of racial/ethnic harassment and racial/ethnic discrimination within the Office of the Secretary of Defense (OSD) and the Services. The Health & Resilience Research Division within the Office of People Analytics (OPA), is tasked with administering the Workplace and Equal Opportunity (WEO) surveys for active duty and Reserve component members.¹⁶

This overview report and accompanying appendices provide information on the estimated prevalence rates of *Racial/Ethnic Harassment/Discrimination*¹⁷ and personnel policies, practices, and training related to racial/ethnic harassment and racial/ethnic discrimination in the workplace. The *2015 WEOR* was fielded from December 28, 2015 to May 31, 2016.¹⁸ Completed surveys were received from 13,536 eligible respondents. The overall weighted response rate was 19%. Statistically significant differences between racial/ethnic groups, Reserve components,¹⁹ and paygrades are provided where applicable. Comparisons between 2007 and 2011 at the Total DoD level²⁰ are also provided where applicable. Statistical comparisons presented in this report are determined significant at an alpha level of 0.05.²¹

¹⁵ Similar surveys of the active duty military were conducted in 2009, 2013, and 2017.

¹⁶ Before October 2016, the Health & Resilience Research Division resided within the Defense Manpower Data Center (DMDC). In October 2016, the Defense Human Resource Activity (DHRA) reorganized and moved RSSC under the newly established Office of People Analytics.

¹⁷ The purpose of the *Racial/Ethnic Harassment/Discrimination* rate is to provide DoD and its leadership with an overall estimate of Reserve component members who experienced behaviors associated with racial/ethnic workplace harassment and/or racial/ethnic workplace discrimination. The rate does not to serve as an official “crime index.”

¹⁸ Survey administration began in December 2015 and was completed in May 2016. For brevity, the survey is referred to as the *2015 WEOR* even though data were also collected in 2016.

¹⁹ Reserve components include the various Reserve and National Guard components.

²⁰ “Total DoD” is an aggregate estimate that refers to all Reserve components combined, including Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

²¹ OPA statistically adjusts alpha levels to appropriately account for the large number of statistical tests conducted for this survey; see the statistical methodology report for details on how OPA uses the False Discovery Rate to handle multiples comparisons (OPA 2016a).

Study Background

DoD is committed to eliminating unlawful discrimination and harassment within the Armed Forces (Department of Defense, 2015b) and seeks to estimate the prevalence of these experiences among members as part of this effort.

As described in DoD Directive 1350.2, it is DoD's policy to promote an environment that is free from unlawful discrimination, as discrimination hinders combat readiness and mission accomplishment (DoD, 2015b). Under this directive and DoD Directive 1020.02E, various entities (i.e., the Military Equal Opportunity [MEO] program, the Defense Equal Opportunity Council [DEOC], and the Defense Equal Opportunity Management Institute [DEOMI]) were charged to facilitate equal opportunity and eliminate discrimination and harassment in the Armed Forces.²² In 2012, DoD initiated a Diversity and Strategic Plan for 2012–2017, which outlined goals to promote diversity in DoD, including (1) to ensure leadership's commitment to diversity; (2) employing a strategic outreach effort; and (3) developing, mentoring, and retaining talent (DoD, 2012a). DoD was congressionally required to field quadrennial WEO surveys of active and Reserve component members...

“...so as to identify and assess the extent (if any) of activity among such members that may be seen as so-called ‘hate group’ activity... including issues relating to harassment and discrimination, and the climate in the armed forces for forming professional relationships among members of the armed forces of various racial and ethnic groups. Both such surveys shall be conducted so as to solicit information on the following:

- (1) Indicators of positive and negative trends for professional and personal relationships among members of all racial and ethnic groups.*
- (2) The effectiveness of Department of Defense policies designed to improve relationships among all racial and ethnic groups.*
- (3) The effectiveness of current processes for complaints on and investigations into racial and ethnic discrimination. (Title 10 U.S.C. 481(a)(2)(B))”*

Therefore, along with generating estimated prevalence rates of racial/ethnic harassment and racial/ethnic discrimination, these surveys assess job satisfaction, professional climate (e.g., relationship with supervisors, coworkers), stress and well-being, effects and circumstances surrounding racial/ethnic harassment and racial/ethnic discrimination, training, and beliefs about DoD's response to racial/ethnic harassment and racial/ethnic discrimination.

The first WEO survey was fielded in 1996 and used the same metric for racial/ethnic harassment and discrimination up until 2013 (DMDC, 2014). In these surveys, to be categorized as having experienced racial/ethnic harassment and/or racial/ethnic discrimination, respondents had to indicate that they experienced negative workplace behaviors and had to label their experiences as “racial/ethnic harassment” or “racial/ethnic discrimination.” This method required individuals to

²² As of 2018, the DEOC was dissolved and its tasks will now be carried out by the Defense Equal Opportunity Reform Group (DEORG).

interpret definitions of harassment and discrimination, creating a potential for variability and imprecision. Also, most members are not familiar with the details of Equal Employment Opportunity law and MEO regulations, and hence, there is potential for inaccurate categorization of their experiences (Fitzgerald, Swan, & Fischer, 1995). To better align with MEO policy, OPA recommended in 2014 that DoD redesign the measure of racial/ethnic harassment/discrimination. The RAND Corporation contracted with ODEI and OPA to construct a new measure of racial/ethnic harassment and discrimination by modifying the current congressionally approved measure of gender discrimination and harassment used in the *2014 RAND Military Workplace Survey* and *2015 Workplace and Gender Relations Survey of Reserve Component Members* to apply to experiences based on race/ethnicity (Morrall, Gore, & Schell, 2014; DMDC, 2016). Beginning in 2015, the prior measure of racial/ethnic harassment and racial/ethnic discrimination was replaced with this new measure. This measure will be a new baseline item for the measurement of racial/ethnic harassment/discrimination; comparisons to prior years will not be possible as this new measure was calculated in a different manner than the previous measure.

Overview of Report

Survey Content by Chapter

Although the survey covered a number of additional topics (e.g., retention intention and social media use), the principal purpose of the *2015 WEOR* was to report attitudes and perceptions about personnel programs and policies, including estimates of the prevalence rates and consequences of racial/ethnic harassment and/or racial/ethnic discrimination. The survey examined Reserve component members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity in the DoD. The *2015 WEOR* included questions regarding Reserve component members' experiences of racial/ethnic harassment and/or racial/ethnic discrimination in the 12 months before survey administration. It also included questions on members' views of the effectiveness of DoD and component-level training, policies, and programs to prevent and respond to incidents of racial/ethnic harassment and/or racial/ethnic discrimination, as well as their perceptions of progress that the military and the nation have made in eliminating such incidents.

Topics covered in this report are organized across eight chapters:

- Chapter 2 describes the measurement and construction of the *Perceived Racial/Ethnic Harassment*, *Perceived Racial/Ethnic Discrimination*, and *Perceived Racial/Ethnic Harassment/Discrimination* rates.
- Chapter 3 presents members' self-reports on experiences of racial/ethnic harassment and/or racial/ethnic discrimination behaviors directed at them. This chapter includes the past year estimated prevalence rates of *Perceived Racial/Ethnic Harassment*, *Perceived Racial/Ethnic Discrimination*, and *Perceived Racial/Ethnic Harassment/Discrimination*. The chapter also includes analyses on potential impacts and outcomes of experiencing racial/ethnic harassment and/or racial/ethnic discrimination.

- Chapter 4 covers details about members' most inappropriate experience of race/ethnicity-related harassment and/or race/ethnicity-related discrimination. Results are presented for the types of incidents that were experienced, where the incident occurred, and the characteristics of offenders in the most inappropriate situation. Also described in this chapter are members' experiences with reporting unwanted race/ethnicity-related harassment and/or race/ethnicity-related discrimination behaviors, including reasons for reporting, satisfaction with reporting, and reasons for not reporting incidents of race/ethnicity-related harassment and/or race/ethnicity-related discrimination behaviors.
- Chapter 5 presents an in-depth exploration of potential protective factors that might influence a member's vulnerability to experiencing negative race/ethnicity-related behaviors and choosing to report. Factors include training effectiveness, mentorship, and immediate supervisors. Impact on reporting and satisfaction is evaluated using these factors, as vulnerable members are most in need of effective policies for guidance.
- Chapter 6 presents members' perceptions of the climate in the military regarding racial/ethnic harassment and/or discrimination. Specifically, the survey measures members' comfort with cross-race/ethnicity interactions, efforts to eliminate negative race/ethnicity-related behaviors, members' perceived ability to be promoted, and general perceptions of differences between the military and the nation on race/ethnicity relations.
- Chapter 7 presents members' perceptions of racist/extremist organizations (e.g., hate groups and gangs), as well as their agreement with the ideals of organizations.
- Chapter 8 summarizes and discusses the findings presented in the report and addresses continuing assessments.

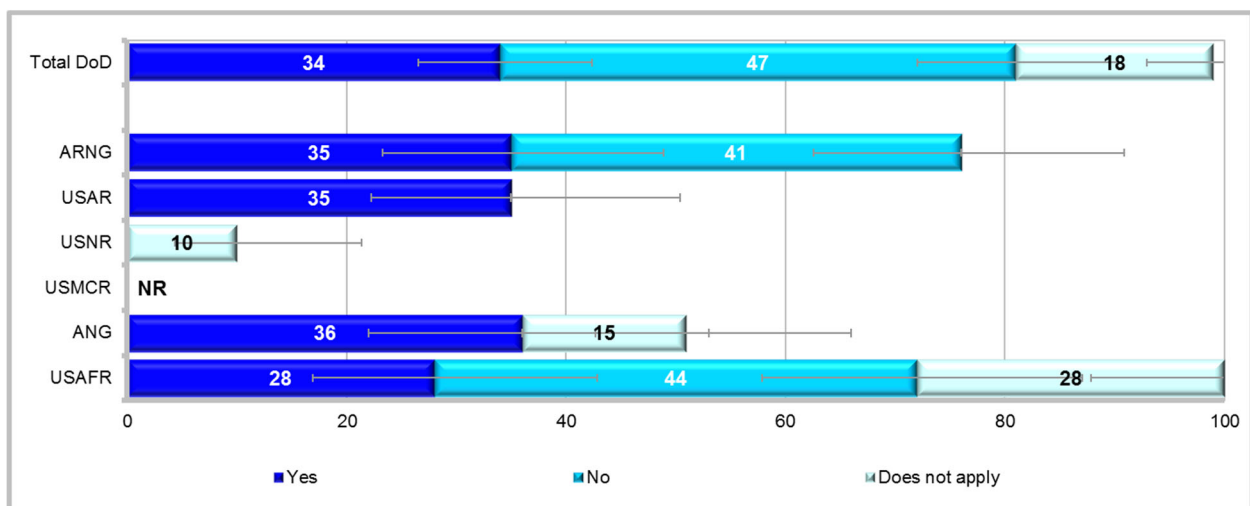
Appendix A contains Frequently Asked Questions (FAQs).

Presentation of Results

Each finding in the 2015 WEOR Overview Report is presented in graphical or tabular form along with its associated margin of error. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident one is that the interval contains the true population value being estimated. For example, if it is estimated that 55% of individuals selected an answer and the margin of error was ± 3 , we are 95% confident that the "true" value being estimated in the population is between 52% and 58%. Because the results of comparisons are based on a weighted, representative sample, the reader can assume that the results generalize to the DoD and Reserve component's populations within the margin of error. The annotation "NR" indicates that a specific result is *not reportable* due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225). Effective sample size takes into account the finite population correction, variability in weights, and the effect of sample stratification.

An NR presentation prevents the DoD, and the reader, from interpreting potentially inaccurate findings due to the instability (large variance) of an estimate. Although several factors contribute towards the variability in any estimate, an “NR” is almost always caused by too few respondents answering a question because of a skip pattern in the survey. Elongated bar charts in this report may not extend to the 100% end of the scale. This may be due to a few factors, including rounding and NR estimates. As shown in Figure 5, there is a small space between the bar chart and the end of the chart for Total DoD estimates. This is due to rounding. As shown in the bar chart for ARNG, the estimate for “does not apply” is NR, and therefore, it is not reported in the chart. All estimates for USMCR are not reportable, and therefore, an NR is presented.

Figure 5.
Example Figure



Data are also presented in tables in this report. As shown in Table 1, when estimates are statistically significantly different, they are highlighted in representative colors presented in the key on the top left of the table. As shown in the table, the estimate for Total Minority members is highlighted in purple because they were statistically significantly more likely to indicate *in a military work environment where members of their racial/ethnic background are uncommon*, whereas the estimate for White (non-Hispanic) members is highlighted in yellow because they were less likely.

Table 1.
Example Table

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: purple; margin-right: 5px;"></div> Higher Response <div style="width: 15px; height: 15px; background-color: yellow; margin-right: 5px; margin-left: 5px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Total Minority
At your military work (the place where you perform your military duties)?	76%	74%	77%
During duty hours?	79%	78%	80%
In a military work environment where members of your racial/ethnic background are uncommon?	39%	31%	47%
At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	25%	22%	28%
While you were deployed?	14%	13%	15%
<i>Margins of Error</i>	±4-6%	±7-10%	±5-6%

Statistical Comparisons

Only statistically significant group comparisons are discussed in this overview report. Comparisons are generally made along a single dimension (e.g., race/ethnicity) at a time. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. In cases where comparisons include estimates which are dependent (e.g., the group membership or dimensions tested are not entirely independent of one another as in the case when statistically comparing racial/ethnic harassment to racial/ethnic discrimination on climate outcomes), we adjusted standard errors for the sampling covariance between the estimates using a seemingly unrelated estimation-based approach (see Clogg, Petkova, and Haritou, 1995 for a discussion). When comparing results across survey years (e.g., 2015 compared to 2011), statistical tests for differences between weighted averages are used. Results annotated as higher or lower than other results within 2015 are determined significant at an alpha (α) level of 0.05.²³

Reporting Groups

Survey results are reported by minority status, race/ethnicity, Reserve component, and paygrade. Consistent with the Office of Management and Budget's (OMB) race/ethnicity reporting requirements, 2015 WEOR results are reported at the most distinct level possible while preserving the reliability and confidentiality of data. Respondents are classified into seven mutually exclusive racial/ethnic reporting categories consistent with OMB requirements (Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 1997).

²³ OPA statistically adjusts alpha levels to appropriately account for the large number of statistical tests conducted for this survey; see the statistical methodology report for details on how OPA uses the False Discovery Rate to handle multiple comparisons (OPA 2016a).

- Non-Hispanic White: persons identifying as only White and not reporting being Hispanic
- Black: persons identifying as only Black or African American and not reporting being Hispanic
- Hispanic: persons identifying as they are Spanish/Hispanic/Latino, regardless of how they answered the item on race
- Asian: persons identifying as only Asian and not reporting being Hispanic
- AIAN (American Indian/Alaska Native): persons identifying as only American Indian or Alaska Native and not reporting being Hispanic
- NHPI (Native Hawaiian/Pacific Islander): persons identifying as only Native Hawaiian or other Pacific Islander and not reporting being Hispanic
- Two or More Races: persons identifying as two or more of the races (White, Black, Asian, AIAN, and NHPI) and not reporting being Hispanic

Total Minority members refer to all persons identifying as any racial/ethnic group other than persons only White, non-Hispanic.

Total DoD refers to the aggregate estimate of all Reserve components combined. The Reserve component categories include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

The paygrade categories include junior enlisted (E1–E4), senior enlisted (E5–E9), junior officers (O1–O3), and senior officers (O4–O6).

Table 2 shows the weighted percentage of respondents and response rates for the 2015 *WEOR* broken out by individual reporting categories: Total DoD, race/ethnicity, component, and paygrade.

Table 2.
Percent of Respondents by Reporting Category

	Percent Responding	Response Rate
Total DoD	100%	19%
Race/Ethnicity		
Non-Hispanic White	40%	20%
Black	13%	15%
Hispanic	16%	16%
AIAN	4%	17%
Asian	13%	20%
NHPI	4%	18%
Two or More Races	10%	19%
Component		
National Guard	45%	21%
Army National Guard (ARNG)	21%	14%
Air National Guard (ANG)	24%	32%
Reserve	55%	19%
U.S. Army Reserve (USAR)	13%	17%
U.S. Navy Reserve (USNR)	12%	24%
U.S. Marine Corps Reserve (USMCR)	9%	8%
U.S. Air Force Reserve (USAFR)	21%	26%
Paygrade		
Enlisted	74%	17%
E1–E4	22%	7%
E5–E9	52%	25%
Officers	26%	33%
O1–O3	8%	25%
O4–O6	15%	40%
W1–W5 ^a	2%	38%

Note. Some reporting category percentages may not add up to 100% due to item nonresponse and/or rounding.

^aW1–W5 are included in the O1–O5 paygrade in this Overview Report.

Survey Methodology

Statistical Sample Design

OPA conducts cross-component surveys that provide DoD with accurate assessments of attitudes and opinions of the DoD community using standard scientific methods. OPA's survey methodology meets industry standards that are used by government statistical agencies (e.g., Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA uses survey methodology best practices promoted by the American

Association for Public Opinion Research (AAPOR).²⁴ Although OPA has used industry standard scientific survey methodology for many years, there remains some confusion as to how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix A contains FAQs on the methods employed by government and private survey agencies, including OPA.

The survey administration process began on December 28, 2015, with the opening of the survey online. Announcement e-mails and postal letters were sent out to sample members on December 28, 2015. The notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the web. Data for all Reserve components were collected between December 28, 2015, and May 31, 2016.

The population of interest for the 2015 *WEOR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR Title 10 and Title 32), or Individual Mobilization Augmentee (IMA) programs from the ARNG, USAR, USNR, USMCR, ANG, and USAFR, (1) who were drawn from the August 2015 *Reserve Component's Common Personnel Data System (RCCPDS)* and (2) were below flag rank. Single-stage, nonproportional stratified random sampling²⁵ procedures were used. The sample consisted of 80,194 individuals drawn from the sample frame constructed from DMDC's *RCCPDS*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the survey, December 28, 2015 (0.36% of sample). Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical questions Q31–Q43 or Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102) were received from 13,536 eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 19%. This response rate is consistent with other recent Reserve component surveys conducted by OPA.

Data were weighted using the industry standard three-stage process.²⁶ This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The three-stage process of weighting consists of the following steps:

²⁴ AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (http://aapor.org/Best_Practices1/4081.htm#best3). OPA has conducted surveys of the military and DoD community using stratified random sampling for over 25 years.

²⁵ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male ARNG personnel in one group, all female ARNG personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

²⁶ Details on survey methodology are reported in the tabulation volume (OPA 2016b).

- Adjustment for selection probability—Probability samples such as the sample for this survey are selected from lists, and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
- Adjustments for nonresponse—Some sampled members did not respond to the survey. Continuing the previous example, suppose only half of sample members, 500, completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.
- Adjustment to known population values—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sampled person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason, a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents was 7,000 men and 3,000 women. To reduce this possible bias and reproduce known population totals the weights would be adjusted by 1.21 for men and 0.5 for women that the final weights for men and women would be 24.3 and 10, which would give unbiased estimates of the total and of women and men in the subgroup.

Qualitative Analyses

Within the 2015 *WEOR*, 12 open-ended questions asked respondents either to provide additional details or to make recommendations for improvement. For example, Question 133 asked members who indicated that racist/extremist organizations or individuals, hate crimes, and/or gangs were a problem at their military duty station to a large or very large extent to specify the problems that exist at their military duty station. Other questions asked for recommendations. For example, Question 154 asked all respondents to provide any additional comments or concerns that they were not able to express while answering the survey.

Each open-ended question was content analyzed to identify the major themes or concerns expressed using NVivo, a qualitative data analysis software package produced by QSR International, which is used as a grouping and validation tool that provides comprehensive coverage of topics for summaries of findings. Because not every respondent left comments, no attempt was made to quantify comments or make general assertions about the population of respondents based on the comments. However, the summaries of these comments provide insights for consideration by DoD. The summaries, where applicable, also include the race/ethnicity and component of the respondent (e.g., AIAN, ANG).

Summary

The following chapters provide results from the *2015 WEOR*. Results reflect the past year estimated prevalence rates, attitudes, and perceptions of Reserve component members in 2015. Overall, from December 28, 2015 to May 31, 2016, the *2015 WEOR* had 13,536 completed surveys. The remainder of the report details top-level findings and analyses from the *2015 WEOR*.

Chapter 2: Measurement of Racial/Ethnic Harassment/Discrimination

This chapter reviews the estimated past year prevalence rates of racial/ethnic harassment and/or racial/ethnic discrimination in the 12 months prior to members taking the survey. As discussed in the following chapters, experiencing negative race/ethnicity-related behaviors in the workplace can have a significant impact on a member's attitude, job performance, and motivation. Therefore, the impact of experiencing these behaviors is also analyzed in this chapter, as these behaviorally based impacts might lead to specific outcomes, including decreasing a member's intention to stay in the National Guard/Reserve.

Measurement of Racial/Ethnic Harassment/Discrimination

OPA recommended in 2014 that DoD redesign the measure of racial/ethnic harassment/discrimination to better align with military EO policy. As agreed, the RAND Corporation was contracted by ODEI and OPA to construct a new measure of racial/ethnic harassment and/or racial/ethnic discrimination by modifying the current congressionally approved measure of gender discrimination and harassment used in the *2014 RAND Military Workplace Survey* and *2015 Workplace and Gender Relations Survey of Reserve Component Members* to apply to experiences based on race/ethnicity. Beginning with *2015 WEOR*, the prior measure of racial/ethnic harassment and racial/ethnic discrimination was replaced with this new metric.²⁷

This report includes estimated past year prevalence rates of *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination* in the DoD community experienced during the past 12 months.²⁸ The metric is a new baseline for the measurement of racial/ethnic harassment/discrimination; comparisons to prior years will not be possible as this new measure differs too much from the previous one.

Construction of the Estimated Past Year Racial/Ethnic Harassment Prevalence Rate

Building from DoD's definition for sexual harassment and the Equal Employment Opportunity Commission's (EEOC) definition of harassment, we operationalized racial/ethnic harassment as behaviors that create a workplace environment that is intimidating, hostile, offensive, or unreasonably intrusive for those in protected categories. These behaviors may include the use of slurs, other insulting statements and behaviors, and threatening physical conduct.

As outlined in Figure 6, members had to indicate that in the past 12 months they perceived experiencing at least one of the 12 inappropriate workplace behaviors (i.e., the respondent indicated being "uncomfortable, angry or upset" by a behavior) prohibited by EO policy, done by

²⁷ OPA conducted a pilot test of this metric to determine its suitability for use with military populations.

²⁸ The purpose of the *Racial/Ethnic Harassment/Discrimination* estimated past year prevalence rate is to provide DoD with an overall estimate of Reserve component members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination. The rate does not serve as an official "crime index."

someone from their military workplace, to be included in the estimated past year *Racial/Ethnic Harassment Prevalence Rate*. Members were also given the following specific definitions and directions when answering each item:

- Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.
- When a question mentions “someone from work,” please include any person you have contact with as part of your military duties. “Someone from work” could be a supervisor, a civilian employee, contractor, or military personnel at any rank. They could be in your unit or in other units.
- These things might have occurred on duty or off duty, on base or off base. Please include them as long as the person who did them was someone from your military work.
- Do not include experiences that happened in a non-military job.

Figure 6.

Construction of Estimated Past Year Racial/Ethnic Harassment Prevalence Rate

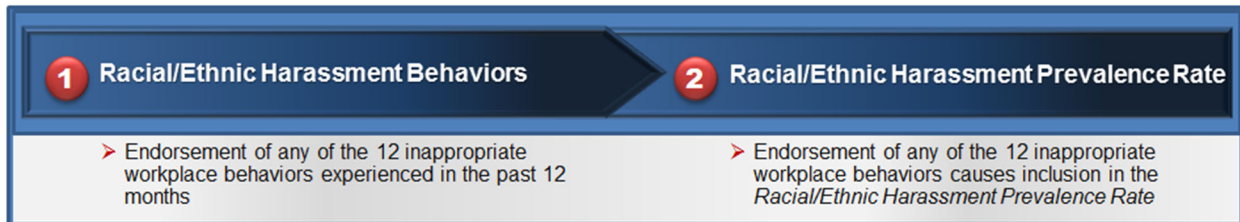
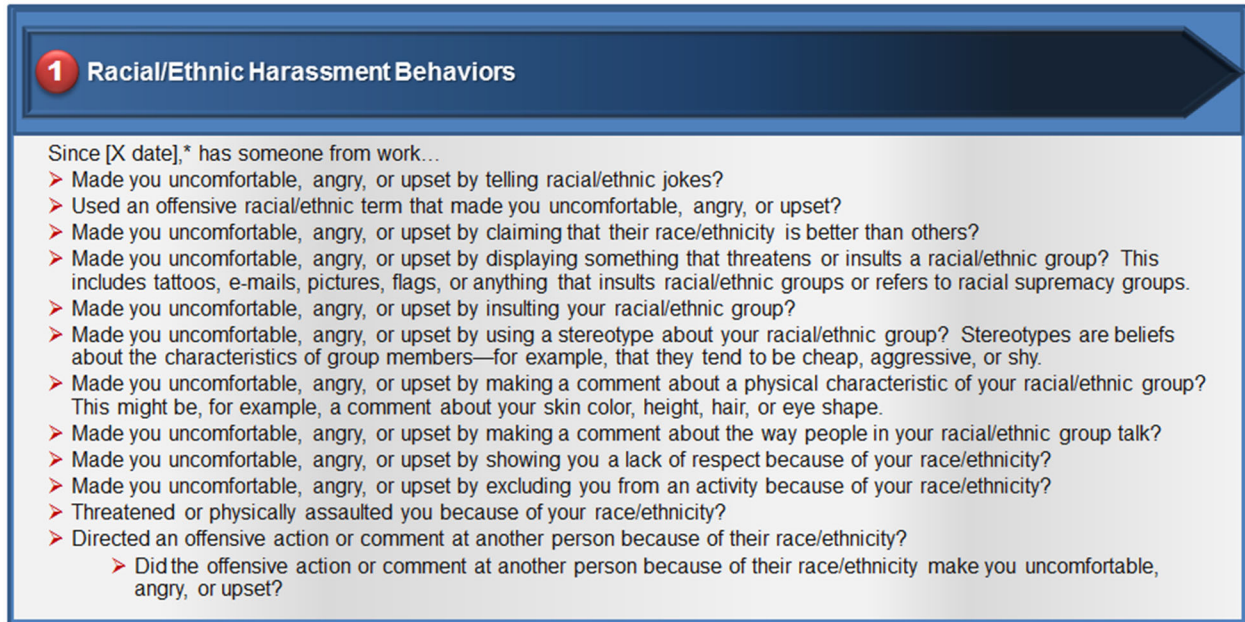


Figure 7 outlines the 12 individual inappropriate workplace behaviors. Endorsement of “Directed an offensive action or comment at another person because of their race/ethnicity?” required secondary endorsement of the follow-up question, “Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset?”

Figure 7.
12 Racial/Ethnic Harassment Behaviors



Construction of the Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate

Members were asked about potential experiences when someone from work treated them unfairly because of their race/ethnicity, or if a person from work would have treated someone of a different race/ethnicity better. As outlined in Figure 8, members had to indicate that they perceived experiencing at least one work-related harm as a result of their race/ethnicity in the past 12 months to be included in the estimated past year *Racial/Ethnic Discrimination Prevalence Rate*.

Figure 8.
Construction of Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate



Figure 9 outlines the 12 unfair workplace behaviors. The following introductory text, “The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services”

was provided to members before presenting the behavior *did someone in one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity.*

Figure 9.
12 Racial/Ethnic Discrimination Behaviors

1
Racial/Ethnic Discrimination Behaviors

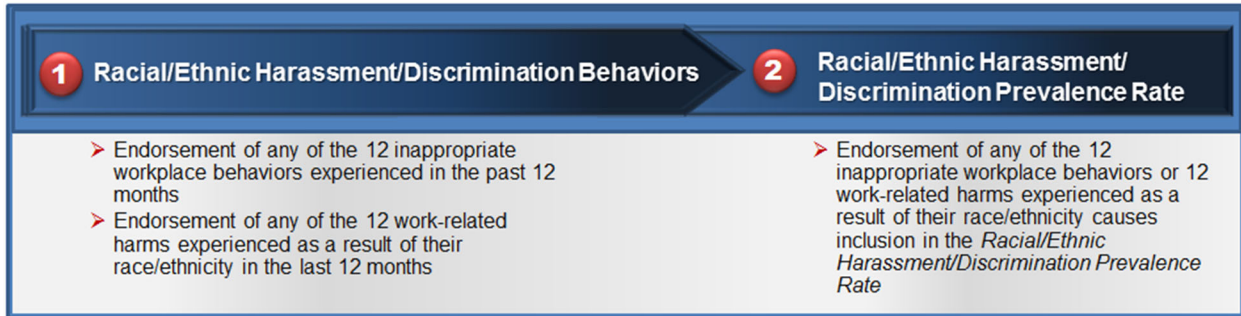
Since [X Date],* did someone...

- > Give you a lower military performance evaluation because of your race/ethnicity?
- > Make it harder for you to get a military award because of your race/ethnicity? This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.
- > Make it harder for you to get a military promotion because of your race/ethnicity?
- > From the military make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.
- > Assign you to an undesirable military unit, installation, or country because of your race/ethnicity?
- > Assign you to either an undesirable or unimportant military task because of your race/ethnicity?
- > Make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?
- > Give you an unfair military training evaluation or grade because of your race/ethnicity?
- > Deny your military leave, pass, or liberty request because of your race/ethnicity?
- > From the military punish you unfairly because of your race/ethnicity? For example, you were disciplined more harshly for misconduct than someone of another race/ethnicity?
- > In one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity?
- > From the military restrict your options for scheduling your military requirements because of your race/ethnicity? For example, scheduling drill days or military training.

Construction of the Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate

As shown in Figure 10, using the stepwise criteria listed above in Figure 6 and Figure 8, the overall estimated *Racial/Ethnic Harassment/Discrimination Prevalence Rate* combines those respondents who met criteria to be included in the estimated past year *Racial/Ethnic Harassment Prevalence Rate* and/or estimated past year *Racial/Ethnic Discrimination Prevalence Rate*. Specifically, to be included in the overall estimated past year prevalence rate, a respondent must indicate experiencing an inappropriate workplace behavior in the 12 months before taking the survey and/or experiencing a work-related harm as a result of their race/ethnicity in the 12 months before taking the survey.

Figure 10.
Construction of Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate



Chapter 3: Workplace Experiences

Estimated Past Year Prevalence Rates of Racial/Ethnic Experiences in the DoD Community

This section reviews the estimated prevalence rates of racial/ethnic harassment and/or racial/ethnic discrimination in the 12 months prior to members taking the survey. To be included in the estimated prevalence rates, a respondent must have endorsed experiencing one of the 24 race/ethnicity-related

2015 Estimated Prevalence Rates of Racial/Ethnic Experiences	
DoD Estimated Racial/Ethnic Harassment/ Discrimination Prevalence Rate	14.8%
DoD Estimated Racial/Ethnic Harassment Prevalence Rate	12.8%
DoD Estimated Racial/Ethnic Discrimination Prevalence Rate	3.9%

behaviors. According to the results of the 2015 *WEOR*, about 14.8% of Reserve component members experienced *Racial/Ethnic Harassment/Discrimination* in the DoD community in the 12 months before taking the survey. Specific rates and comparisons follow.

Racial/Ethnic Harassment in the DoD Community

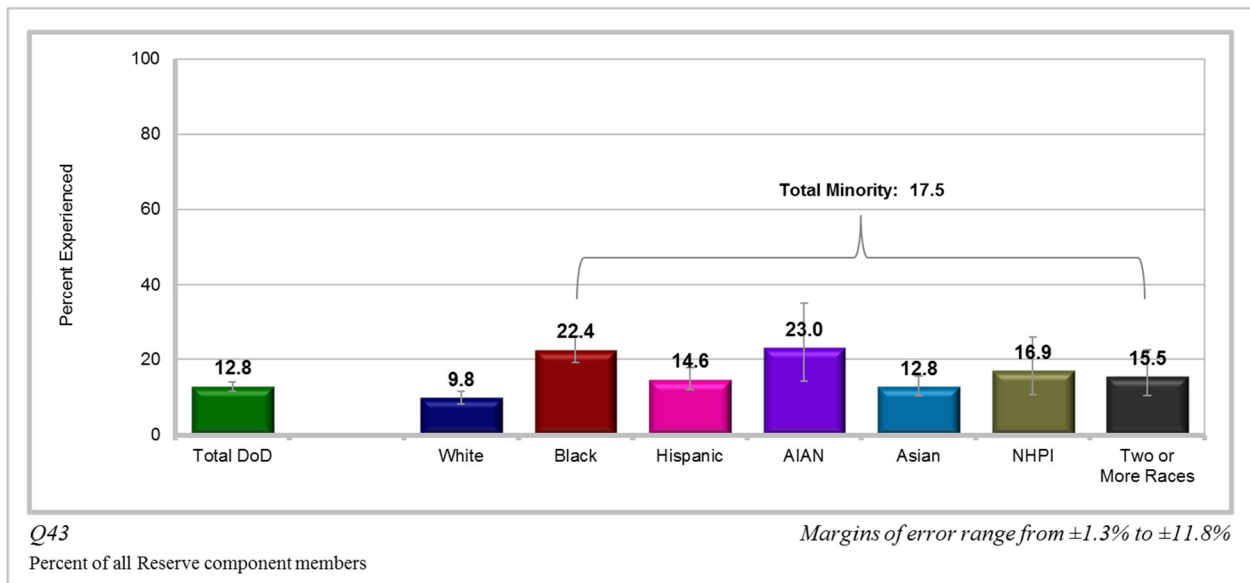
Members were asked about upsetting or offensive behaviors that someone from their military work might have said or done that were related to their race/ethnicity. The questions related to behaviors and experiences that happened in the 12 months before taking the survey. Racial/ethnic harassment behaviors create an intimidating, hostile, offensive, or unreasonably intrusive workplace environment, which may include the use of slurs, insulting statements or behaviors, or threatening physical action.

Estimated Past Year Racial/Ethnic Harassment Prevalence Rate

As shown in Figure 11, 12.8% of members indicated they experienced *Racial/Ethnic Harassment* in the DoD community in the 12 months before taking the survey. Total Minority members (17.5%) were more likely to indicate experiencing *Racial/Ethnic Harassment*, whereas White (non-Hispanic) members (9.8%) were less likely. There were no statistically significant differences between National Guard members and Reserve component members and no statistically significant differences between women and men.

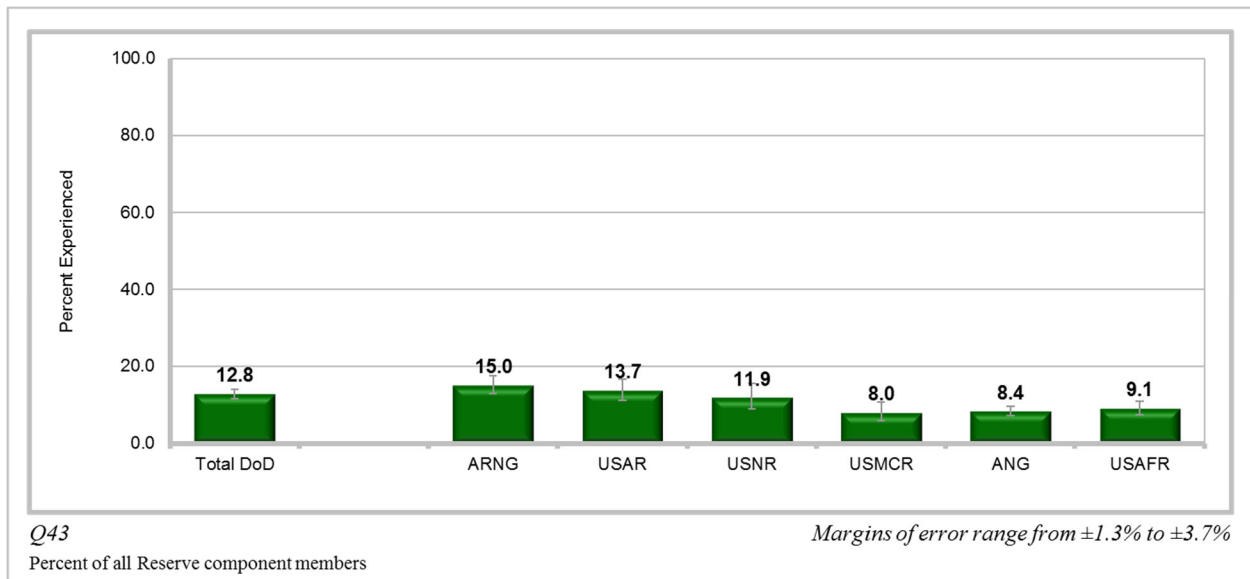
As shown in Figure 11, Black members (22.4%) were more likely than members of other racial/ethnic groups to indicate experiencing *Racial/Ethnic Harassment*, whereas White (non-Hispanic) members (9.8%) were less likely than members of other racial/ethnic groups. Although not statistically comparable, these findings are similar to patterns found on previous versions of the *WEOR*.

Figure 11.
Estimated Past Year Racial/Ethnic Harassment Prevalence Rate, by Total DoD and Minority Status



As shown in Figure 12, ARNG members (15.0%) were more likely than members in other components to indicate experiencing *Racial/Ethnic Harassment*, whereas members in the USMCR (8.0%), ANG (8.4%), and USAFR (9.1%) were less likely than members in other components to do so.

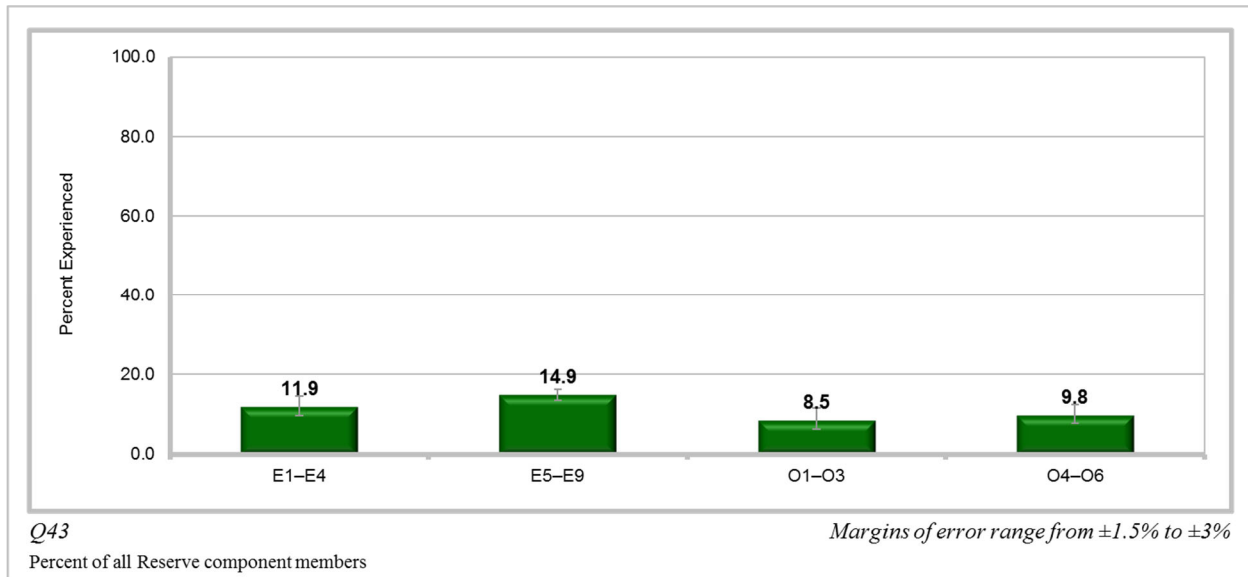
Figure 12.
Estimated Past Year Racial/Ethnic Harassment Prevalence Rate, by Reserve Component



As shown in Figure 13, senior enlisted members (14.9%) were more likely to indicate experiencing *Racial/Ethnic Harassment* than members in other paygrades, whereas junior officers (8.5%) were less likely than members in other paygrades to do so.

Figure 13.

Estimated Past Year Racial/Ethnic Harassment Prevalence Rate, by Paygrade



Experiences of Specific Racial/Ethnic Harassment Behaviors

Overall, 12.8% of members indicated that they experienced an inappropriate workplace behavior due to their race/ethnicity. The most commonly experienced behaviors that were indicated were *used a racial/ethnic term that made them uncomfortable, angry, or upset* and *made them uncomfortable, angry, or upset by using a stereotype about their racial/ethnic group* (both 6%).

As shown in Table 3, Total Minority members were more likely to indicate experiencing these behaviors, whereas White (non-Hispanic) members were less likely to indicate experiencing inappropriate workplace behaviors due to their race/ethnicity. Presented below is a breakout of each of the 12 racial/ethnic harassment specific behaviors members endorsed.

Table 3.
Experiences of Specific Racial/Ethnic Harassment Behaviors in the Past Year, by Total DoD and Minority Status

	Total DoD	Non-Hispanic White	Total Minority
Higher Response of Yes			
Lower Response of Yes			
Made you uncomfortable, angry, or upset by telling racial/ethnic jokes.	5%	4%	8%
Used a racial/ethnic term that made you uncomfortable, angry, or upset.	6%	4%	7%
Made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others.	4%	4%	4%
Made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group.	3%	2%	4%
Made you uncomfortable, angry, or upset by insulting your racial/ethnic group.	4%	3%	6%
Made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group.	6%	4%	10%
Made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group.	4%	3%	5%
Made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk.	4%	2%	6%
Made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity.	4%	3%	7%
Made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity.	2%	1%	3%
Threatened or physically assaulted you because of your race/ethnicity.	1%	1%	1%
Made you uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity. ^a	3%	3%	4%
<i>Margins of Error</i>	±1%	±1-2%	±1-2%

Note. 2015 WEOR Q31–Q43. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

^aThis question had additional skip logic to get into the item; respondents needed to first indicate someone from work directed an offensive action or comment at another person because of their race/ethnicity, and then they were asked if that action made them uncomfortable, angry, or upset.

As shown in Table 4, Black members were more likely than members of other racial/ethnic groups to indicate experiencing the majority of behaviors, whereas White (non-Hispanic) members were less likely than members of other racial/ethnic groups to indicate experiencing inappropriate workplace behaviors due to their race/ethnicity.

Table 4.
Experiences of Specific Racial/Ethnic Harassment Behaviors in the Past Year, by Race/Ethnicity

<div style="display: flex; justify-content: space-between;"> ■ Higher Response of Yes ■ Lower Response of Yes </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Made you uncomfortable, angry, or upset by telling racial/ethnic jokes.	5%	4%	10%	7%	13%	6%	5%	4%
Used a racial/ethnic term that made you uncomfortable, angry, or upset.	6%	4%	9%	7%	14%	6%	5%	6%
Made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others.	4%	4%	5%	5%	3%	3%	5%	2%
Made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group.	3%	2%	5%	3%	3%	2%	2%	3%
Made you uncomfortable, angry, or upset by insulting your racial/ethnic group.	4%	3%	7%	6%	12%	5%	4%	4%
Made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group.	6%	4%	12%	8%	13%	7%	6%	9%
Made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group.	4%	3%	7%	5%	5%	4%	3%	2%
Made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk.	4%	2%	9%	5%	6%	5%	6%	3%
Made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity.	4%	3%	10%	5%	7%	5%	5%	3%
Made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity.	2%	1%	4%	3%	2%	2%	3%	3%
Threatened or physically assaulted you because of your race/ethnicity.	1%	1%	1%	1%	<1%	1%	1%	<1%
Made you uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity. ^a	3%	3%	5%	4%	4%	2%	4%	3%
<i>Margins of Error</i>	±1%	±1-2%	±1-3%	±2-3%	±1-14%	±1-3%	±2-6%	±2-7%

Note. 2015 WEOR Q31–Q43. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

^aThis question had additional skip logic to get into the item; respondents needed to first indicate someone from work directed an offensive action or comment at another person because of their race/ethnicity, and then they were asked if that action made them uncomfortable, angry, or upset.

As shown in Table 5, USMCR members, ANG members, and USAFR members were less likely than other component members to indicate experiencing the majority of behaviors.

Table 5.
Experiences of Specific Racial/Ethnic Harassment Behaviors in the Past Year, by Reserve Component

	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response of Yes						
Lower Response of Yes						
Made you uncomfortable, angry, or upset by telling racial/ethnic jokes.	6%	6%	5%	3%	4%	4%
Used a racial/ethnic term that made you uncomfortable, angry, or upset.	6%	7%	5%	3%	4%	3%
Made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others.	5%	4%	2%	2%	2%	2%
Made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group.	3%	3%	2%	1%	2%	1%
Made you uncomfortable, angry, or upset by insulting your racial/ethnic group.	5%	5%	4%	2%	2%	3%
Made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group.	7%	7%	5%	3%	3%	4%
Made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group.	4%	4%	3%	2%	2%	2%
Made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk.	4%	5%	3%	2%	2%	3%
Made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity.	5%	6%	3%	1%	2%	3%
Made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity.	2%	2%	2%	<1%	1%	1%
Threatened or physically assaulted you because of your race/ethnicity.	1%	1%	<1%	<1%	<1%	<1%
Made you uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity. ^a	4%	3%	2%	1%	2%	2%
<i>Margins of Error</i>	±1-2%	±1-3%	±1-4%	±1-3%	±1-2%	±1-2%

Note. 2015 WEOR Q31–Q43. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

^aThis question had additional skip logic to get into the item; respondents needed to first indicate someone from work directed an offensive action or comment at another person because of their race/ethnicity, and then they were asked if that action made them uncomfortable, angry, or upset.

As shown in Table 6, senior officers were less likely than other paygrades to indicate experiencing the majority of behaviors.

Table 6.
Experiences of Specific Racial/Ethnic Harassment Behaviors in the Past Year, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response of Yes				
Lower Response of Yes				
Made you uncomfortable, angry, or upset by telling racial/ethnic jokes.	6%	6%	4%	2%
Used a racial/ethnic term that made you uncomfortable, angry, or upset.	5%	7%	4%	4%
Made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others.	3%	5%	3%	2%
Made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group.	2%	3%	2%	2%
Made you uncomfortable, angry, or upset by insulting your racial/ethnic group.	4%	5%	4%	2%
Made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group.	6%	6%	5%	3%
Made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group.	4%	4%	1%	1%
Made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk.	4%	4%	3%	2%
Made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity.	4%	5%	4%	3%
Made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity.	2%	2%	2%	2%
Threatened or physically assaulted you because of your race/ethnicity.	1%	<1%	<1%	1%
Made you uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity. ^a	4%	3%	2%	1%
<i>Margins of Error</i>	±1-3%	±1%	±1-3%	±1-2%

Note. 2015 WEOR Q31–Q43. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

^aThis question had additional skip logic to get into the item; respondents needed to first indicate someone from work directed an offensive action or comment at another person because of their race/ethnicity, and then they were asked if that action made them uncomfortable, angry, or upset.

Racial/Ethnic Discrimination in the DoD Community

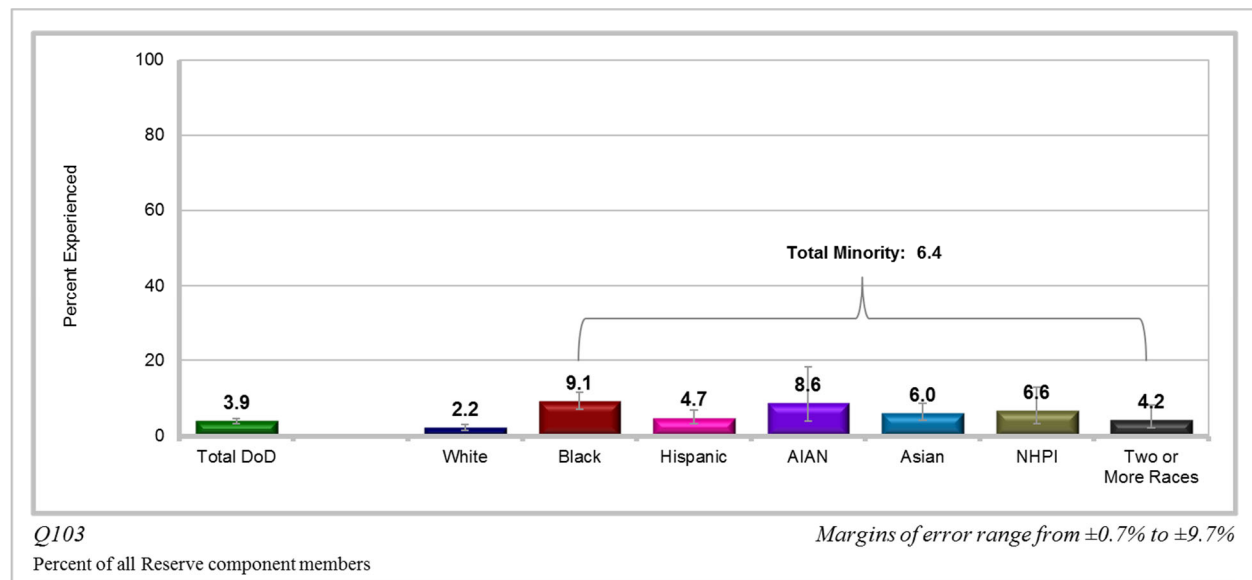
Overall, 3.9% of members indicated that they experienced at least one work-related harm as a result of their race/ethnicity in the past 12 months. Racial/ethnic discrimination behaviors include unfavorable personnel actions or unfair workplace treatment (for example, differential access to benefits) as a result of one's race/ethnicity. The key difference between this estimated prevalence rate and *Racial/Ethnic Harassment* is that the behaviors that comprise *Racial/Ethnic Discrimination* occur at the organizational level.

Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate

As shown in Figure 14, in 2015, 3.9% of members indicated that they experienced *Racial/Ethnic Discrimination* in the DoD community in the 12 months before taking the survey. Total Minority members (6.4%) were more likely to indicate experiencing *Racial/Ethnic Discrimination*, whereas White (non-Hispanic) members (2.2%) were less likely to do so. There were no statistically significant differences between National Guard members and Reserve component members and no statistically significant differences between women and men.

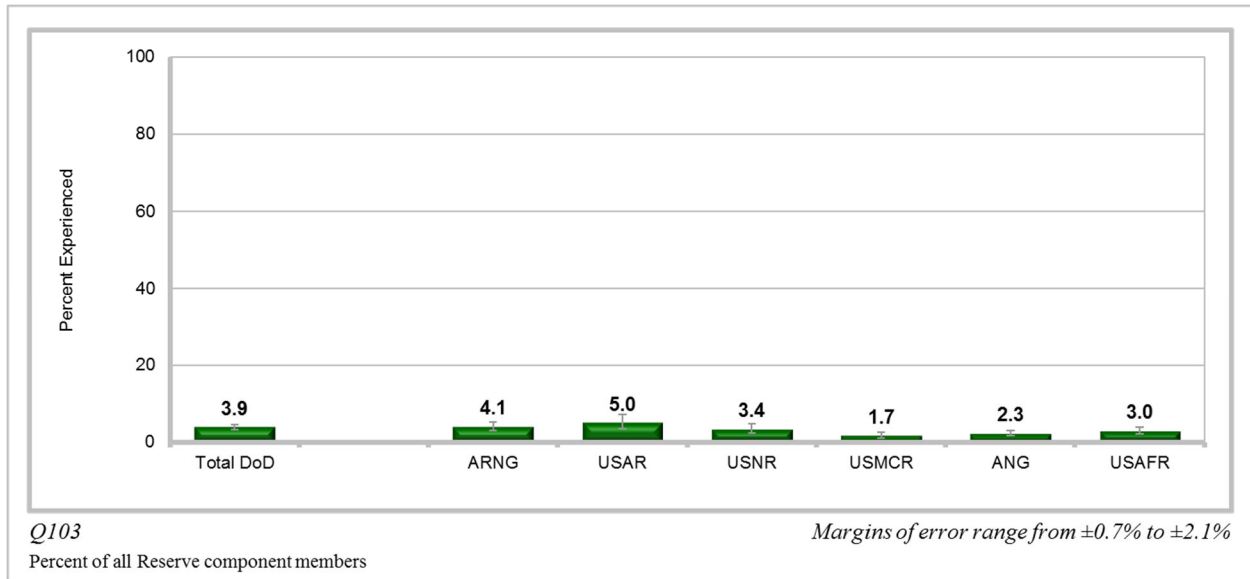
As shown in Figure 14, Black members (9.1%) were more likely than members of other racial/ethnic groups to indicate experiencing *Racial/Ethnic Discrimination*, whereas White (non-Hispanic) members (2.2%) were less likely than members of other racial/ethnic groups. Although not statistically comparable, these findings are similar to patterns found on previous versions of the *WEOR*.

Figure 14.
Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate, by Total DoD and Minority Status



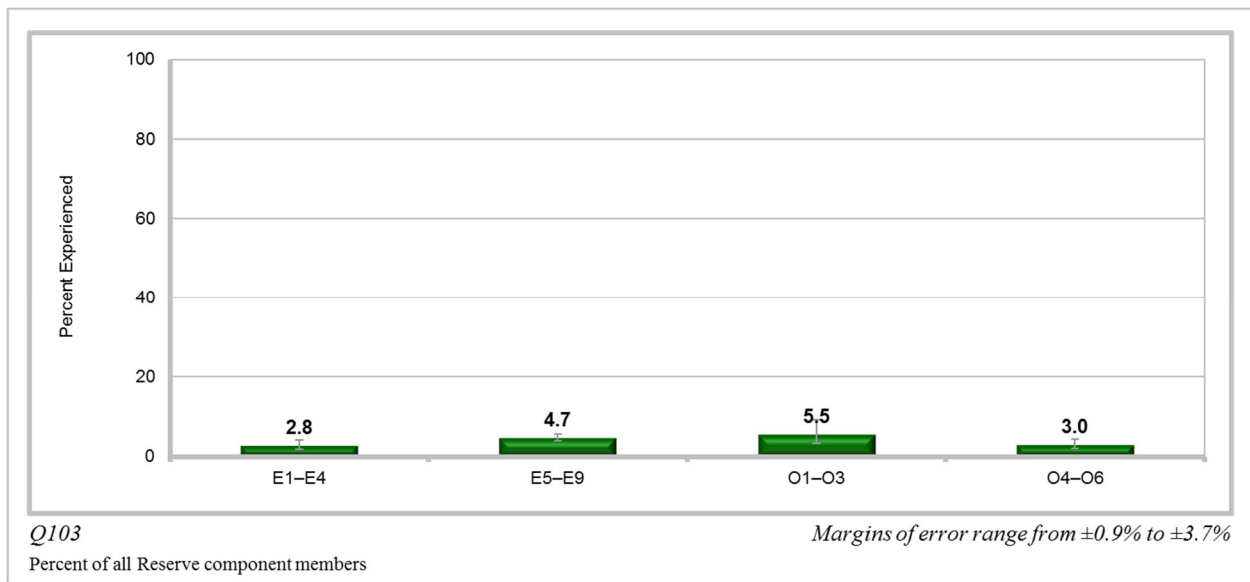
As shown in Figure 15, members in the USMCR (1.7%) and ANG (2.3%) were less likely to indicate experiencing *Racial/Ethnic Discrimination* compared to members in other components.

Figure 15.
Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate, by Reserve Component



As shown in Figure 16, there were no statistically significant differences between paygrades.

Figure 16.
Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate, by Paygrade



Experiences of Specific Racial/Ethnic Discrimination Behaviors

Overall, 3.9% of members indicated someone from work treated them unfairly because of their race/ethnicity. The most common behavior experienced was *made it harder for them to get a*

military promotion because of their race/ethnicity (2%). As shown in Table 7, Total Minority members were more likely to indicate experiencing the majority of behaviors, whereas White (non-Hispanic) members were less likely to indicate experiencing inappropriate workplace behaviors due to their race/ethnicity. Presented below is a breakout of each of the 12 racial/ethnic discrimination behaviors that members endorsed.

Table 7.
Experiences of Specific Racial/Ethnic Discrimination Behaviors in the Past Year, by Total DoD and Minority Status

	Total DoD	Non-Hispanic White	Total Minority
Higher Response of Yes			
Lower Response of Yes			
Gave you a lower military performance evaluation because of your race/ethnicity.	1%	1%	2%
Made it harder for you to get a military award because of your race/ethnicity.	1%	1%	3%
Made it harder for you to get a military promotion because of your race/ethnicity.	2%	1%	3%
Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity.	1%	<1%	2%
Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity.	<1%	<1%	1%
Assigned you to either an undesirable or unimportant military task because of your race/ethnicity.	1%	1%	2%
Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity.	1%	<1%	2%
Gave you an unfair military training evaluation or grade because of your race/ethnicity.	1%	<1%	1%
Denied your military leave, pass, or liberty request because of your race/ethnicity.	<1%	<1%	1%
Punished you unfairly because of your race/ethnicity.	1%	<1%	1%
Provided worse service or fewer benefits to you because of your race/ethnicity. ^a	1%	<1%	1%
Restricted your options for scheduling your military requirements because of your race/ethnicity.	<1%	<1%	1%
<i>Margins of Error</i>	±1%	±1-2%	±1%

Note. 2015 WEOR Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

^aMembers were given the following introductory text: The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.

As shown in Table 8, Black members were more likely than members of other racial/ethnic groups to indicate experiencing the majority of behaviors, whereas White (non-Hispanic) members were less likely than members of other racial/ethnic groups to indicate experiencing inappropriate workplace behaviors due to their race/ethnicity.

Table 8.
Experiences of Specific Racial/Ethnic Discrimination Behaviors in the Past Year, by Race/Ethnicity

	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: purple; margin-right: 5px;"></div> Higher Response of Yes <div style="width: 10px; height: 10px; background-color: yellow; margin-left: 20px; margin-right: 5px;"></div> Lower Response of Yes </div>								
Gave you a lower military performance evaluation because of your race/ethnicity.	1%	1%	3%	1%	1%	1%	2%	1%
Made it harder for you to get a military award because of your race/ethnicity.	1%	1%	4%	2%	2%	2%	1%	2%
Made it harder for you to get a military promotion because of your race/ethnicity.	2%	1%	5%	1%	3%	2%	2%	1%
Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity.	1%	<1%	2%	1%	NR	1%	1%	1%
Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity.	<1%	<1%	1%	1%	<1%	1%	1%	<1%
Assigned you to either an undesirable or unimportant military task because of your race/ethnicity.	1%	1%	2%	1%	4%	2%	1%	2%
Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity.	1%	<1%	3%	1%	5%	1%	1%	1%
Gave you an unfair military training evaluation or grade because of your race/ethnicity.	1%	<1%	2%	1%	<1%	1%	<1%	<1%
Denied your military leave, pass, or liberty request because of your race/ethnicity.	<1%	<1%	1%	<1%	NR	1%	<1%	<1%
Punished you unfairly because of your race/ethnicity.	1%	<1%	2%	1%	NR	1%	1%	1%
Provided worse service or fewer benefits to you because of your race/ethnicity. ^a	1%	<1%	1%	1%	4%	2%	3%	1%
Restricted your options for scheduling your military requirements because of your race/ethnicity.	<1%	<1%	2%	<1%	NR	1%	1%	<1%
<i>Margins of Error</i>	±1%	±1-2%	±1-2%	±1-3%	±1-12%	±1-3%	±2-7%	±1-5%

Note. 2015 WEOR Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

^aMembers were given the following introductory text: The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.

As shown in Table 9, USMCR members, ANG members, and USAFR members were less likely than other components to indicate experiencing the majority of behaviors.

Table 9.
Experiences of Specific Racial/Ethnic Discrimination Behaviors in the Past Year, by Reserve Component

	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response of Yes						
Lower Response of Yes						
Gave you a lower military performance evaluation because of your race/ethnicity.	1%	2%	1%	1%	<1%	<1%
Made it harder for you to get a military award because of your race/ethnicity.	2%	2%	2%	1%	1%	1%
Made it harder for you to get a military promotion because of your race/ethnicity.	2%	2%	1%	1%	1%	1%
Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity.	1%	1%	<1%	<1%	<1%	<1%
Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity.	<1%	1%	<1%	<1%	<1%	<1%
Assigned you to either an undesirable or unimportant military task because of your race/ethnicity.	1%	2%	1%	<1%	<1%	<1%
Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity.	1%	1%	1%	<1%	<1%	1%
Gave you an unfair military training evaluation or grade because of your race/ethnicity.	1%	1%	1%	<1%	<1%	<1%
Denied your military leave, pass, or liberty request because of your race/ethnicity.	<1%	<1%	<1%	<1%	<1%	<1%
Punished you unfairly because of your race/ethnicity.	1%	1%	1%	<1%	1%	1%
Provided worse service or fewer benefits to you because of your race/ethnicity. ^a	1%	1%	<1%	<1%	<1%	1%
Restricted your options for scheduling your military requirements because of your race/ethnicity.	1%	<1%	<1%	<1%	<1%	1%
<i>Margins of Error</i>	±1%	±1-3%	±1-2%	±<1-1%	±1%	±1%

Note. 2015 WEOR Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

^aMembers were given the following introductory text: The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.

As shown in Table 10, senior officers were less likely than other paygrades to indicate experiencing the majority of behaviors.

Table 10.
Experiences of Specific Racial/Ethnic Discrimination Behaviors in the Past Year, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response of Yes				
Lower Response of Yes				
Gave you a lower military performance evaluation because of your race/ethnicity.	1%	1%	1%	1%
Made it harder for you to get a military award because of your race/ethnicity.	1%	2%	1%	1%
Made it harder for you to get a military promotion because of your race/ethnicity.	1%	2%	1%	1%
Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity.	1%	1%	1%	1%
Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity.	<1%	<1%	1%	1%
Assigned you to either an undesirable or unimportant military task because of your race/ethnicity.	1%	1%	1%	<1%
Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity.	1%	1%	1%	1%
Gave you an unfair military training evaluation or grade because of your race/ethnicity.	<1%	1%	<1%	<1%
Denied your military leave, pass, or liberty request because of your race/ethnicity.	<1%	<1%	<1%	<1%
Punished you unfairly because of your race/ethnicity.	<1%	1%	1%	<1%
Provided worse service or fewer benefits to you because of your race/ethnicity. ^a	<1%	1%	2%	1%
Restricted your options for scheduling your military requirements because of your race/ethnicity.	<1%	<1%	<1%	<1%
<i>Margins of Error</i>	±1-2%	±1%	±1-4%	±1

Note. 2015 WEOR Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102. Although other groups may have higher or lower point estimates than those marked, the size of the margin of error will impact whether an estimate is statistically significant.

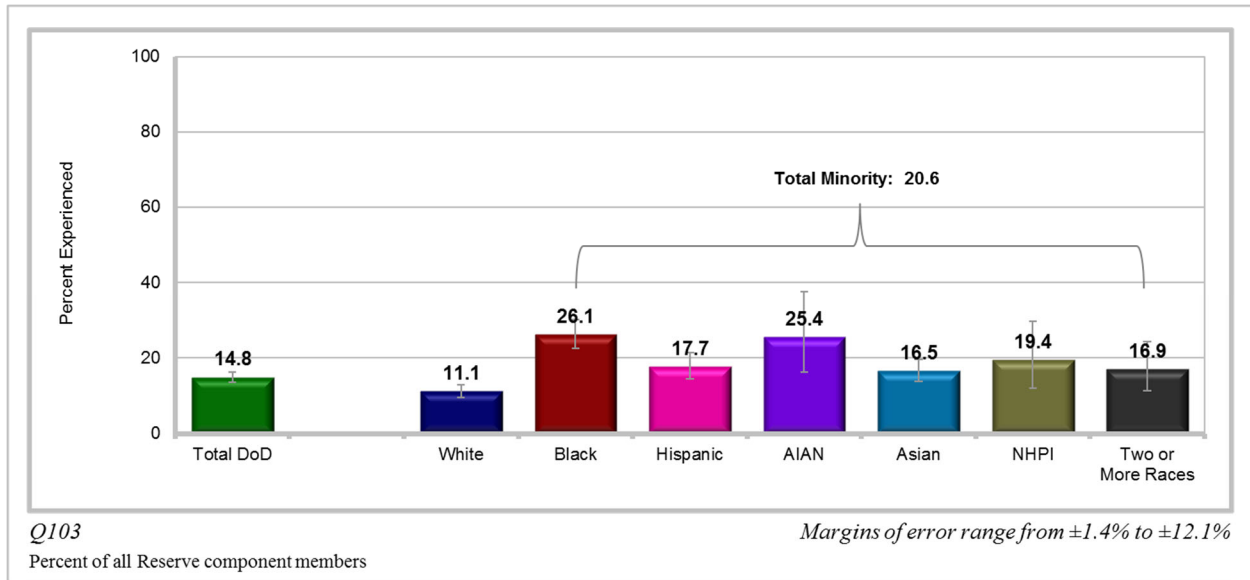
^aMembers were given the following introductory text: The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.

Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate in the DoD Community

As shown in Figure 17, in 2015, 14.8% of members indicated they experienced *Racial/Ethnic Harassment/Discrimination* in the DoD community in the 12 months before taking the survey. Total Minority members (20.6%) were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination*, whereas White (non-Hispanic) members (11.1%) were less likely to do so. There were no statistically significant differences between National Guard members and Reserve component members and no statistically significant differences between women and men.

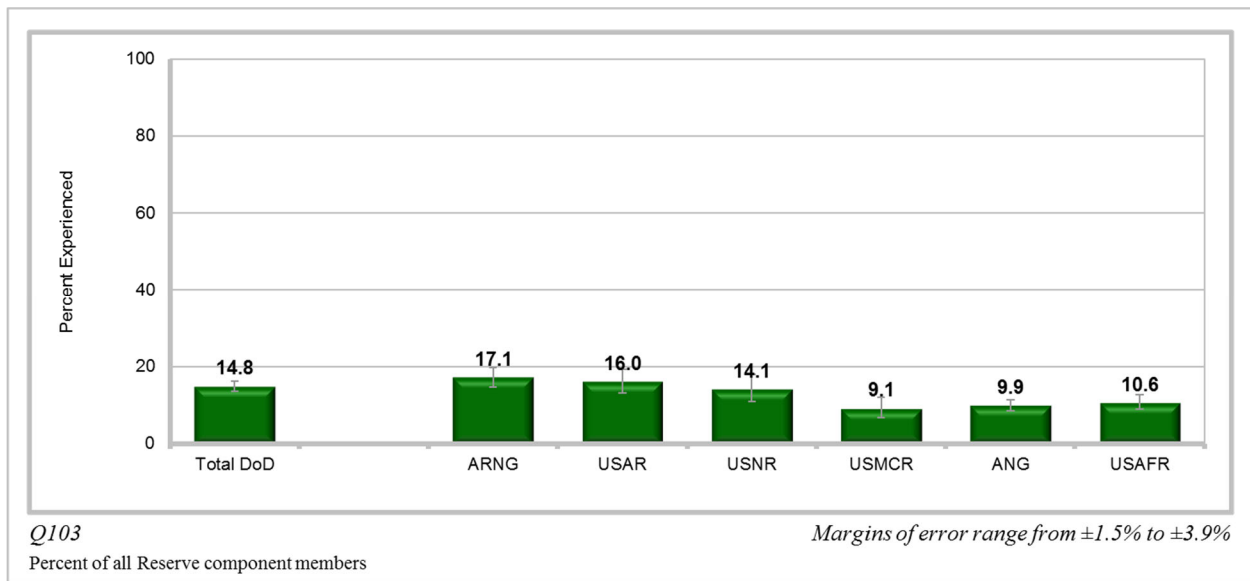
As shown in Figure 17, Black members (26.1%) were more likely than members of other racial/ethnic groups to indicate experiencing *Racial/Ethnic Harassment/Discrimination*, whereas White (non-Hispanic) members (11.1%) were less likely than members of other racial/ethnic groups. Although not statistically comparable, these findings are similar to patterns found on previous versions of the *WEOR*.

Figure 17.
Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate, by Total DoD and Minority Status



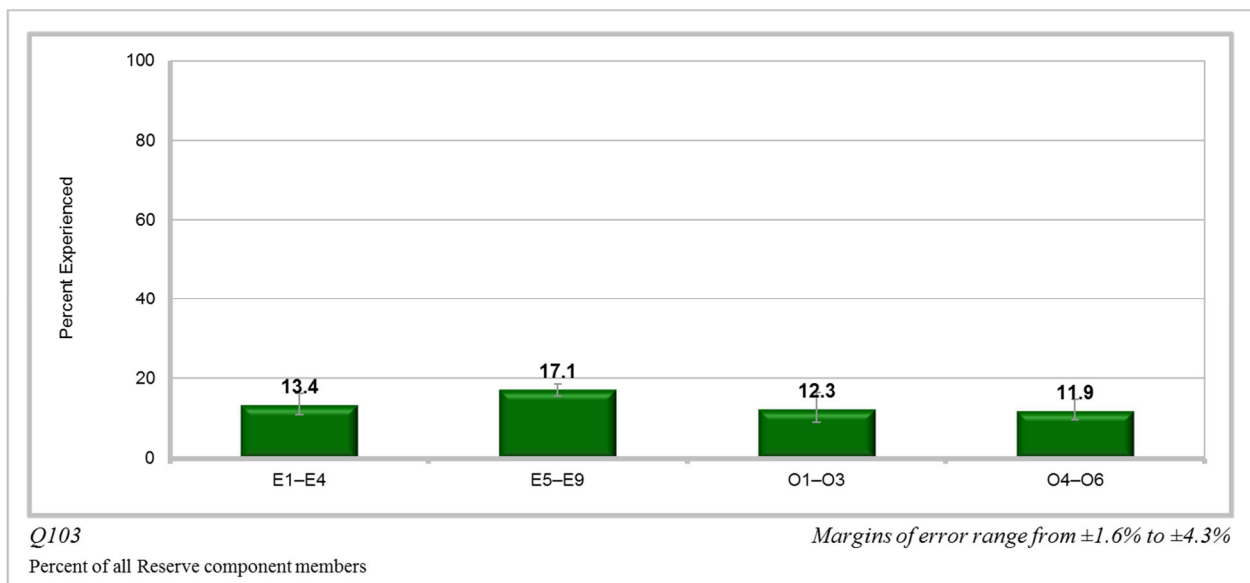
As shown in Figure 18, ARNG members (17.1%) were more likely than members in other components to indicate experiencing *Racial/Ethnic Harassment/Discrimination*, whereas members in the USMCR (9.1%), ANG (9.9%), and USAFR (10.6%) were less likely than members in other components to do so.

Figure 18.
Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence, by Reserve Component



As shown in Figure 19, senior enlisted members (17.1%) were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* compared to members in other paygrades.

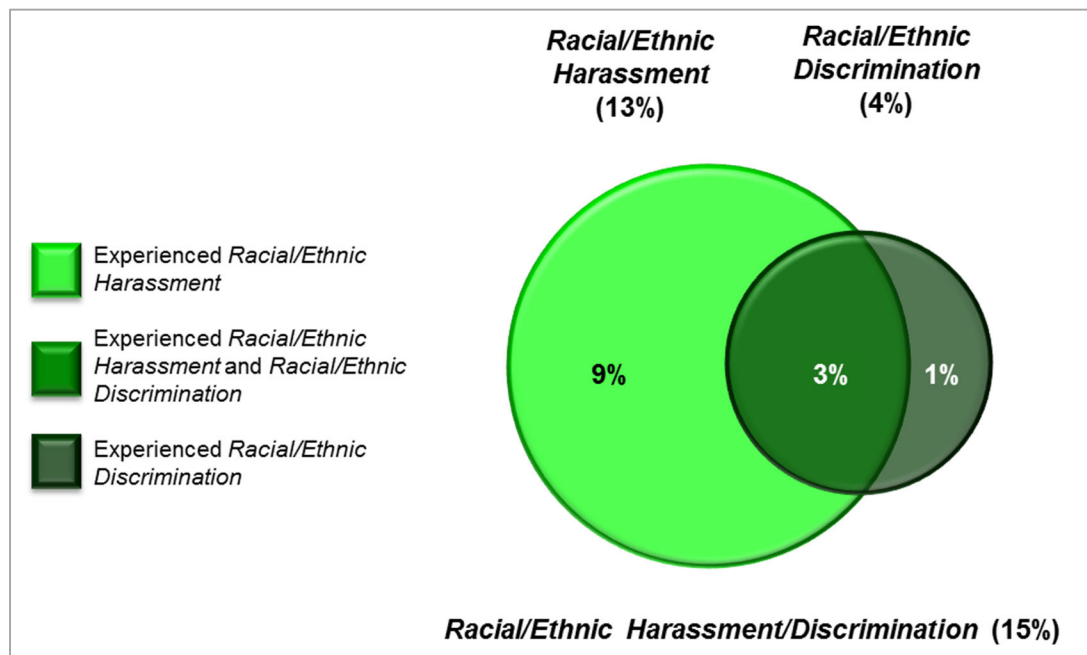
Figure 19.
Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate, by Paygrade



The *Racial/Ethnic Harassment/Discrimination* estimated prevalence rate includes a substantial overlap of members who experienced both *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination*. Figure 20 presents a Venn diagram that highlights the overlap between the rates of *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination*. Overall, of the members who reported experiencing *Racial/Ethnic Harassment* and reported experiencing *Racial/Ethnic Discrimination*, 3% reported experiencing both *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination* (9% reported experiencing only *Racial/Ethnic Harassment* and 1% reported experiencing only *Racial/Ethnic Discrimination*).²⁹ Further examination of these rates revealed that of those members who reported experiencing *Racial/Ethnic Harassment*, 24% also reported experienced *Racial/Ethnic Discrimination*. Of members who indicated experiencing *Racial/Ethnic Discrimination*, 69% also reported experiencing *Racial/Ethnic Harassment*. This highlights that for members who indicated experiencing *Racial/Ethnic Harassment/Discrimination*, the majority perceived experiencing harassment; those who indicated experiencing discrimination also experienced harassment to a large extent, whereas those who experienced harassment were less likely to experience discrimination.

Figure 20.

Venn Diagram of Racial/Ethnic Harassment and Racial/Ethnic Discrimination



Impacts of Experiencing Racial/Ethnic Harassment/Discrimination

Experiencing negative race/ethnicity-related behaviors in the workplace can have a significant impact on a member's attitude, job performance, and motivation (Deitch et al., 2003; Triana, Jayasinghe, & Pieper, 2015), and perceived discrimination yields harmful effects on

²⁹ These percentages may not add up to the estimated prevalence rates due to rounding.

psychological well-being (Chavez, Ornelas, Lyles, & Williams, 2015; Coyne et al., 2017; Dolezsar, McGrath, Herzig, & Miller, 2014; Schmitt, Branscombe, Postmes, & Garcia, 2014). The impact of experiencing such behaviors may also contribute to specific outcomes for DoD, including decreasing a member's intention to stay in the military. Overall, 15% of respondents experienced racial/ethnic harassment and/or discrimination.³⁰ It was posited that experiences of negative race/ethnicity-related behaviors are associated with reduced organizational climate-related indicators such as morale, retention, and satisfaction with military way of life. Additional analyses supported the hypotheses and also found the impact on these organizational climate indicators is greater for members who have experienced *Racial/Ethnic Discrimination*.

Overall, there appears to be a consistent finding that members who experience negative race/ethnicity-related behaviors are impacted by organizational climate-related problems more than members who do not experience these behaviors. Additionally, for those members who experience *Racial/Ethnic Discrimination*, the impact on their sense of attitude, job performance, and motivation appears to be greater than for those experiencing *Racial/Ethnic Harassment*.

Morale

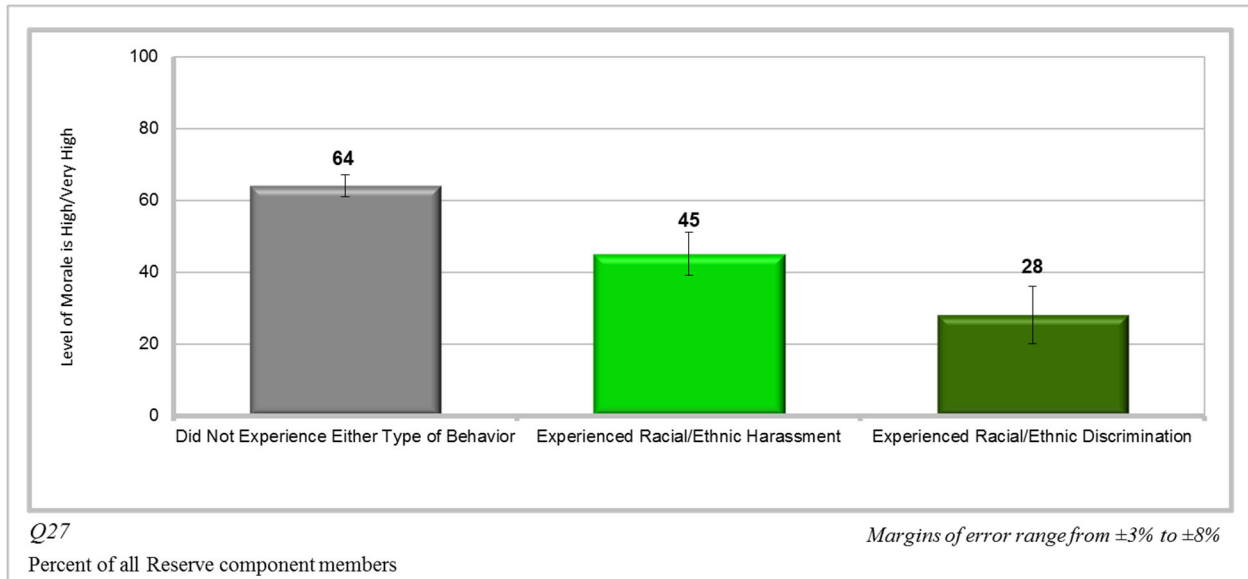
As shown in Figure 21, of members who did not experience either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination*, 64% indicated their level of morale was high.³¹ For members who indicated experiencing *Racial/Ethnic Harassment*, 45% indicated their level of morale was high or very high, whereas for members who indicated experiencing *Racial/Ethnic Discrimination*, 28% indicated their morale was high. Additional analyses revealed that members who did not experience either type of behavior were more likely to indicate their morale was high compared to those who experienced either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination* ($p < .001$). A statistically significant difference between *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination* was also observed as members who experienced *Racial/Ethnic Discrimination* were less likely to indicate high levels of morale than members who experienced *Racial/Ethnic Harassment* ($p < .001$).³²

³⁰ For the purposes of this section, 14.8% was rounded to 15%.

³¹ "High" is a composite of estimates combining responses of "High" or "Very high."

³² Causation cannot be determined by this analysis alone. Analysis of the 2015 WEOR cannot determine whether a member's experience of negative race/ethnicity-related behaviors causes lower indications of morale.

Figure 21.
Impact of Racial/Ethnic-Related Behavior Experienced in Past Year on Morale



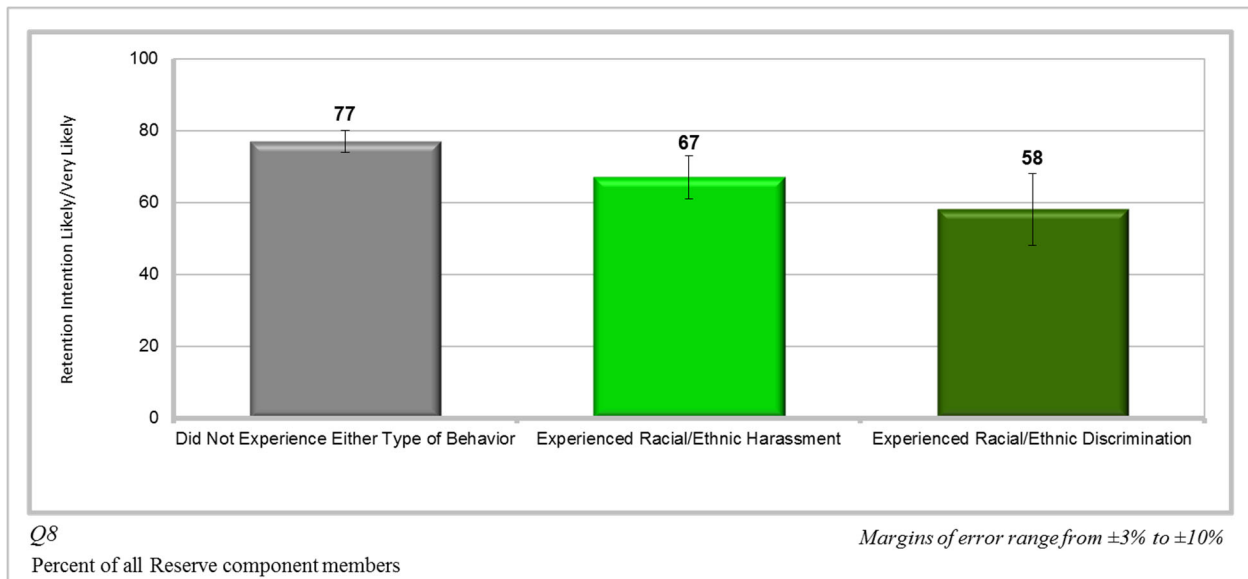
Retention Intentions

As shown in Figure 22, of members who did not experience either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination*, 77% indicated they would likely³³ choose to stay in the National Guard/Reserve if they had to decide. For those members who indicated experiencing *Racial/Ethnic Harassment*, 67% indicated they would likely choose to stay. For members who indicated experiencing *Racial/Ethnic Discrimination*, 58% indicated they would choose to stay. Additional analyses revealed that members who did not experience either type of behavior indicated a greater likelihood to stay compared to those who experienced either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination* ($p < .001$).³⁴ No statistically significant difference was determined between *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination* for likelihood to stay.

³³ “Likely” is a composite of estimates combining responses to “Likely” or “Very likely.”

³⁴ Causation cannot be determined by this analysis alone. Analysis of the 2015 WEOR cannot determine whether a member’s experience of negative race/ethnicity-related behaviors causes lower retention intentions.

Figure 22.
Impact of Racial/Ethnic-Related Behavior Experienced in Past Year on Retention Intention

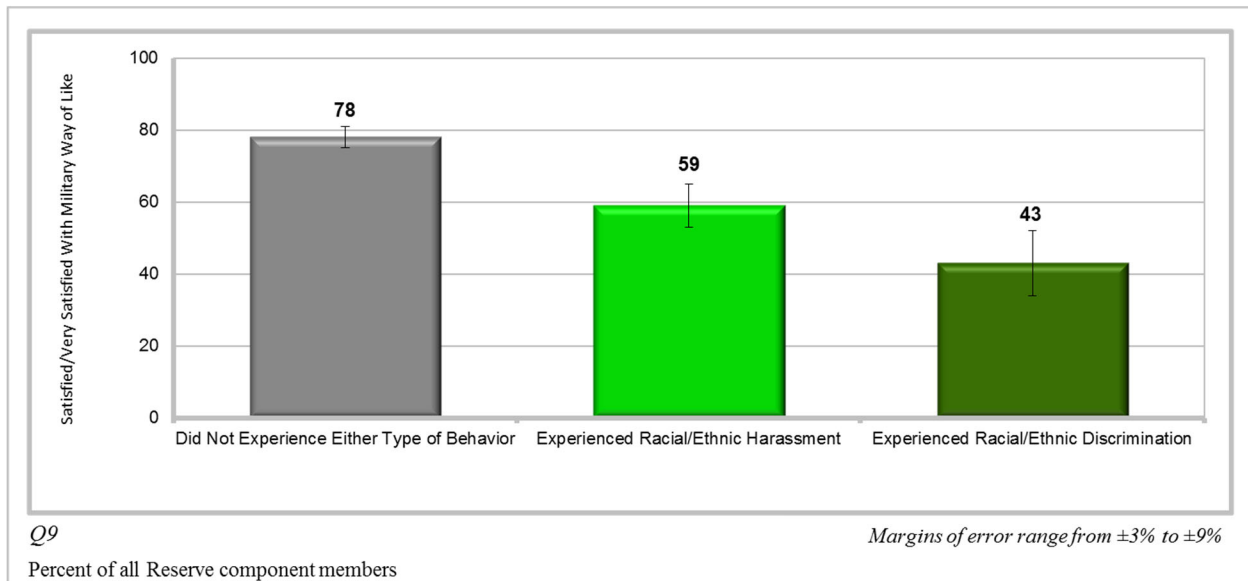


Satisfaction With the Military Way of Life

As shown in Figure 23, of members who did not experience either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination*, 78% indicated they were satisfied³⁵ with the military way of life. For those members who indicated experiencing *Racial/Ethnic Harassment*, 59% indicated they were satisfied. For members who indicated experiencing *Racial/Ethnic Discrimination*, 43% indicated they were satisfied. Additional analyses revealed that members who did not experience either type of behavior were more likely to indicate that they were satisfied with the military way of life compared to those who experienced either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination* ($p < .001$). There was a statistically significant difference between *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination* where members who experienced *Racial/Ethnic Discrimination* were less likely to indicate they were satisfied with the military way of life than members who experienced *Racial/Ethnic Harassment* ($p < .001$).³⁶

³⁵ “Satisfied” is a composite of estimates combining responses to “Satisfied” or “Very satisfied.”

³⁶ Causation cannot be determined by this analysis alone. Analysis of the 2015 WEOR cannot determine whether a member’s experience of negative race/ethnicity-related behaviors causes lower satisfaction with the military way of life.

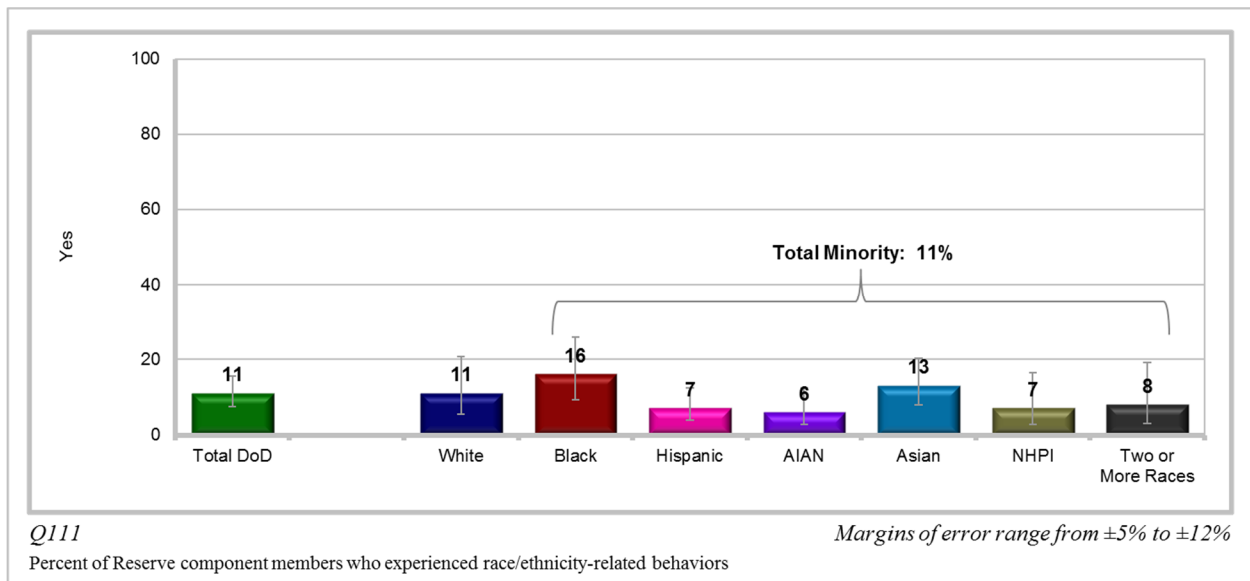
Figure 23.***Impact of Racial/Ethnic Behavior Experienced in Past Year on Satisfaction With the Military Way of Life*****Outcomes of Experiencing Racial/Ethnic Harassment/Discrimination**

Members who endorsed experiencing *at least one* of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to indicate whether they responded by either *requesting a transfer* or *thinking about getting out of their National Guard/Reserve Component*.

Transfer Requests

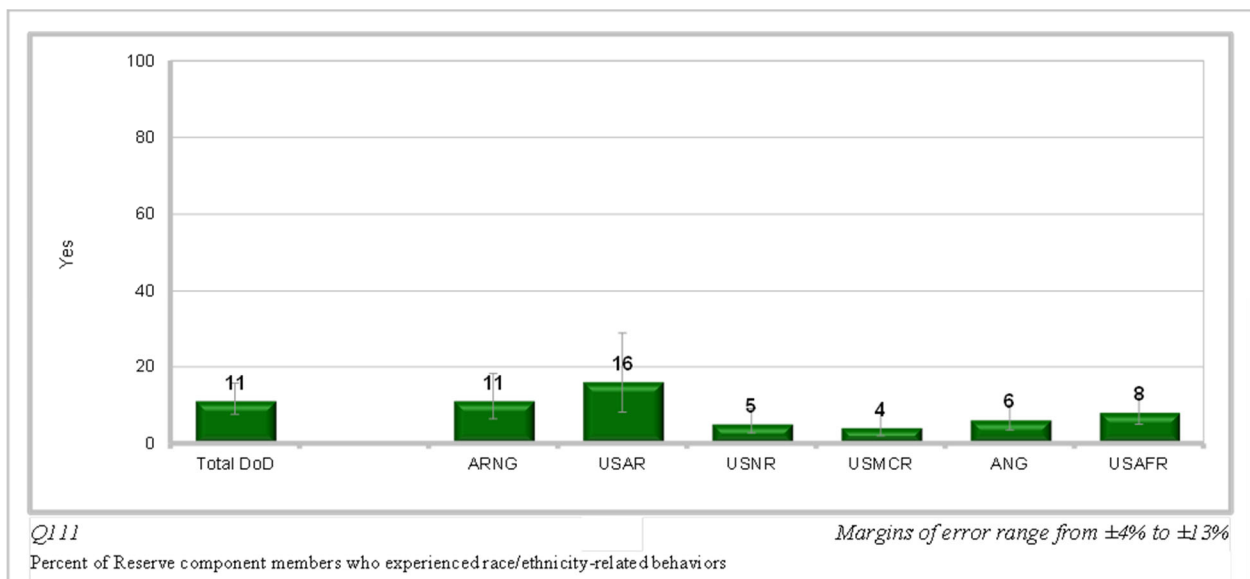
As shown in Figure 24, of members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, 11% indicated that they requested a transfer as a result of their experience. There were no statistically significant differences between Total Minority members (11%) and White (non-Hispanic) members (11%). There were no statistically significant differences between different racial/ethnic groups.

Figure 24.
Requested a Transfer as a Result of Experiencing Racial/Ethnic-Related Behavior in Past Year



As shown in Figure 25, USMCR members (4%) were less likely to indicate that they requested a transfer compared to members in other components.

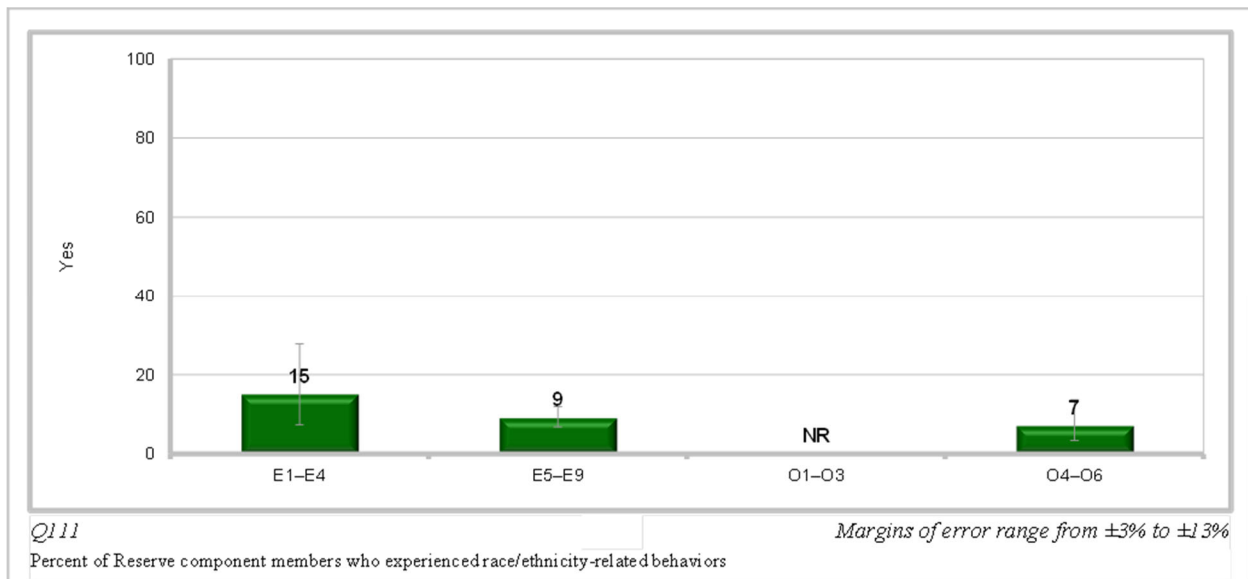
Figure 25.
Requested a Transfer as a Result of Experiencing Racial/Ethnic-Related Behavior in Past Year, by Reserve Component



As shown in Figure 26, there were no statistically significant differences between paygrades.

Figure 26.

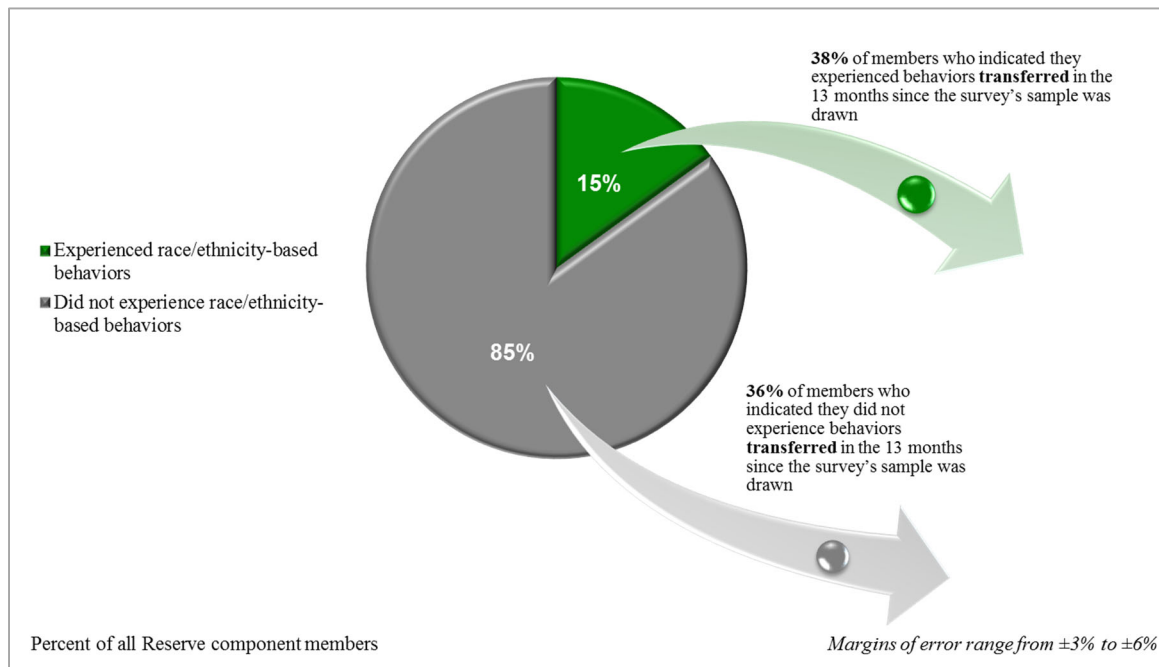
Requested a Transfer as a Result of Experiencing Racial/Ethnic-Related Behavior in Past Year, by Paygrade



Overall, of members who indicated experiencing race/ethnicity-related behaviors, 11% indicated that they had requested a transfer. Using administrative data from DMDC's *Reserve Components Common Personnel Data System (RCCPDS)*, further analysis was performed to see if members who indicated experiencing negative race/ethnicity-related behaviors transferred at higher rates than members who did not indicate experiencing negative race/ethnicity-related behaviors.³⁷ As shown in Figure 27, of members who indicated experiencing an inappropriate race/ethnicity-related behavior, 38% transferred within 13 months of the survey's sample being drawn. For comparison, for those members who did not experience an inappropriate race/ethnicity-related behavior, 36% transferred within 13 months of the survey's sample being drawn. No statistically significant differences were found between those who did and did not indicate experiencing race/ethnicity-related behaviors in regards to transfers within 13 months of the survey's sample being drawn.

³⁷ Administrative data received from the August 2015 and the September 2016 *RCCPDS*.

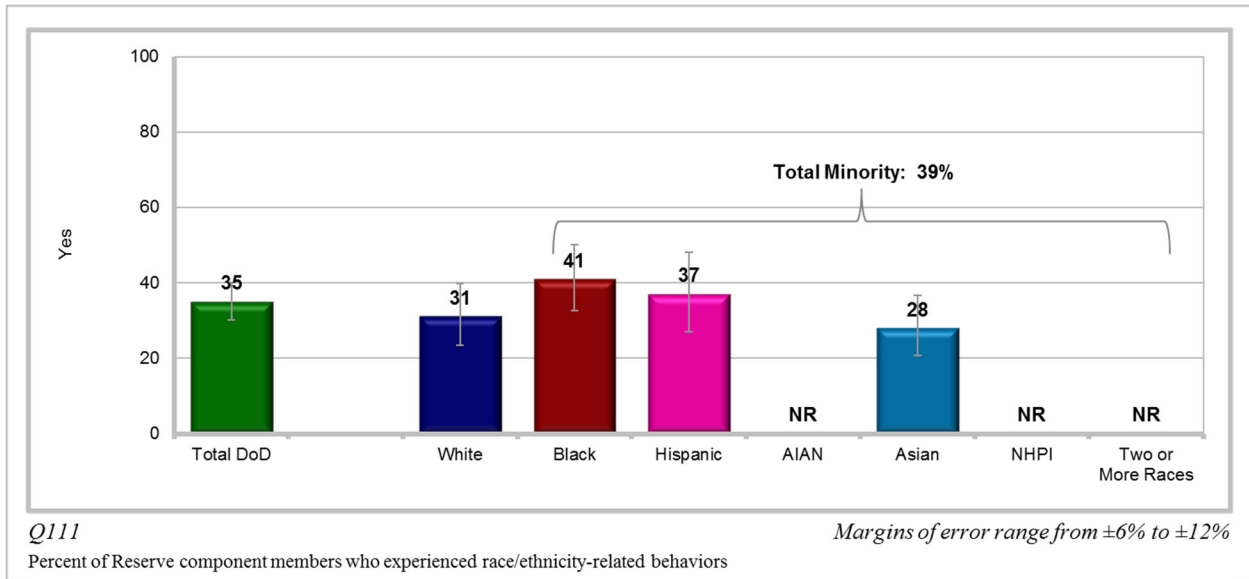
Figure 27.
Outcome of Racial/Ethnic Behaviors Experienced in Past Year, Member Requested to Transfer



Thought About Getting Out Of Their National Guard/Reserve Component

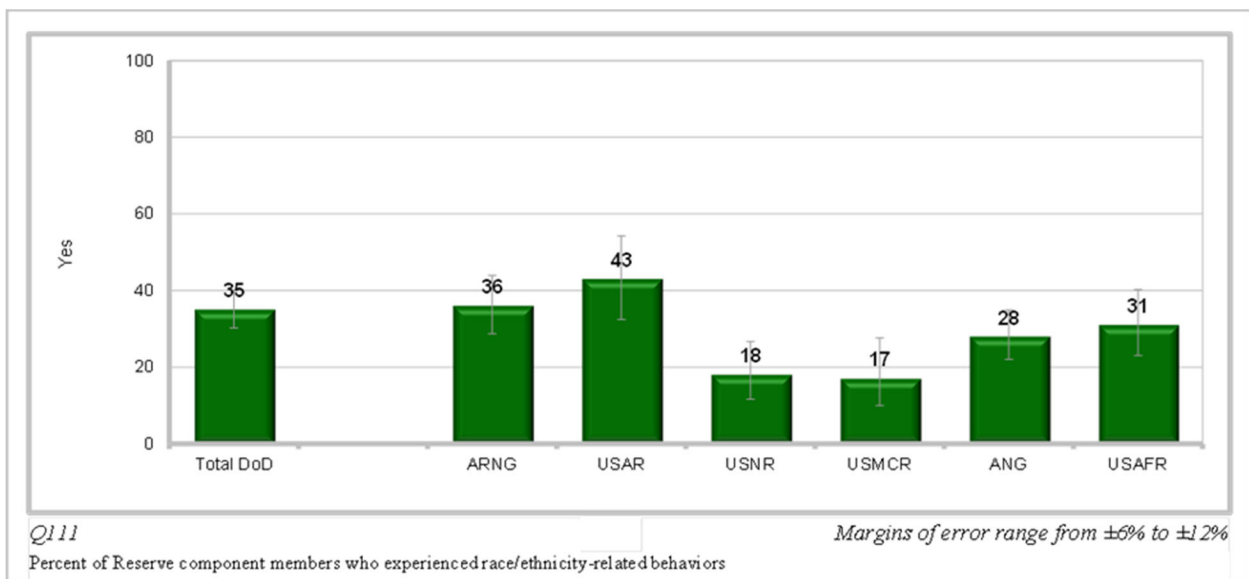
As shown in Figure 28, of members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, 35% indicated that they thought about getting out of their National Guard/Reserve component. There were no statistically significant differences between Total Minority members (39%) and White (non-Hispanic) members (31%). There were no statistically significant differences between racial/ethnic groups.

Figure 28.
Thought About Getting Out of Their National Guard/Reserve Component



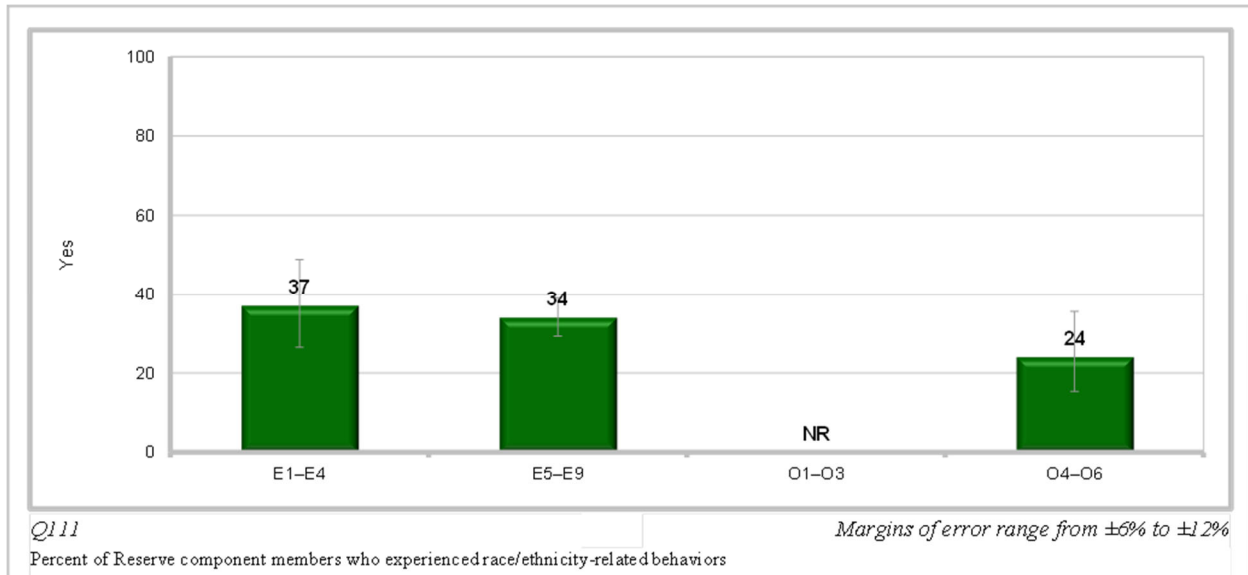
As shown in Figure 29, USNR members (18%) and USMCR members (17%) were less likely to indicate that they thought about getting out of their National Guard/Reserve component compared to members in the other components.

Figure 29.
Thought About Getting Out of Their National Guard/Reserve Component, by Reserve Component



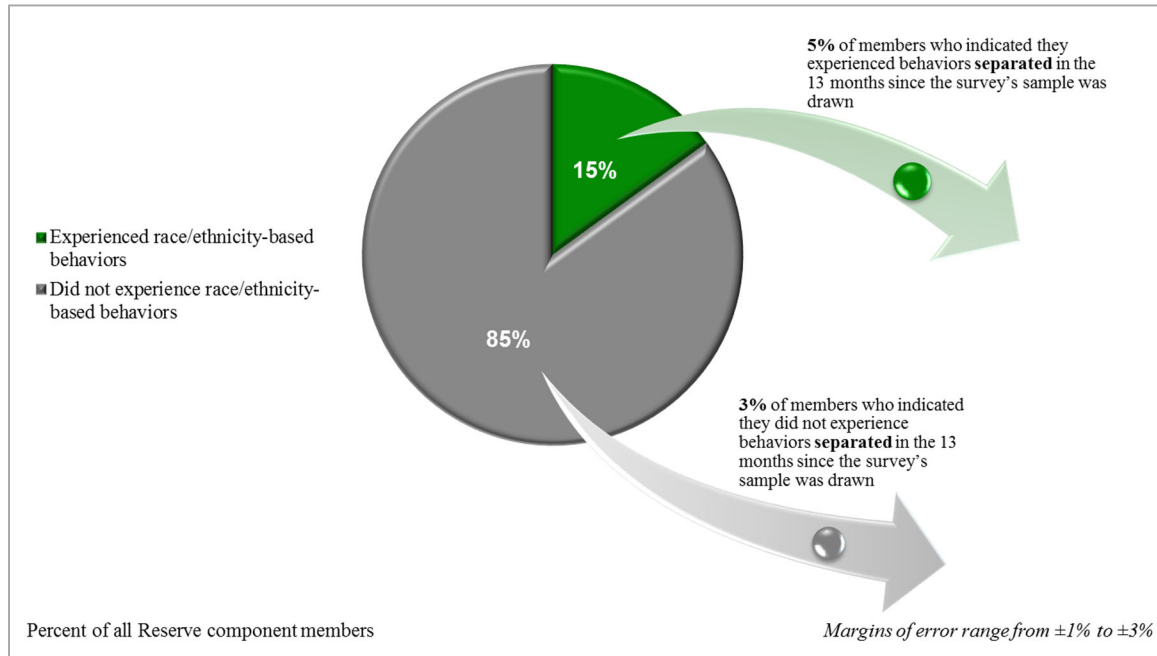
As shown in Figure 30, there were no statistically significant differences between paygrades.

Figure 30.
Thought About Getting Out of Their National Guard/Reserve Component, by Paygrade



Overall, of members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, 35% indicated that they thought about getting out of their component. As discussed previously, retention intentions appear to be influenced by experiences of inappropriate race/ethnicity-related behaviors. Using administrative data from DMDC's *RCCPDS*, further analysis was performed to see if members who indicated experiencing negative race/ethnicity-related behaviors separated at higher rates than members who did not indicate experiencing negative race/ethnicity-related behaviors. Figure 31 shows that of the 15% of members who indicated experiencing an inappropriate race/ethnicity-related behavior, 5% separated within 13 months of the survey's sample being drawn. For comparison, for those members who did not experience an inappropriate race/ethnicity-related behavior, 3% separated within 13 months of the survey's sample being drawn. However, these percentages might be larger, as some military members may not be able to separate until a later period due to various military obligations and no statistically significant differences were observed among these groups.

Figure 31.
Outcome of Racial/Ethnic-Related Behaviors Experienced in Past Year, Member Separated From Their National Guard/Reserve Component



Chapter 4: "One Situation" of Racial/Ethnic Workplace Behaviors

Chapter 4 provides information on the circumstances in which race/ethnicity-related harassment and/or discrimination behaviors occurred in the past 12 months within the military community. Because members often report more than one incident, members who indicated that they experienced at least one of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to consider the "One Situation" or set of related events or behaviors that was the most offensive or egregious to them (i.e., had the greatest effect).

With that "One Situation" in mind, the 15%³⁸ of members who indicated experiencing a negative race/ethnicity-related behavior described the circumstances surrounding that experience. This included information about characteristics of the "One Situation"; characteristics of the offender(s); and reporting behaviors, perceptions, and outcomes. Information about the circumstances in which incidents of racial/ethnic harassment and/or discrimination occur can help DoD officials, from equal opportunity advisors (EOA) and unit commanders to senior policymakers, develop more effective prevention and response policies.

The following section provides results for Total DoD and by categories of Minority status, race/ethnicity,³⁹ Reserve component, and paygrade. As explained in earlier chapters, analyses by race/ethnicity, Reserve component, and paygrade were made by comparing results for each group against the average of all other groups.⁴⁰

Characteristics of Most Inappropriate Behaviors Experienced

Of the inappropriate race/ethnicity-related work environment behaviors they indicated experiencing, members were asked which "one situation" or set of related events bothered them the most. Members were then asked to keep this "One Situation" in mind while answering additional questions pertaining to that inappropriate experience. Specifically, they

Characteristics of the "One Situation"

How often did the behavior in the "One Situation" occur?

- 44% indicated behavior occurred *occasionally*
- 39% indicated behavior occurred *once*

Where and when did the "One Situation" occur?

- 85% occurred *on a military installation*
- 79% occurred *during duty hours*
- 76% occurred *at their military work*
- 14% occurred *while they were deployed*

³⁸ For the purposes of this chapter, 14.8% was rounded to 15%.

³⁹ Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who marked a specific race and indicated they were not Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or more races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

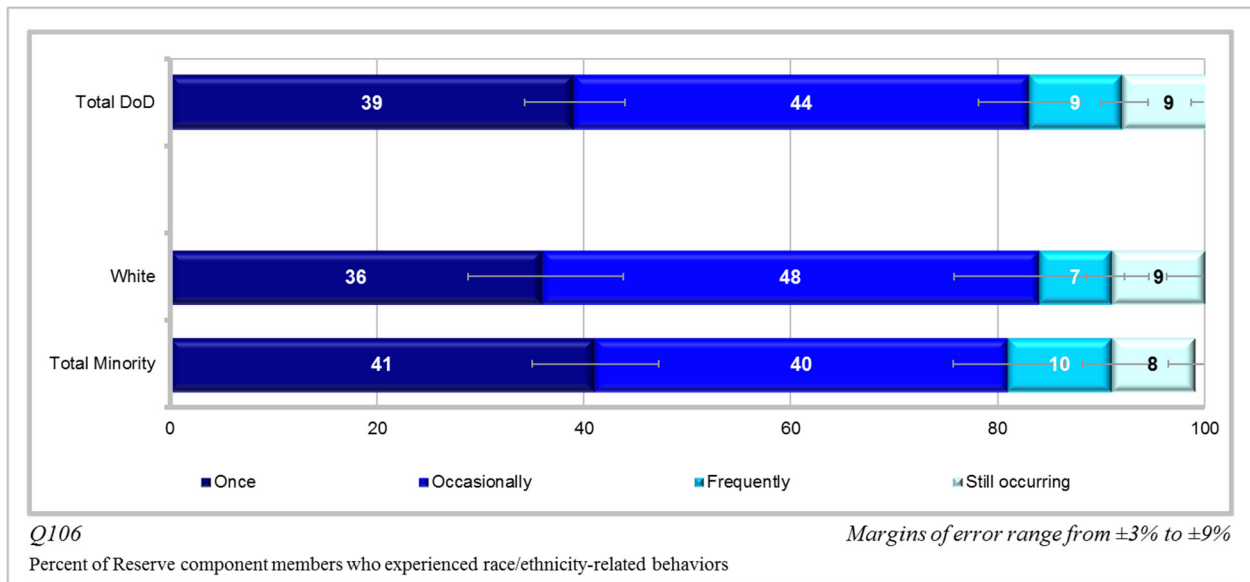
⁴⁰ For example, Reserve component members in the USAR are compared to the average of responses from members in the other Reserve components.

were asked about how often, where, and when the most inappropriate behavior(s) occurred.

Frequency of the Behavior in the “One Situation”

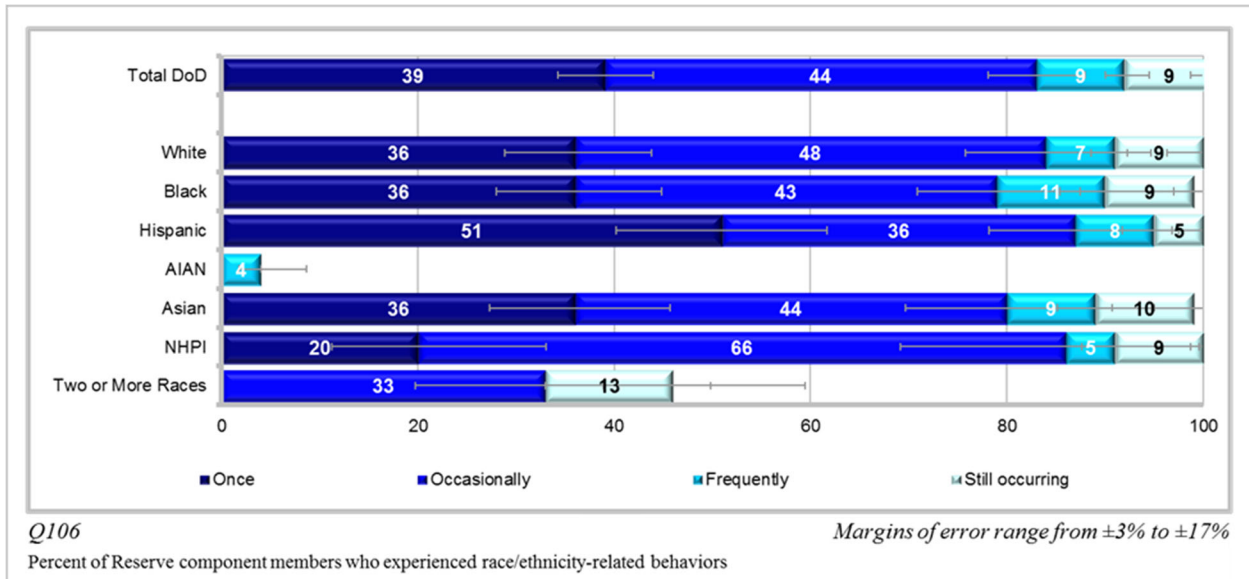
Members who indicated they experienced at least one of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to identify how frequently the behavior in the “One Situation” occurred. Members could respond that it occurred *once*, *occasionally*, *frequently*, or that the behavior was *still occurring*. As shown in Figure 32, overall, 39% of members indicated the behavior occurred *once*, and 44% indicated the behavior occurred *occasionally*. Fewer members indicated that the behavior occurred *frequently* (9%) or was *still occurring* (9%). There were no statistically significant differences between Total Minority members and White (non-Hispanic) members.

Figure 32.
Frequency of the Behavior in the “One Situation,” by Total DoD and Minority Status



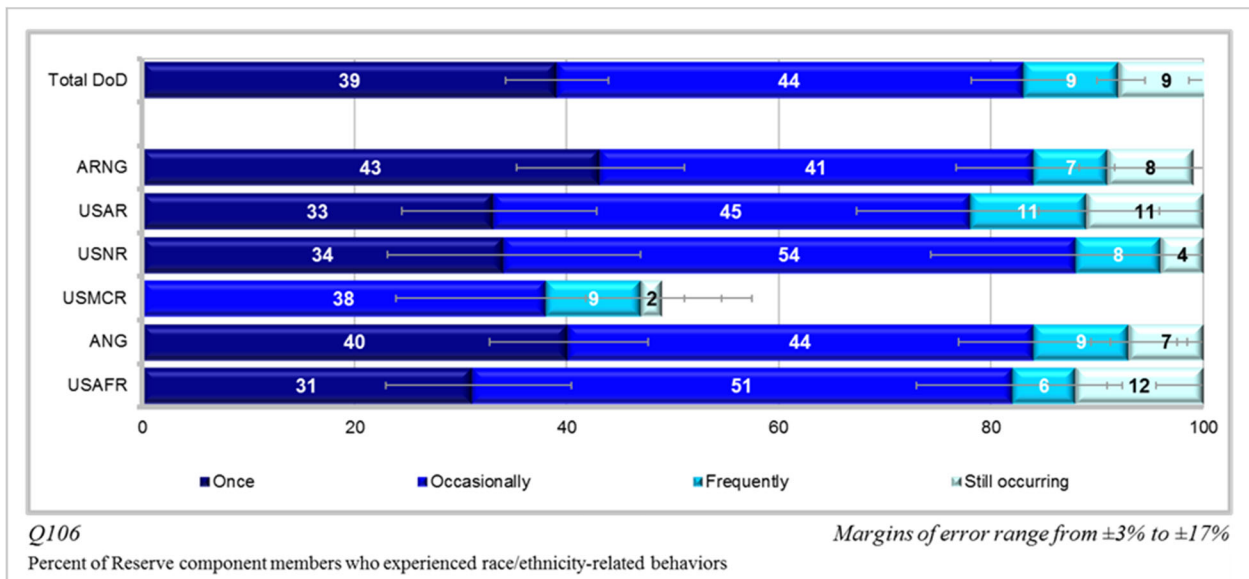
Once. As shown in Figure 33, NHPI members were less likely to indicate that the behavior occurred *once* compared to members in other racial/ethnic groups.

Figure 33.
Frequency of the Behavior in the “One Situation,” by Race/Ethnicity



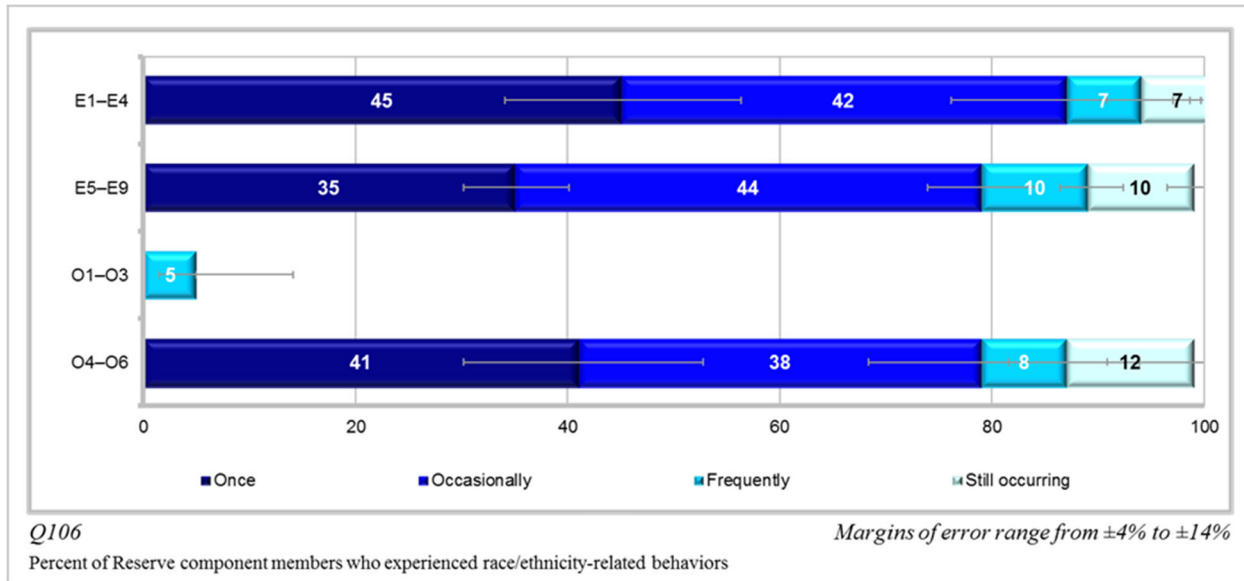
Still occurring. As shown in Figure 34, USMCR members were less likely to indicate that the behaviors were *still occurring* compared to members in other components.

Figure 34.
Frequency of the Behavior in the “One Situation,” by Reserve Component



As shown in Figure 35, there were no statistically significant differences between paygrades.

Figure 35.
Frequency of the Behavior in the “One Situation,” by Paygrade

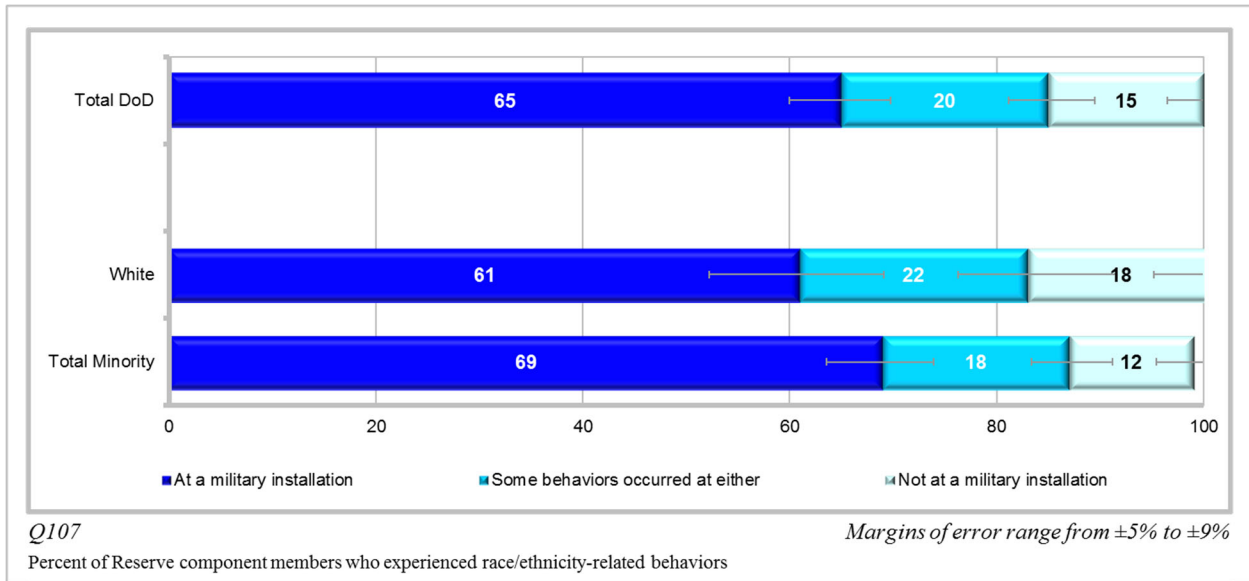


Location of the “One Situation”

Members who indicated that they experienced at least one of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to identify where the “One Situation” occurred. Members could respond that it occurred solely at a military installation, both at a military installation and elsewhere, or solely away from a military installation. Overall, members most commonly indicated the situation occurred on a military installation, either in whole or in part. As shown in Figure 36, overall, 65% of members indicated the “One Situation” occurred *at a military installation*, and 20% indicated *some behaviors occurred at either*. Fewer members (15%) indicated the behaviors did *not occur at a military installation*. To determine whether inappropriate behaviors occurred specifically at a military installation, the variable was recoded to be dichotomous (i.e., two levels). Overall, the majority (85%) of incidents occurred, at least in part, on a military installation.

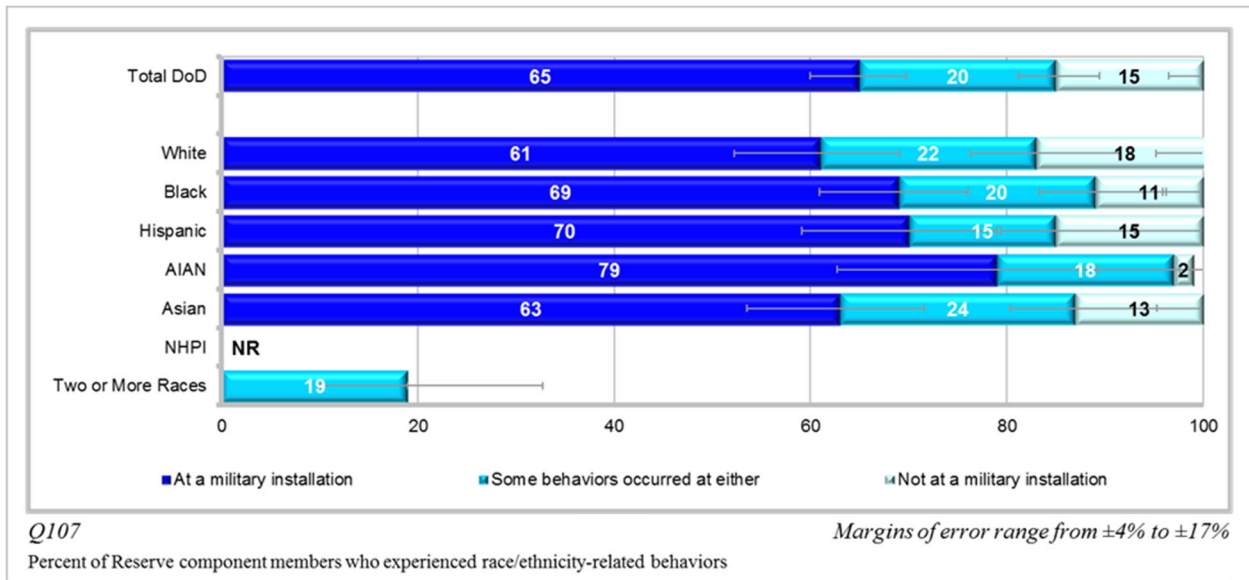
There were no statistically significant differences between Total Minority members and White (non-Hispanic) members.

Figure 36.
Location of the “One Situation,” by Total DoD and Minority Status



Not at a military installation. As shown in Figure 37, AIAN members (2%) were less likely to indicate that the “One Situation” did *not occur at a military installation* compared to members in other racial/ethnic groups.

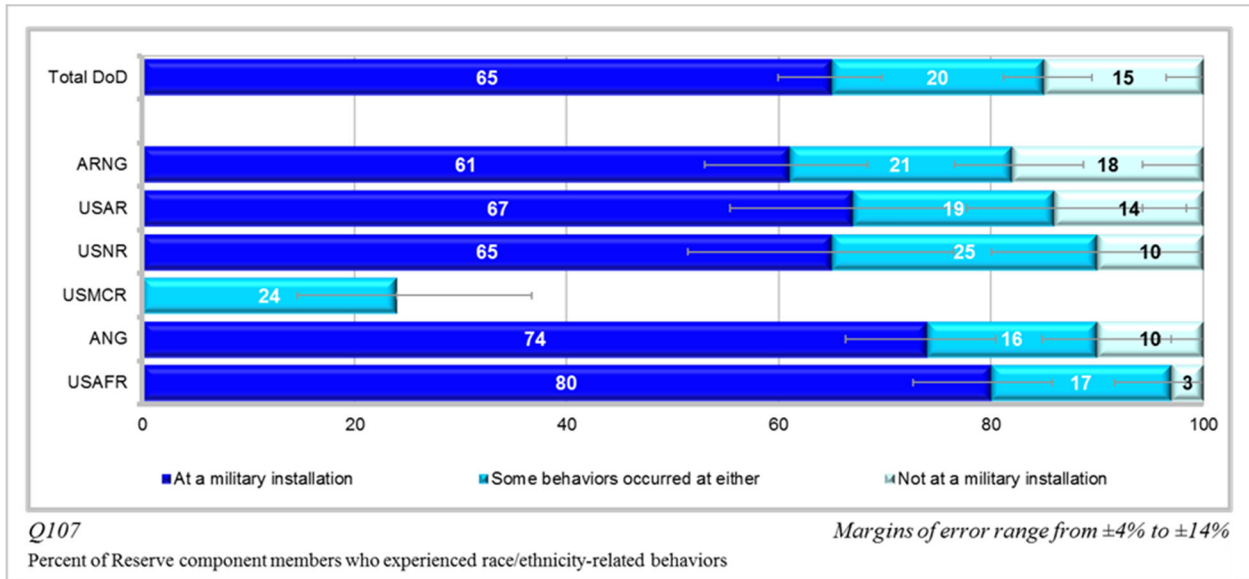
Figure 37.
Location of the “One Situation,” by Race/Ethnicity



At a military installation. As shown in Figure 38, USAFR members (80%) were more likely to indicate that the behaviors occurred *at a military installation* compared to members in other components.

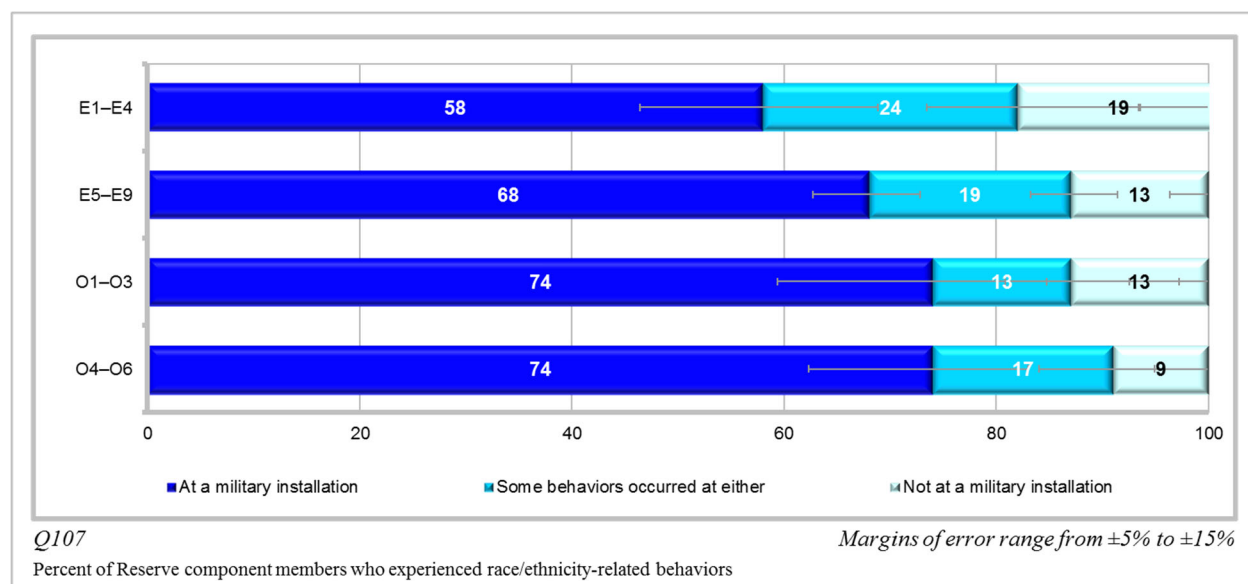
Not at a military installation. USAFR (3%) were less likely to indicate the behaviors did *not occur at a military installation* compared to members in other components.

Figure 38.
Location of the “One Situation,” by Reserve Component



As shown in Figure 39, there were no statistically significant differences between paygrades.

Figure 39.
Location of the “One Situation,” by Paygrade



Where and When “One Situation” Occurred

Members who indicated they experienced at least one of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to identify the specific details about when and where the “One Situation” occurred. Members could respond that it occurred solely *at their military work, during duty hours, while they were deployed, in a military work environment where members of their racial/ethnic background are uncommon, or at a military non-work location*. For these survey items, members could endorse more than one option. As shown in Table 11, over three-fourths of members who experienced negative race/ethnicity-related behaviors indicated that they occurred *during duty hours* (79%) or *at their military work* (76%). This is not surprising as the majority of interactions that Reserve members may have with one another occur during military work times or while on duty. Thirty-nine percent of members who experienced negative race/ethnicity-related behaviors indicated that they occurred *in a military work environment where members of their racial/ethnic background are uncommon*, 25% indicated *at a military non-work location* (for example, gym, quarters/housing, exchange/commissary, bowling alley), and 14% indicated the situation occurred *while they were deployed*. Total Minority members who experienced negative race/ethnicity-related behaviors were more likely to indicate that the “One Situation” occurred *in a military work environment where members of their racial/ethnic background are uncommon*, whereas White (non-Hispanic) members were less likely. Among members who had been deployed in the past 12 months and experienced negative race/ethnicity-related behaviors, 61% indicated that the “One Situation” occurred *while they were deployed*. Table 12, Table 13, and Table 14 provide breakouts for race/ethnicity, component, and paygrade.

Table 11.
Where and When “One Situation” Occurred, by Total DoD and Minority Status

	Total DoD	Non-Hispanic White	Total Minority
Higher Response			
Lower Response			
During duty hours?	79%	78%	80%
At your military work (the place where you perform your military duties)?	76%	74%	77%
In a military work environment where members of your racial/ethnic background are uncommon?	39%	31%	47%
At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	25%	22%	28%
While you were deployed?	14%	13%	15%
<i>Margins of Error</i>	±4-6%	±7-10%	±5-6%

Note. 2015 WEOR Q108. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 12.
Where and When “One Situation” Occurred, by Race/Ethnicity

	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Higher Response								
Lower Response								
During duty hours?	79%	78%	83%	74%	88%	76%	NR	92%
At your military work (the place where you perform your military duties)?	76%	74%	83%	66%	88%	76%	NR	92%
In a military work environment where members of your racial/ethnic background are uncommon?	39%	31%	49%	43%	NR	57%	NR	NR
At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	25%	22%	25%	31%	NR	25%	NR	NR
While you were deployed?	14%	13%	14%	15%	NR	14%	NR	NR
<i>Margins of Error</i>	±4-6%	±7-10%	±7-9%	±10-13%	±11-12%	±7-10%	---	±8-11%

Note. 2015 WEOR Q108. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 13.
Where and When “One Situation” Occurred, by Reserve Component

	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response						
Lower Response						
During duty hours?	77%	82%	81%	NR	83%	85%
At your military work (the place where you perform your military duties)?	74%	78%	77%	47%	80%	84%
In a military work environment where members of your racial/ethnic background are uncommon?	38%	46%	33%	22%	39%	42%
At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	31%	20%	16%	26%	16%	21%
While you were deployed?	16%	9%	17%	13%	14%	12%
<i>Margins of Error</i>	±7-8%	±6-12%	±8-12%	±12-16%	±6-8%	±8-10%

Note. 2015 WEOR Q108. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 14.
Where and When “One Situation” Occurred, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response				
Lower Response				
During duty hours?	77%	80%	81%	84%
At your military work (the place where you perform your military duties)?	72%	78%	70%	83%
In a military work environment where members of your racial/ethnic background are uncommon?	42%	40%	NR	30%
At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	28%	25%	17%	16%
While you were deployed?	13%	14%	15%	10%
<i>Margins of Error</i>	±10-12%	±4-6%	±12-17%	±9-12%

Note. 2015 WEOR Q108. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Characteristics of the Alleged Offenders in the “One Situation”

Members who indicated that they experienced at least one of the 24 racial/ethnic behaviors in the DoD community in the past 12 months provided information on the alleged offender’s racial/ethnic background and military or civilian status.



Race/Ethnicity of the Alleged Offender

Characteristics of the Alleged Offender

- 63% of members indicated that the alleged offender was *White (non-Hispanic)*
- 59% indicated that the alleged offender was a *military coworker*
- 84% indicated that the organization affiliation of the alleged offender was *military only*

Members who indicated that they experienced at least one of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to identify the racial/ethnic background of the alleged offender(s) involved in the “One Situation.” There may have been more than one alleged offender, and all alleged offenders may not have been of the same racial/ethnic group. Respondents could mark more than one race/ethnicity to account for all alleged offender(s). Some may have had difficulty determining a racial/ethnic group for the alleged offender(s) either because the alleged offender(s) was/were unseen or because they could not identify the race/ethnicity of the known alleged offender(s). Respondents were, therefore, offered an *unknown race/ethnicity* response option. Table 15, Table 16, Table 17, and Table 18 provide breakouts for Minority status, race/ethnicity, component, and paygrade.

Table 15.
Race/Ethnicity of at Least One Alleged Offender Involved in the Situation, by Total DoD and Minority Status

 Higher Response  Lower Response	Total DoD	Non-Hispanic White	Total Minority
White	63%	51%	73%
Black	44%	54%	35%
Multiracial/ethnic individual(s) ⁴¹	31%	32%	30%
Spanish/Hispanic/Latino	28%	29%	27%
Unknown race/ethnicity	27%	29%	24%
Asian	12%	11%	13%
AIAN	10%	10%	9%
NHPI	9%	8%	9%
<i>Margins of Error</i>	±4-6%	±7-11%	±4-7%

Note. 2015 WEOR Q109. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%. Respondents who selected two or more race categories, or “*unknown race/ethnicity*” and at least one of the race categories, are included in the calculation of “*multiracial/ethnic individual(s)*.”

⁴¹ Respondents who selected two or more race categories, or “*unknown race/ethnicity*” and at least one of the race categories, are included in the calculation of “*multiracial/ethnic individual(s)*.”

Table 16.
Race/Ethnicity of at Least One Alleged Offender Involved in the Situation, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: purple; margin-right: 5px;"></div> Higher Response <div style="width: 15px; height: 15px; background-color: yellow; margin-right: 5px; margin-top: 2px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
White	63%	51%	77%	70%	81%	56%	NR	81%
Black	44%	54%	31%	33%	NR	34%	NR	NR
Multiracial/ethnic individual(s)	31%	32%	25%	27%	NR	29%	NR	NR
Spanish/Hispanic/Latino	28%	29%	23%	27%	NR	30%	24%	NR
Unknown race/ethnicity	27%	29%	30%	19%	NR	20%	24%	18%
Asian	12%	11%	11%	11%	3%	27%	NR	17%
AIAN	10%	10%	10%	6%	NR	6%	NR	15%
NHPI	9%	8%	8%	7%	2%	12%	NR	12%
<i>Margins of Error</i>	±4-6%	±7-11%	±8-9%	±8-12%	±4-17%	±7-13%	±15-18%	±12-15%

Note. 2015 WEOR Q109. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%. Respondents who selected two or more race categories, or “unknown race/ethnicity” and at least one of the race categories, are included in the calculation of “multiracial/ethnic individual(s).”

Table 17.
Race/Ethnicity of at Least One Alleged Offender Involved in the Situation, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: purple; margin-right: 5px;"></div> Higher Response <div style="width: 15px; height: 15px; background-color: yellow; margin-right: 5px; margin-top: 2px;"></div> Lower Response </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
White	62%	65%	NR	NR	63%	67%
Black	43%	47%	54%	NR	39%	38%
Multiracial/ethnic individual(s) ⁴²	33%	27%	32%	NR	25%	26%
Spanish/Hispanic/Latino	28%	30%	22%	NR	22%	24%
Unknown race/ethnicity	28%	27%	NR	NR	19%	21%
Asian	13%	11%	19%	NR	7%	9%
AIAN	10%	13%	4%	NR	5%	6%
NHPI	10%	8%	8%	NR	3%	6%
<i>Margins of Error</i>	±7-9%	±6-16%	±5-15%	---	±3-9%	±5-10%

Note. 2015 WEOR Q109. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%. Respondents who selected two or more race categories, or “unknown race/ethnicity” and at least one of the race categories, are included in the calculation of “multiracial/ethnic individual(s).”

⁴² Respondents who selected two or more race categories, or “unknown race/ethnicity” and at least one of the race categories, are included in the calculation of “multiracial/ethnic individual(s).”

Table 18.
Race/Ethnicity of at Least One Alleged Offender Involved in the Situation, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response				
Lower Response				
White	67%	61%	NR	59%
Black	36%	48%	NR	46%
Multiracial/ethnic individual(s) ⁴³	31%	32%	21%	23%
Spanish/Hispanic/Latino	29%	28%	NR	23%
Unknown race/ethnicity	28%	27%	16%	22%
Asian	10%	14%	NR	9%
AIAN	12%	8%	NR	6%
NHPI	8%	9%	NR	4%
<i>Margins of Error</i>	±9-14%	±4-6%	±17-18%	±6-14%

Note. 2015 WEOR Q109. Percent of members who indicated experiencing race/ethnicity-related behaviors. Members could endorse more than one behavior; therefore, percentages may not total to 100%. Respondents who selected two or more race categories, or “unknown race/ethnicity” and at least one of the race categories, are included in the calculation of “multiracial/ethnic individual(s).”

Organizational Affiliation of the Alleged Offender

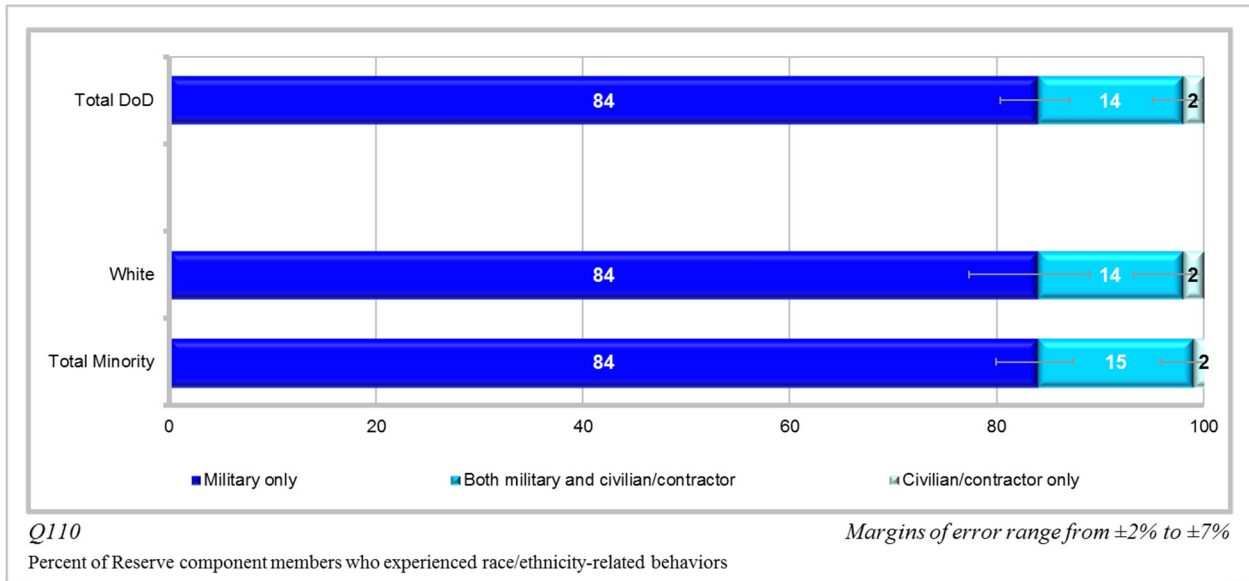
Members who indicated that they experienced *at least one* of the 24 racial/ethnic behaviors in the DoD community in the past 12 months were asked to identify the organizational affiliation of the alleged offender in the “One Situation” that was the most offensive or egregious. They could indicate that the alleged offenders included *someone in their chain of command; someone not in their chain of command, someone of higher rank/grade; their military coworker; their military subordinate; other military person(s); DoD/DHS civilian employee(s); DoD/DHS civilian contractor(s); a civilian from the local community; or unknown person(s)*. Results are grouped by offender’s status as *military only, DOD/DHS civilian/contractor only, or both military and DOD/DHS civilian/contractor*.⁴⁴ Those members who reported the alleged offender(s) was/were a *civilian from the local community* only (6%) or the alleged offender(s) was/were an *unknown person(s)* only (8%) were excluded from analysis.

As shown in Figure 40, overall, the majority of members (84%) indicated that the alleged offender was *military only*, 14% indicated that the alleged offender was *both military and civilian/contractor*, and 2% indicated that the alleged offender was *civilian/contractor*. There were no statistically significant differences between Total Minority members and White (non-Hispanic) members.

⁴³ Respondents who selected two or more race categories, or “unknown race/ethnicity” and at least one of the race categories, are included in the calculation of “multiracial/ethnic individual(s).”

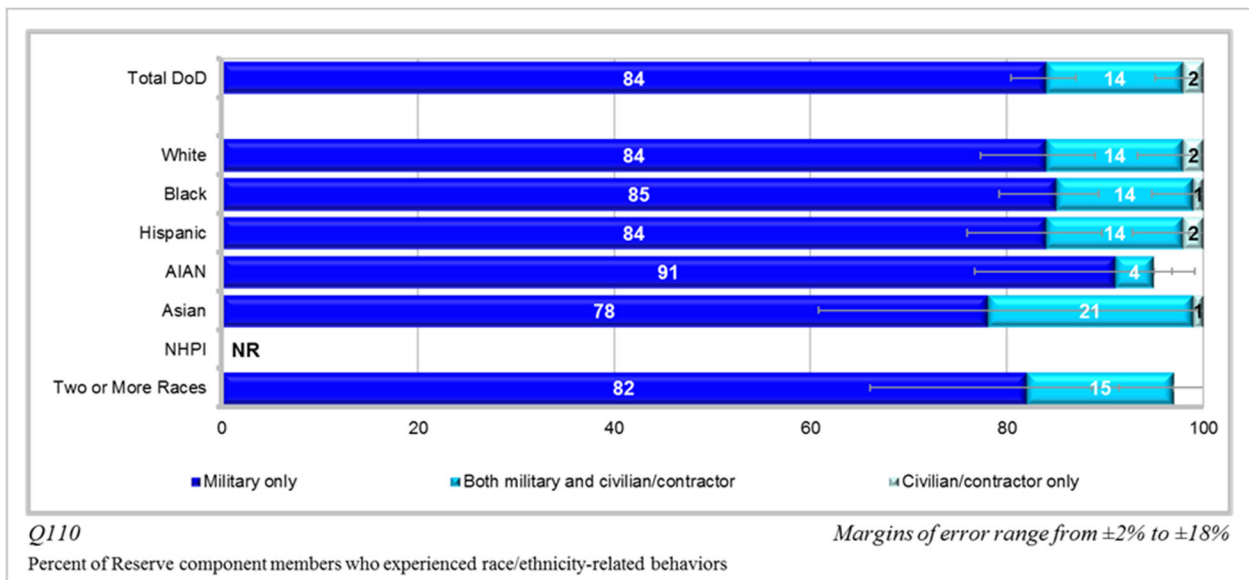
⁴⁴ “DHS civilian employees” refers to civilians who are a part of the Department of Homeland Security (Coast Guard). Although Coast Guard members are not included in the analysis of Total DoD, members may interact with DHS civilians, and therefore, DHS civilians are included as potential offenders.

Figure 40.
Organizational Affiliation of the Alleged Offender, by Total DoD and Minority Status



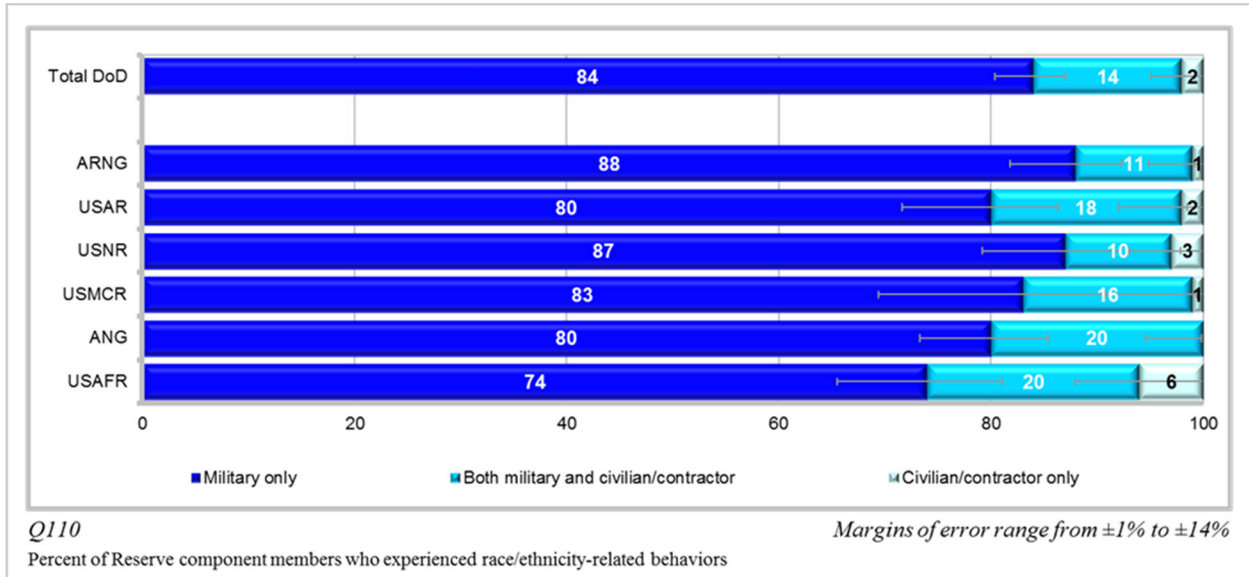
Both military and civilian/contractor. As shown in Figure 41, AIAN members (4%) were less likely to indicate that the alleged offender was *both military and civilian/contractor* compared to members of other racial/ethnic groups.

Figure 41.
Organizational Affiliation of the Alleged Offender, by Race/Ethnicity



Civilian/contractor only. As shown in Figure 42, ANG members (<1%) were less likely to indicate that the alleged offender was *civilian/contractor* compared to members in other components.

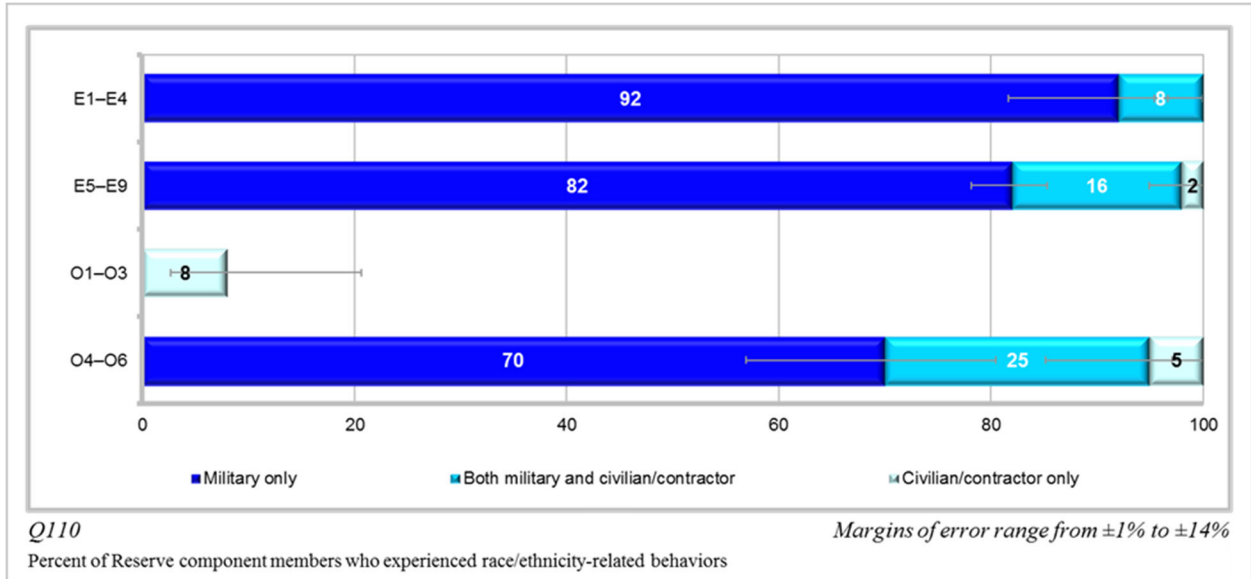
Figure 42.
Organizational Affiliation of the Alleged Offender, by Reserve Component



Military only. As shown in Figure 43, junior enlisted members (92%) were more likely to indicate that the alleged offender was *military only* compared to members in other paygrades.

Civilian/contractor only. Junior enlisted members (<1%) were less likely to indicate that the alleged offender was *civilian/contractor only* compared to members in other paygrades.

Figure 43.
Organizational Affiliation of the Alleged Offender, by Paygrade



Reporting the “One Situation”

This section further explores the details about the circumstances of the “One Situation” that happened in the DoD community. Members who indicated they experienced racial/ethnic-related behaviors in the past 12 months were asked whether they reported the “One Situation” to any National Guard/Reserve/DoD/DHS individuals or organization.⁴⁵

Reporting Options

Details about reporting can help DoD officials develop and implement programs and procedures to better address the needs of all members. Members have multiple authorities to whom they can report experiences of racial/ethnic harassment/discrimination, including *someone in their chain of command, someone in the chain of command of the person who committed the behavior, special military offices responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office), and some other person or office with responsibility for follow-up*. Members can report to multiple DoD authorities for a single event. Of members who indicated experiencing negative racial/ethnic behaviors in the past 12 months, 28% of members indicated reporting to a DoD authority.

As shown in Figure 44, Figure 45, and Figure 46, there were no statistically significant differences between Total Minority members (30%) and White (non-Hispanic) members (25%), racial/ethnic groups, components, or paygrades.

Reporting the “One Situation”

28% of members who indicated experiencing negative racial/ethnic behaviors reported them to a DoD authority

Top four reasons for reporting the inappropriate behavior

- 92% to prevent it from happening again
- 92% to transfer themselves or the offender out of their unit
- 90% to reduce any impact on their evaluation or promotion
- 87% to prevent it from happening to someone else

Top four reasons for *not* reporting the inappropriate behavior

- 49% thought it was not important enough to report
- 47% took care of the problem themselves
- 45% thought it would make their work situation unpleasant
- 41% did not think anything would be done

⁴⁵ Respondents could indicate that they reported to multiple National Guard/Reserve/DoD/DHS individuals and/or organizations. For this report, these options are included under “reported to a DoD authority.”

Figure 44.
Reported the “One Situation” to a DoD Authority, by Total DoD and Minority Status

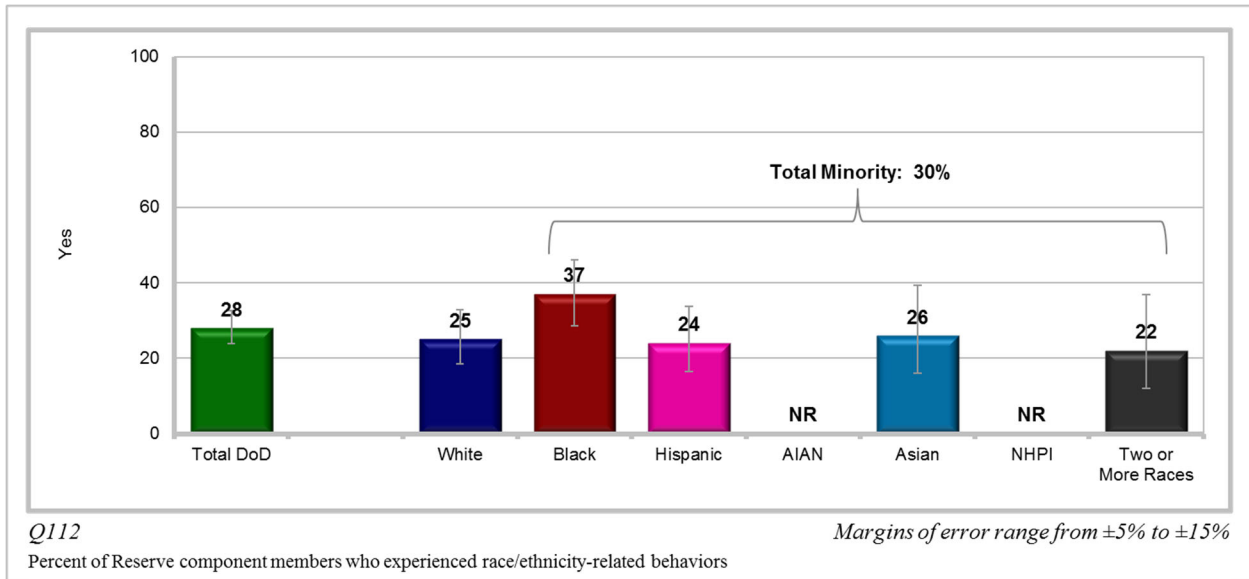


Figure 45.
Reported the “One Situation” to a DoD Authority, by Reserve Component

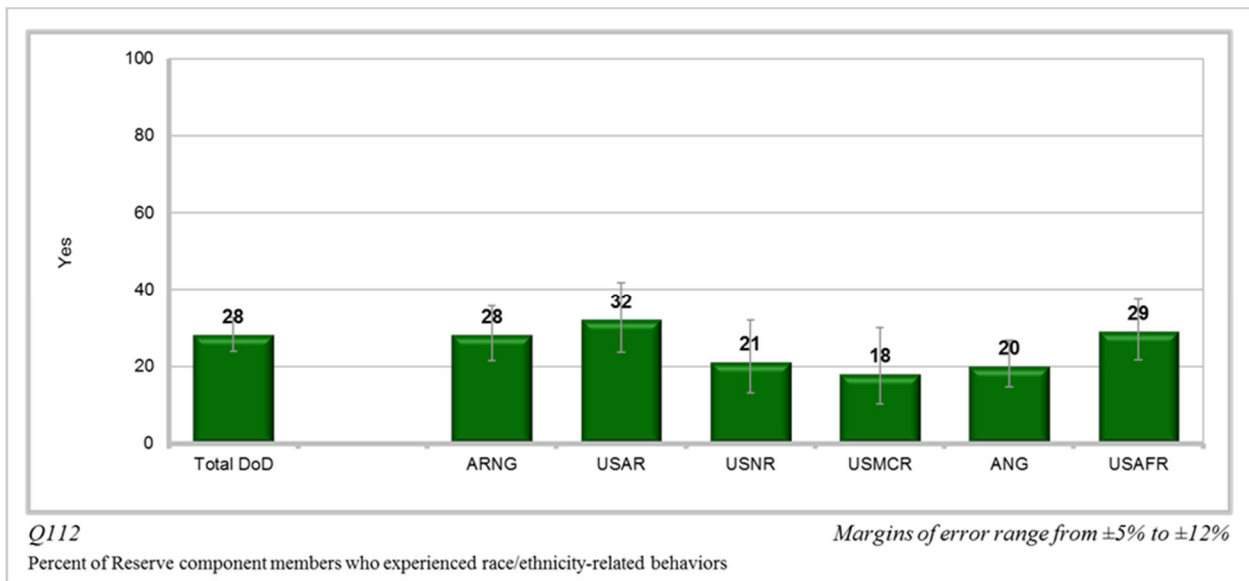
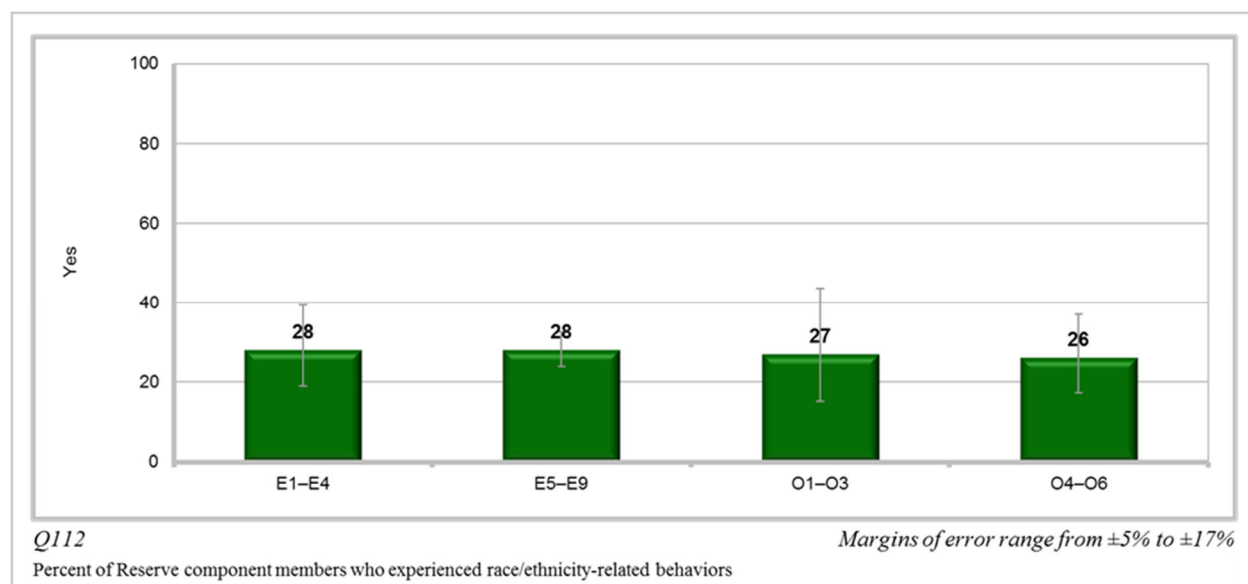


Figure 46.
Reported the “One Situation” to a DoD Authority, by Paygrade



Type of DoD Authority to Whom They Reported

As shown in Table 19, of members who indicated experiencing racial/ethnic-related behaviors in the past 12 months, 22% of members reported the “one situation” to *someone in their chain of command*, 19% reported to *someone in the chain of command of the offender*, 11% reported to *another person or office with responsibility for follow-up*, and 8% reported to a *special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)*.⁴⁶ Table 20, Table 21, and Table 22 provide breakouts for race/ethnicity, component, and paygrade.

Table 19.
Type of DoD Authority to Whom They Reported, by Total DoD and Minority Status

	Total DoD	Non-Hispanic White	Total Minority
Someone in your chain of command	22%	19%	25%
Someone in the chain of command of the offender	19%	18%	19%
Other person or office with responsibility for follow-up	11%	8%	13%
Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	8%	6%	10%
<i>Margins of Error</i>	±3-5%	±6-8%	±4-6%

Note. 2015 WEOR Q112. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

⁴⁶ Members could indicate that they reported to more than one response option.

Table 20.
Type of DoD Authority to Whom They Reported, by Race/Ethnicity

Higher Response Lower Response	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Someone in your chain of command	22%	19%	31%	22%	10%	16%	NR	18%
Someone in the chain of command of the offender	19%	18%	24%	15%	8%	12%	NR	14%
Other person or office with responsibility for follow-up	11%	8%	15%	11%	NR	NR	NR	13%
Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	8%	6%	14%	7%	NR	6%	NR	9%
<i>Margins of Error</i>	±3-5%	±6-8%	±8-10%	±5-10%	±8-9%	±6-8%	---	±11-15%

Note. 2015 WEOR Q112. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 21.
Type of DoD Authority to Whom They Reported, by Reserve Component

Higher Response Lower Response	ARNG	USAR	USNR	USMCR	ANG	USAFR
Someone in your chain of command	23%	25%	18%	16%	17%	22%
Someone in the chain of command of the offender	19%	23%	9%	8%	14%	19%
Other person or office with responsibility for follow-up	12%	11%	5%	5%	7%	11%
Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	9%	9%	4%	4%	4%	7%
<i>Margins of Error</i>	±6-8%	±5-10%	±5-11%	±8-13%	±4-7%	±6-8%

Note. 2015 WEOR Q112. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 22.
Type of DoD Authority to Whom They Reported, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response				
Lower Response				
Someone in your chain of command	21%	24%	15%	22%
Someone in the chain of command of the offender	18%	19%	20%	18%
Other person or office with responsibility for follow-up	10%	11%	15%	9%
Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	8%	8%	8%	7%
<i>Margins of Error</i>	±9-11%	±3-5%	±11-16%	±8-11%

Note. 2015 WEOR Q112. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

For those respondents who indicated experiencing race/ethnicity-related behaviors in the past 12 months, 11% indicated that they reported the situation to some *other person or office with responsibility for follow-up*. These members were asked to specify the other person or office with responsibility for follow-up to whom they reported. Respondents indicated a variety of persons or offices. The most frequently mentioned individuals or offices included options presented in the question: individuals in their chain of command, individuals in the chain of command of the offender, and EO representatives. However, other members indicated three other individuals or offices to which they reported, including the *Inspector General (IG)*, *high-level officials* (e.g., members of Congress), or *high-ranking military officials* (e.g., Reserve leadership). Examples of these three authorities to which members reported the inappropriate race/ethnicity-related behaviors include the following comments:

- **Inspector General (IG)**
 - “Inspector General” — Black, ARNG
 - “DOD IG” — Black, USAR
 - “OIC” — Hispanic, USMCR
- **High-level officials**
 - “A senator” — AIAN, ARNG
 - “Congressman” — Two or more racial groups, USAR
 - “Chief of Staff Office” — Black, ARNG
- **High-ranking military officials**
 - “First shirt” — Hispanic, USAFR
 - “Air National Guide office” — Black, ANG
 - “Reserve leadership” — White, USAFR

Reasons for Reporting

Members who endorsed experiencing *at least one* of the 24 racial/ethnic behaviors in the past 12 months and reported it to a DoD authority were asked to indicate the reasons they chose to report the behavior. Members could indicate that they reported the situation to *prevent the behavior from happening again*, to *prevent it from happening to someone else*, to *punish the person*, to *make your chain of command situationally aware*, to *reduce any impact on their evaluation or promotion*, to *make their military work environment a better place*, to *transfer themselves or the offender out of their unit*, or *some other reason*. As shown in Table 23, the top four reasons for reporting included *to prevent it from happening again*, *to transfer themselves or the offender out of their unit*, *to reduce any impact on their evaluation or promotion*, and/or *to prevent it from happening to someone else*. Table 24, Table 25, and Table 26 provide breakouts for race/ethnicity, component, and paygrade.

Table 23.
Reasons for Reporting, by Total DoD and Minority Status

	Total DoD	Non-Hispanic White	Total Minority
Higher Response			
Lower Response			
To prevent it from happening again	92%	92%	93%
To transfer yourself or the offender out of your unit	92%	94%	91%
To reduce any impact on your evaluation or promotion	90%	94%	88%
To prevent it from happening to someone else	87%	87%	87%
To make your military work environment a better place	31%	NR	37%
To punish the person	30%	NR	27%
Other reason	24%	NR	28%
To make your chain of command situationally aware	21%	NR	25%
<i>Margins of Error</i>	±5-10%	±6-12%	±8-14%

Note. 2015 WEOR Q113. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 24.
Reasons for Reporting, by Race/Ethnicity, by Race/Ethnicity

	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Higher Response								
Lower Response								
To prevent it from happening again	92%	92%	97%	NR	NR	NR	99%	96%
To transfer yourself or the offender out of your unit	92%	94%	NR	>99%	NR	NR	NR	97%
To reduce any impact on your evaluation or promotion	90%	94%	88%	96%	NR	NR	NR	NR
To prevent it from happening to someone else	87%	87%	87%	NR	NR	NR	99%	NR
To make your military work environment a better place	31%	NR	NR	35%	NR	NR	NR	NR
To punish the person	30%	NR	20%	35%	NR	NR	NR	NR
Other reason	24%	NR	25%	27%	NR	NR	NR	NR
To make your chain of command situationally aware	21%	NR	22%	26%	NR	NR	NR	NR
<i>Margins of Error</i>	±5-10%	±6-12%	±6-16%	±2-18%	---	---	±7%	±10-11%

Note. 2015 WEOR Q113. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 25.
Reasons for Reporting, by Reserve Component

	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response						
Lower Response						
To prevent it from happening again	NR	98%	NR	NR	98%	88%
To transfer yourself or the offender out of your unit	91%	96%	NR	NR	98%	93%
To reduce any impact on your evaluation or promotion	91%	91%	NR	NR	94%	89%
To prevent it from happening to someone else	83%	93%	NR	NR	98%	89%
To make your military work environment a better place	31%	38%	16%	NR	23%	28%
To punish the person	27%	NR	15%	NR	NR	32%
Other reason	28%	20%	12%	3%	NR	28%
To make your chain of command situationally aware	24%	16%	5%	NR	25%	22%
<i>Margins of Error</i>	±9-17%	±7-17%	±6-14%	±10%	±6-18%	±13-16%

Note. 2015 WEOR Q113. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 26.
Reasons for Reporting, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response				
Lower Response				
To prevent it from happening again	NR	94%	NR	NR
To transfer yourself or the offender out of your unit	NR	95%	NR	NR
To reduce any impact on your evaluation or promotion	93%	91%	NR	NR
To prevent it from happening to someone else	NR	92%	NR	NR
To make your military work environment a better place	NR	32%	NR	NR
To punish the person	NR	28%	NR	NR
Other reason	NR	23%	NR	NR
To make your chain of command situationally aware	NR	18%	NR	10%
<i>Margins of Error</i>	±12%	±4-9%	---	±15%

Note. 2015 WEOR Q113. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Respondents who indicated experiencing negative race/ethnicity-related behaviors in the past 12 months and indicated some *other reason* for reporting the one situation (24%) were asked to specify the other reason(s) why they chose to report the behaviors. Respondents indicated a variety of reasons why they chose to report the behaviors. The most frequently mentioned reasons for members' reporting included beliefs that *action needed to be taken against the offender, to create a better military work environment, it was the right thing to do*, and using this

experience as *an opportunity to teach or train the offender*. Examples of these frequently mentioned issues include the following comments:

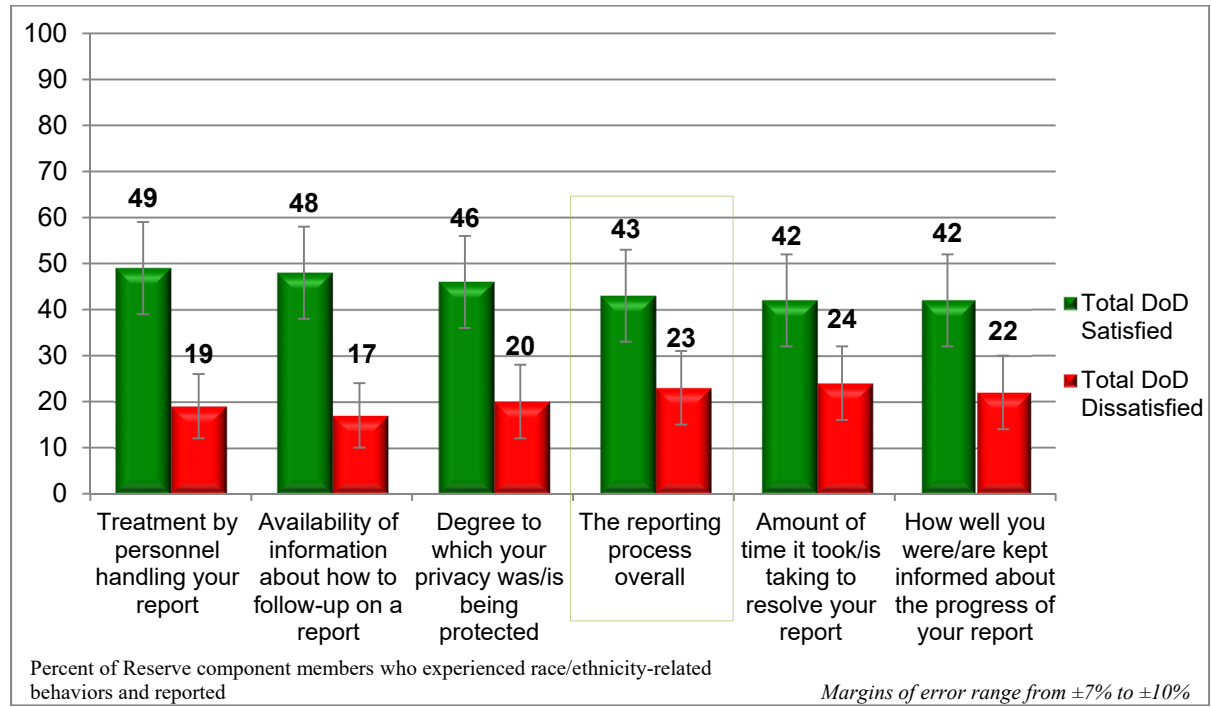
- ***Action needed to be taken against the offender***
 - *“The offender had consistently harassed, showed favoritism and fostered a toxic work environment for many years and no one could or would do anything about it.”* — Hispanic, USAR
 - *“I reported it because their actions were wrong and action needed to be taken.”* — Black, USAR
- ***To create a better military work environment***
 - *“To provide a less stressful working environment, where I and the offended are not consistently worried about whether or not they would get in trouble or adverse markings that affect their career or life.”*
 - Two or more racial groups, USMCR
 - *“Because racial discrimination has damaging consequences to the victims and to overall society.”* — Black, ANG
- ***Member believed reporting was the right thing to do***
 - *“I do not think it is just for someone to be disrespected when our values revolve around respect.”* — White, ANG
 - *“To make peace with myself that I am not allowing someone to walk over me silently.”* — Black, ANG
- ***To train the offender***
 - *“To ensure the person was given the opportunity to learn from their mistake and get remedial training/sensitivity training as not to continue and make the same mistake in the future.”* — Hispanic, USAFR
 - *“I reported the incidents to hopefully educate not only the management personnel involved directly in the incidents, but also to request meetings be held to educate other management and non-management personnel concerning the impact and implications of stereo-typing and racism.”* — Black, USAFR

Satisfaction With Reporting

Members who indicated that they experienced *at least one* of the 24 racial/ethnic behaviors in the past 12 months and reported the behavior to a DoD authority were asked to indicate whether or not they were satisfied with various aspects of the reporting process. Members could indicate their level of satisfaction with the *availability of information about how to follow-up on a report*,

the treatment by personnel handling their report, the degree to which their privacy was/is being protected, the reporting process overall, the amount of time it took/is taking to resolve their report, and how well they were/are kept informed about the progress of their report. As shown in Figure 47, of these members, 43% indicated they were **satisfied** with the reporting process overall, whereas 23% indicated they were **dissatisfied**. Table 27, Table 28, Table 29, and Table 30 provide breakouts for Minority status, race/ethnicity, component, and paygrade.

Figure 47.
Satisfaction With Reporting, by Total DoD



Note. Q114. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority.

Table 27.
Satisfaction With Reporting, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Satisfied </div>	Total DoD	Non-Hispanic White	Total Minority
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: red; margin-right: 5px;"></div> Higher Response Dissatisfied </div>			
Satisfied			
Treatment by personnel handling your report	49%	NR	48%
Availability of information about how to follow-up on a report	48%	NR	43%
Degree to which your privacy was/is being protected	46%	NR	42%
The reporting process overall	43%	NR	40%
Amount of time it took/is taking to resolve your report	42%	NR	39%
How well you were/are kept informed about the progress of your report	42%	NR	39%
<i>Margins of Error</i>	±10%	---	±11%
Dissatisfied			
Treatment by personnel handling your report	19%	22%	18%
Availability of information about how to follow-up on a report	17%	15%	19%
Degree to which your privacy was/is being protected	20%	17%	23%
The reporting process overall	23%	20%	25%
Amount of time it took/is taking to resolve your report	24%	23%	24%
How well you were/are kept informed about the progress of your report	22%	21%	23%
<i>Margins of Error</i>	±7-8%	±12-14%	±8-10%

Note. 2015 WEOR Q114. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority.

Table 28.
Satisfaction With Reporting, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #2e8b57; margin-right: 5px;"></div> Higher Response Satisfied <div style="width: 15px; height: 15px; background-color: #d62728; margin-right: 5px; margin-top: 2px;"></div> Higher Response Dissatisfied </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Satisfied								
Treatment by personnel handling your report	49%	NR	56%	NR	NR	NR	NR	NR
Availability of information about how to follow-up on a report	48%	NR	NR	NR	NR	NR	NR	NR
Degree to which your privacy was/is being protected	46%	NR	NR	NR	NR	NR	NR	NR
The reporting process overall	43%	NR	NR	26%	NR	NR	NR	NR
Amount of time it took/is taking to resolve your report	42%	NR	NR	28%	NR	NR	NR	NR
How well you were/are kept informed about the progress of your report	42%	NR	NR	NR	NR	NR	NR	NR
<i>Margins of Error</i>	±10%	---	±16%	±17%	---	---	---	---
Dissatisfied								
Treatment by personnel handling your report	19%	22%	15%	25%	NR	15%	NR	NR
Availability of information about how to follow-up on a report	17%	15%	16%	17%	NR	NR	NR	NR
Degree to which your privacy was/is being protected	20%	17%	17%	24%	NR	NR	NR	NR
The reporting process overall	23%	20%	20%	NR	NR	NR	NR	NR
Amount of time it took/is taking to resolve your report	24%	23%	21%	30%	NR	NR	NR	NR
How well you were/are kept informed about the progress of your report	22%	21%	20%	25%	NR	NR	NR	NR
<i>Margins of Error</i>	±7-8%	±12-14%	±10-16%	±16-18%	---	±18%	---	---

Note. 2015 WEOR Q114. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority.

Table 29.
Satisfaction With Reporting, by Reserve Component

Higher Response Satisfied	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response Dissatisfied						
Satisfied						
Treatment by personnel handling your report	50%	NR	NR	NR	NR	30%
Availability of information about how to follow-up on a report	50%	NR	NR	NR	35%	35%
Degree to which your privacy was/is being protected	46%	NR	NR	NR	NR	32%
The reporting process overall	45%	NR	NR	NR	NR	27%
Amount of time it took/is taking to resolve your report	41%	NR	NR	NR	NR	24%
How well you were/are kept informed about the progress of your report	43%	NR	NR	NR	NR	22%
<i>Margins of Error</i>	±15-17%	---	---	---	±17%	±16%
Dissatisfied						
Treatment by personnel handling your report	23%	16%	9%	NR	8%	28%
Availability of information about how to follow-up on a report	19%	16%	8%	NR	17%	16%
Degree to which your privacy was/is being protected	21%	23%	NR	13%	12%	15%
The reporting process overall	22%	27%	15%	NR	17%	21%
Amount of time it took/is taking to resolve your report	25%	23%	NR	NR	NR	22%
How well you were/are kept informed about the progress of your report	21%	23%	NR	NR	18%	24%
<i>Margins of Error</i>	±11-12%	±13-18%	±9-14%	±16%	±9-18%	±10-15%

Note. 2015 WEOR Q114. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority.

Table 30.
Satisfaction With Reporting, by Paygrade

Higher Response Satisfied Higher Response Dissatisfied	E1–E4	E5–E9	O1–O3	O4–O6
Satisfied				
Treatment by personnel handling your report	NR	34%	NR	NR
Availability of information about how to follow-up on a report	NR	41%	NR	NR
Degree to which your privacy was/is being protected	NR	38%	NR	NR
The reporting process overall	NR	34%	NR	NR
Amount of time it took/is taking to resolve your report	NR	31%	NR	NR
How well you were/are kept informed about the progress of your report	NR	31%	NR	NR
<i>Margins of Error</i>	---	±9%	---	---
Dissatisfied				
Treatment by personnel handling your report	7%	26%	NR	NR
Availability of information about how to follow-up on a report	13%	18%	NR	NR
Degree to which your privacy was/is being protected	NR	22%	NR	NR
The reporting process overall	NR	25%	NR	NR
Amount of time it took/is taking to resolve your report	NR	30%	NR	NR
How well you were/are kept informed about the progress of your report	NR	27%	NR	NR
<i>Margins of Error</i>	±11-14%	±8-9%	---	---

Note. 2015 WEOR Q114. Percent of members who indicated experiencing race/ethnicity-related behaviors and reported them to a DoD authority.

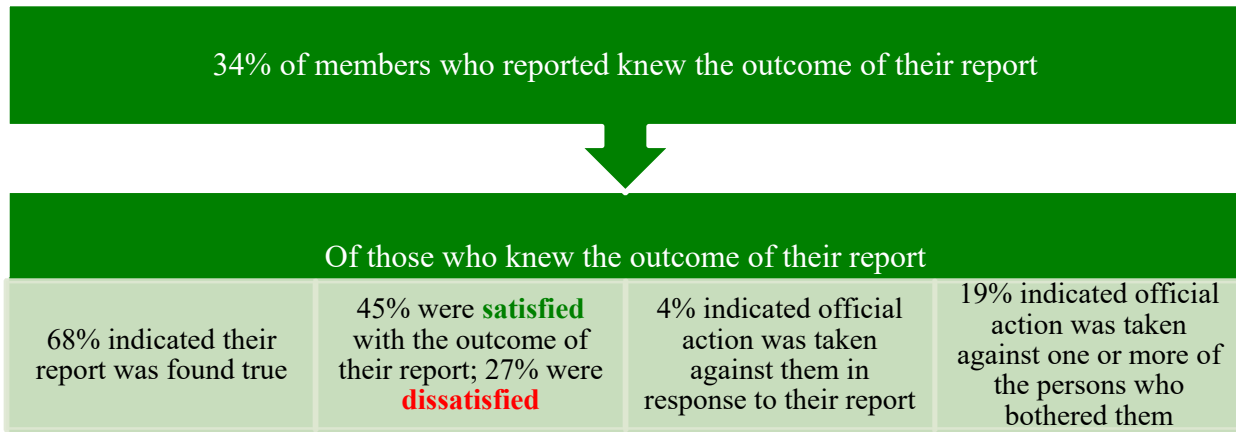
Members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, reported the behavior to a DoD authority, and indicated they were “dissatisfied” or “very dissatisfied” with the reporting process overall (23%) were asked to specify why they were dissatisfied with the reporting process overall. Three of the most frequently mentioned reasons for dissatisfaction with aspects of reporting by members included beliefs that *nothing was done following the report*, *experiencing complications reporting to the EO office*, and *their work environment becoming hostile*. Examples of these three reasons include the following comments:

- ***Felt nothing was done following the report***
 - *“I am very dissatisfied with the reporting process since it did not go any further.” — Black, USAR*
 - *“There is no confidence, feedback, resolution, or consequence. The behavior continues because it is not taken seriously. Individuals see no repercussions for their actions and supervision more often laugh along then sincerely correct the offense.” — Hispanic, USAFR*
- ***Complications with EO office***
 - *“I made the report almost 2 months ago, and nothing was done. I followed up with our EO and he told me he pushed it up via email. However, no one has got back with him.” — Black, USMCR*
 - *“The process was not clear. It was not apparent to whom I needed to report the incident.” — Black, USMCR*
- ***Work environment became hostile***
 - *“Every time I respectfully spoke out and made reports through proper channels my work environment became more hostile and I was reprimanded more severely.” — Two or more racial groups, USNR*
 - *“Ineffective. It does not resolve the problem and treats victim as a troublemaker.” — Hispanic, ARNG*

Knew the Outcome of Their Report

Members who indicated that they experienced *at least one* of the 24 racial/ethnic behaviors in the past 12 months and reported the behavior to a DoD authority were asked to indicate whether or not they knew the outcome of their report. Of members who experienced a negative racial/ethnic behavior and reported, 34% indicated they knew the outcome of their report. Figure 48 presents aspects of knowing about the outcome of their report. Specifically, members were asked to indicate whether or not their report had been found to be true or if the DoD authority to whom they reported was unable to determine whether their report was true or not; whether or not they were satisfied with the outcome of their report; whether an official action had been taken against one or more of the person(s) who bothered them in response to their report; and whether an official action had been taken against the respondent in response to their report.

Figure 48.
Aspects of Knowing the Outcome of Their Report



As shown in Figure 49, Figure 50, Figure 51, and Figure 52, there were no statistically significant differences between Total Minority members and White (non-Hispanic) members, racial/ethnic groups, components, or paygrades for members who *Knew the Outcome of Their Report*.

Figure 49.
Knew the Outcome of Their Report, by Total DoD and Minority Status

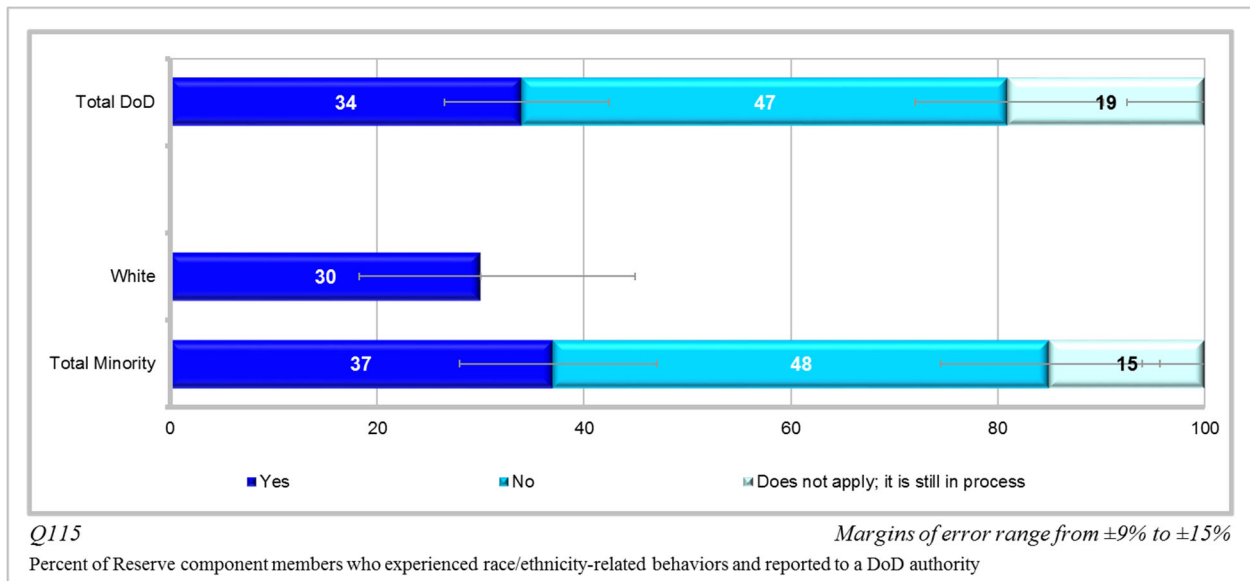


Figure 50.
Knew the Outcome of Their Report, by Race/Ethnicity

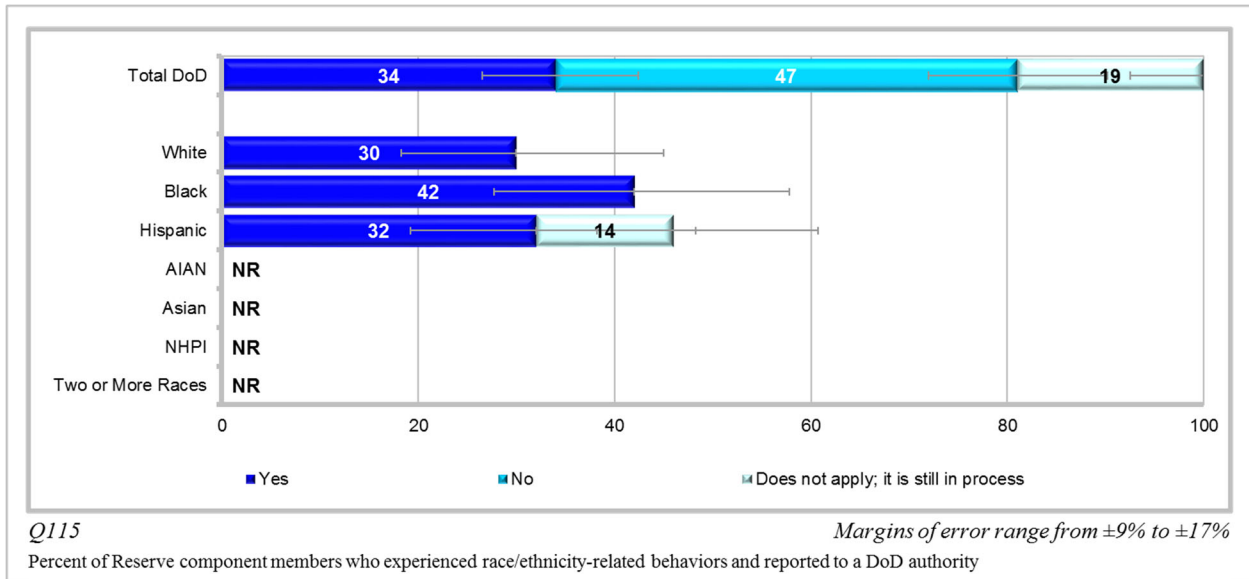


Figure 51.
Knew the Outcome of Their Report, by Reserve Component

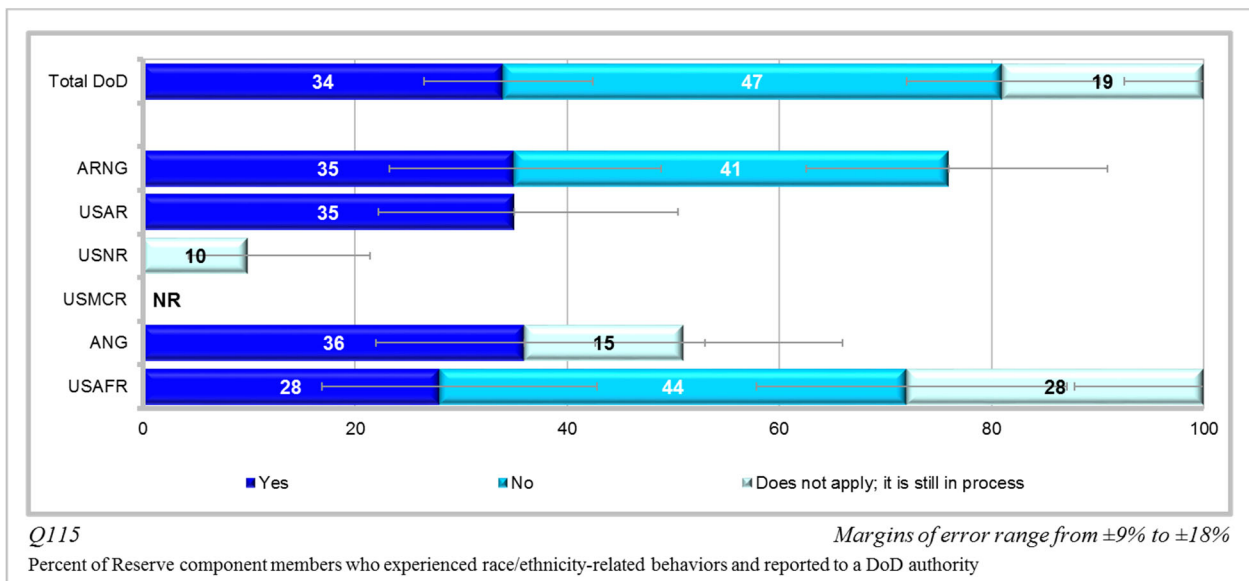
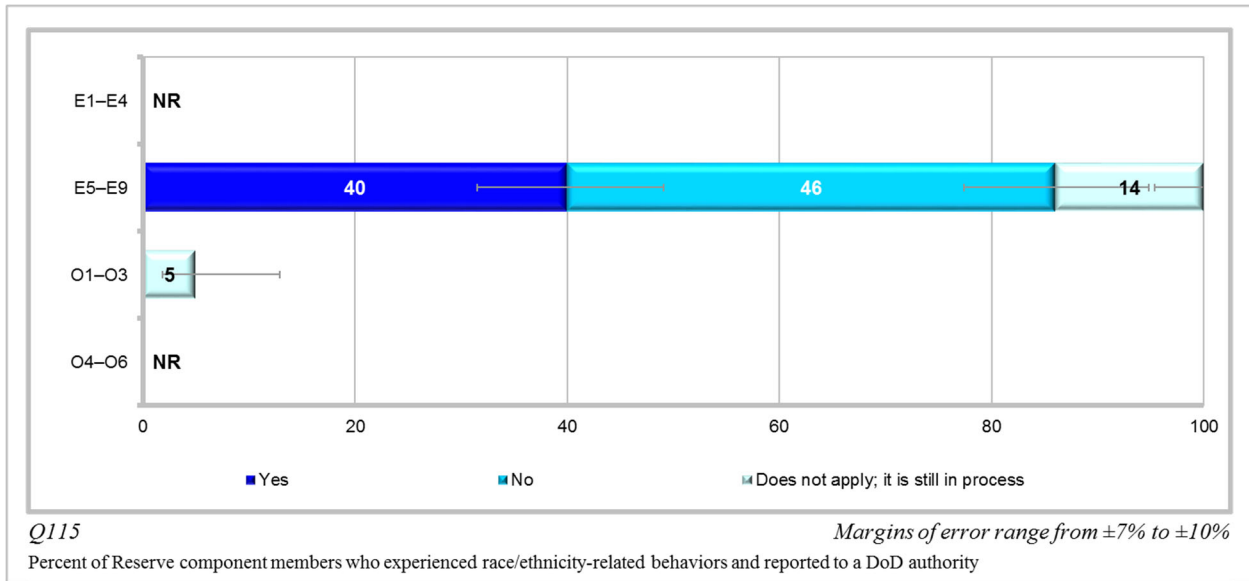


Figure 52.
Knew the Outcome of Their Report, by Paygrade



As shown in Figure 53, Figure 54, Figure 55, and Figure 56, there were no statistically significant differences between Total Minority members and White (non-Hispanic) members, racial/ethnic groups, components, or paygrades for *Report Found to be True*.

Figure 53.
Report Found to be True, by Total DoD and Minority Status

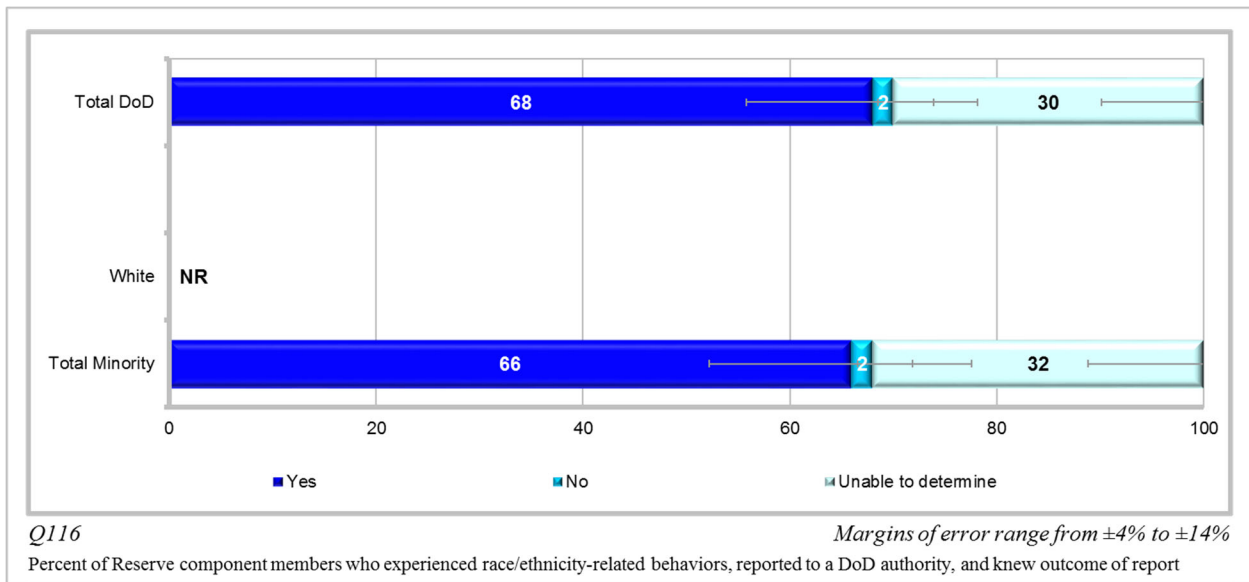


Figure 54.
Report Found to be True, by Race/Ethnicity

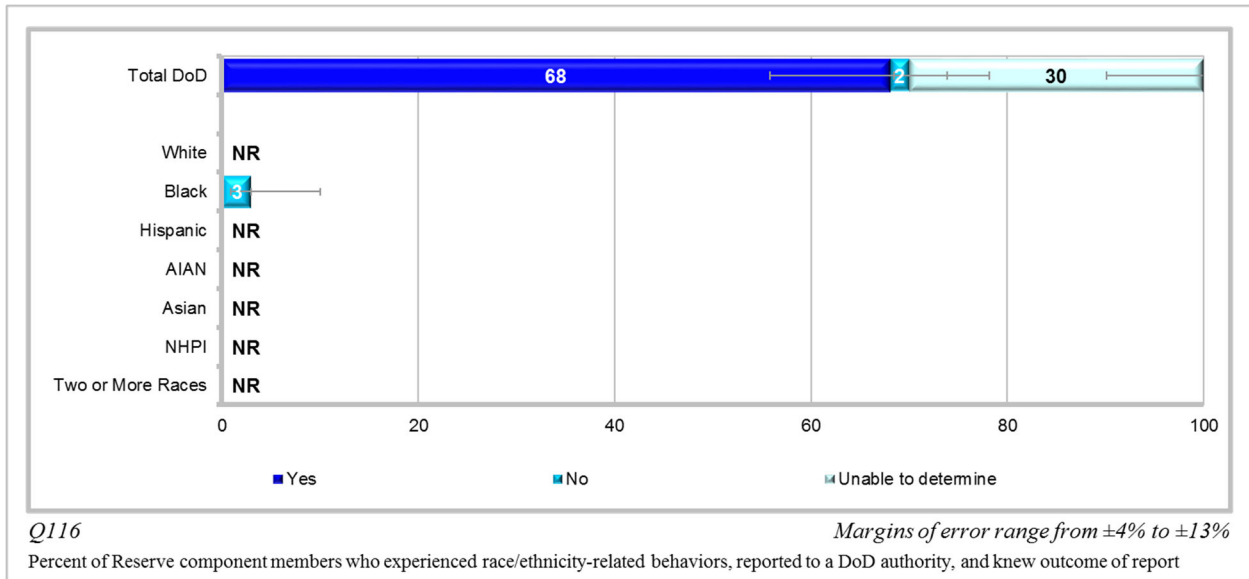


Figure 55.
Report Found to be True, by Reserve Component

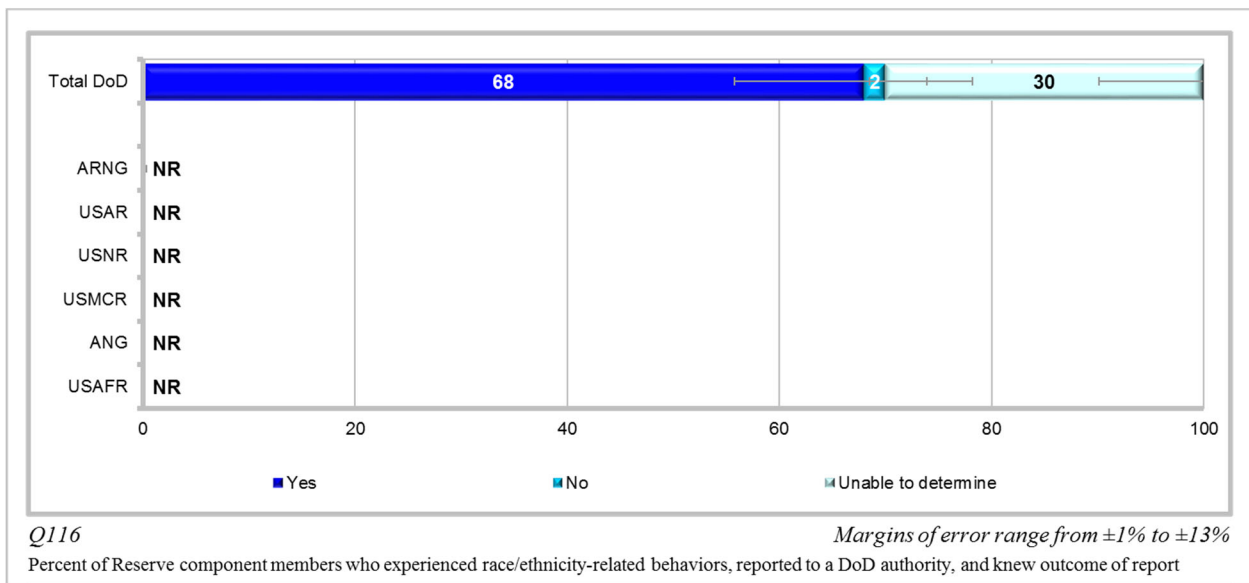
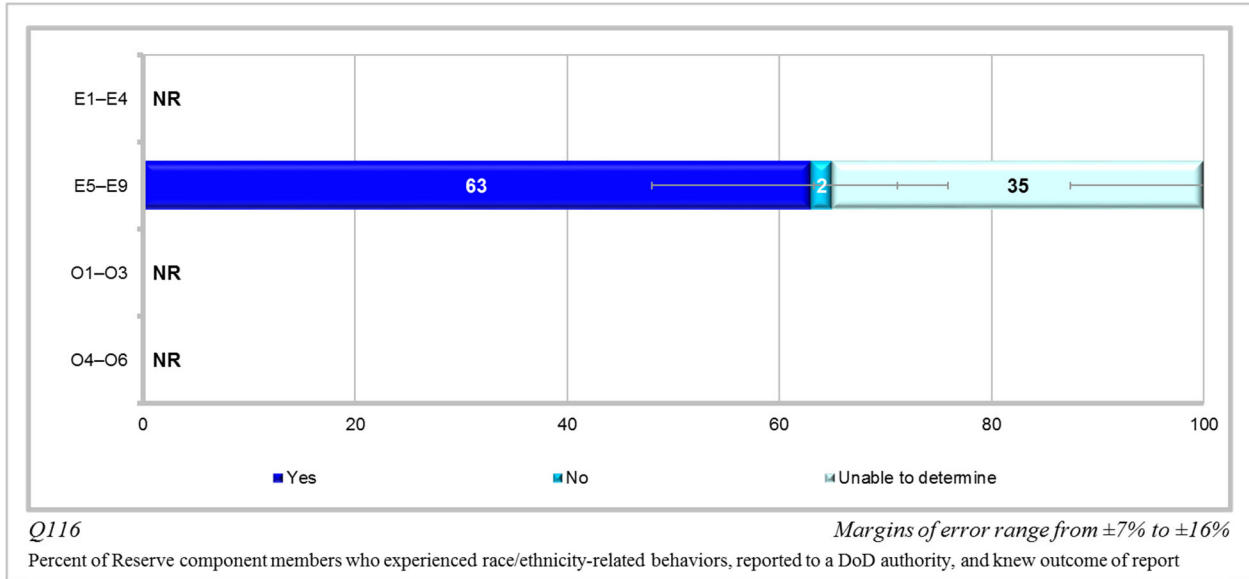


Figure 56.
Report Found to be True, by Paygrade



Satisfaction With Reporting Outcome

As shown in Figure 57, of members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, reported the behavior to a DoD authority, and knew the outcome of their report, 45% indicated they were satisfied with the outcome of their report, whereas 27% were dissatisfied. As shown in Figure 57, Figure 58, Figure 59, and Figure 60, there were no statistically significant differences between Total Minority members and White (non-Hispanic) members, racial/ethnic groups, components, or paygrades.

Figure 57.
Satisfaction With Reporting Outcome, by Total DoD and Minority Status

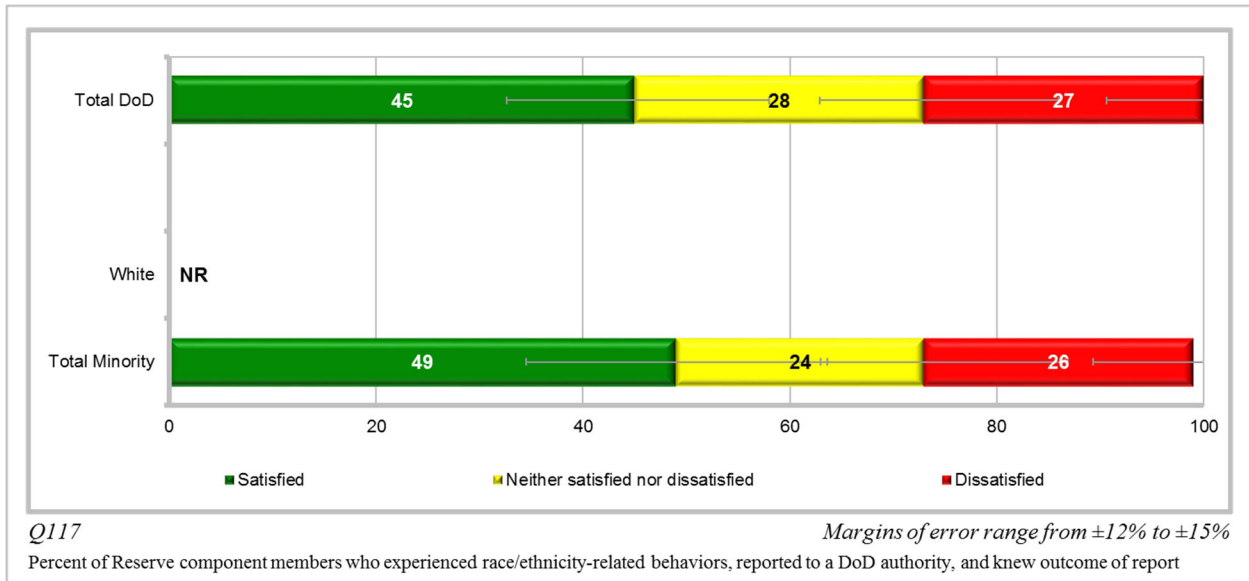


Figure 58.
Satisfaction With Reporting Outcome, by Race/Ethnicity

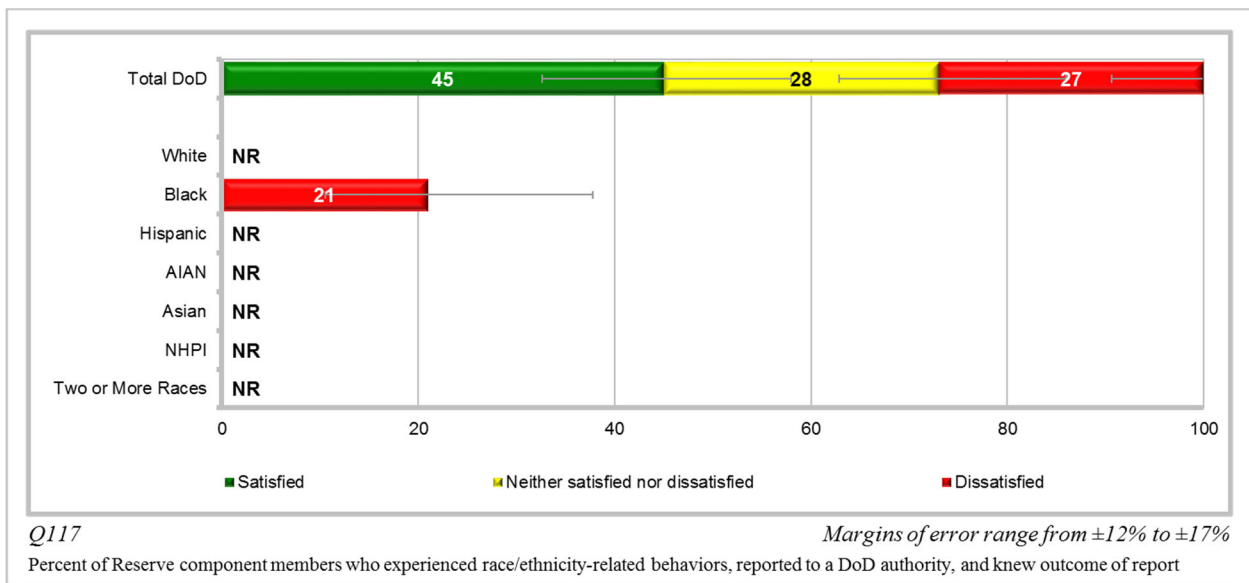


Figure 59.
Satisfaction With Reporting Outcome, by Reserve Component

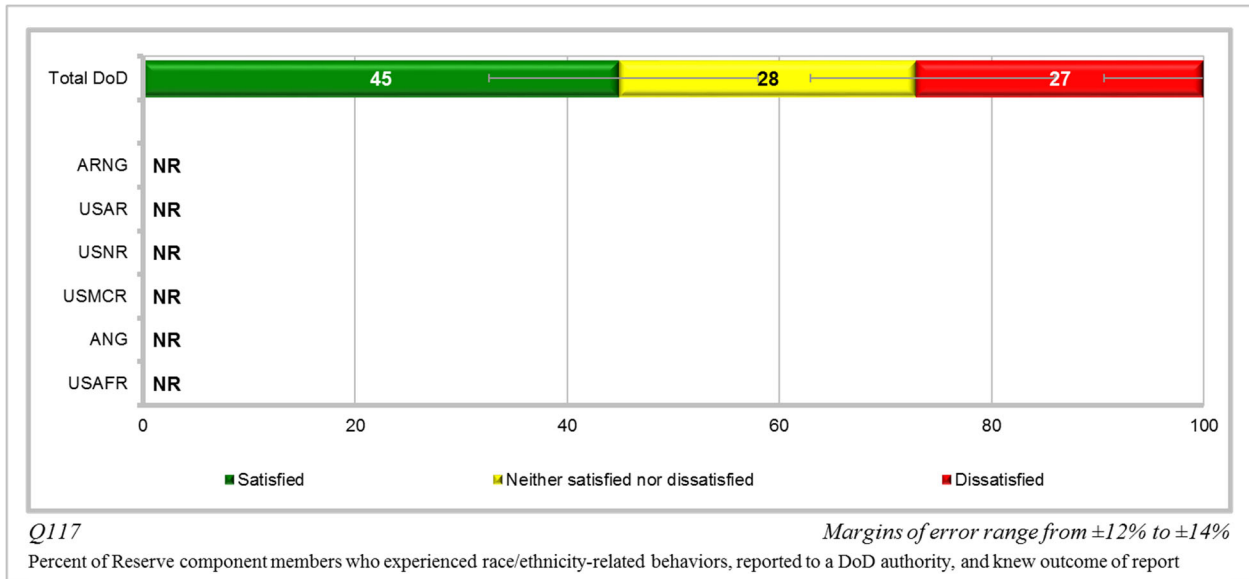
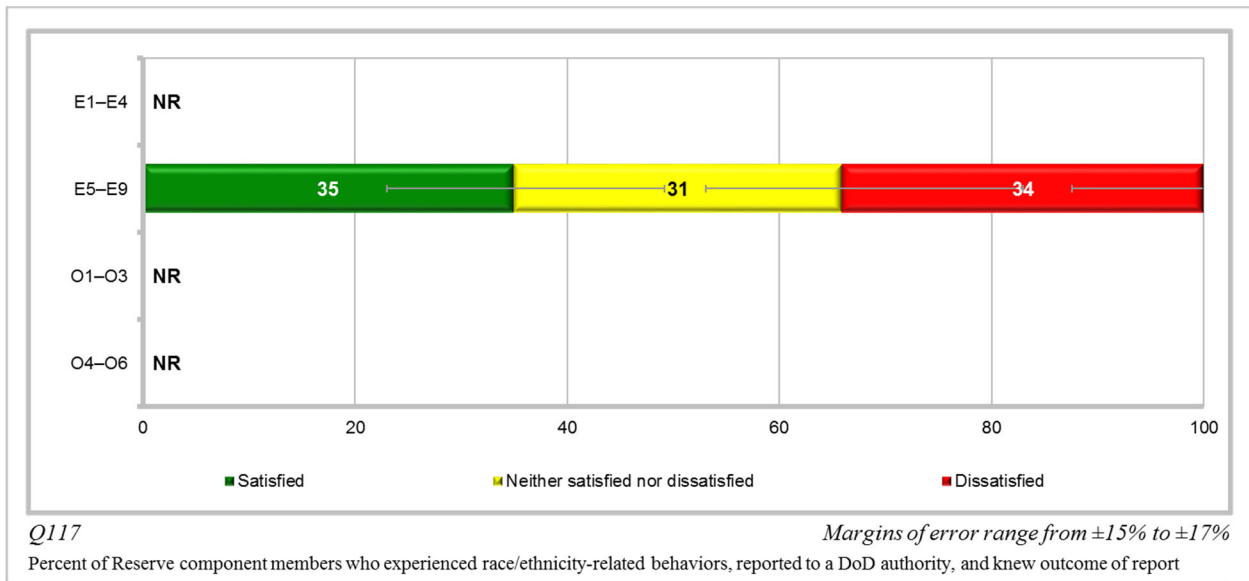


Figure 60.
Satisfaction With Reporting Outcome, by Paygrade



Members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, reported the behavior to a DoD authority, knew the outcome of their report, and indicated they were “dissatisfied” or “very dissatisfied” with the outcome of their report (27%) were asked to specify why they were dissatisfied with the outcome of their report. The most frequently mentioned reason for dissatisfaction was the member felt that *nothing happened as a result of the report*. Examples of this reason include the following comments:

- **Nothing happened as a result of the report**
 - “There was nothing done about it.” — Black, USAFR
 - “EEO office did not follow up on the report or investigation of the offender and what they [are] going to do with that person. Instead I was offered another job to another unit and left that base.” — Asian, ANG
 - “I was dissatisfied because I do not believe that a true effort was made to find out what occurred.” — Hispanic, ARNG
 - “It was not taken seriously.” — AIAN, USAR

Action Taken Against You in Response to Your Report

As shown in Figure 61, of members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, reported the behavior to a DoD authority, and knew the outcome of their report, the large majority (87%) indicated that *no action* was taken against them in response to their report, whereas 4% indicated *an action was taken* against them. Less than one-tenth (9%) indicated they *did not know* if an action had been taken against them in response to their report. As shown in Figure 61, Figure 62, Figure 63, Figure 64, there were no statistically significant differences between Total Minority members and White (non-Hispanic) members, racial/ethnic groups, components, or paygrades.

Figure 61.
Action Taken Against You in Response to Your Report, by Total DoD and Minority Status

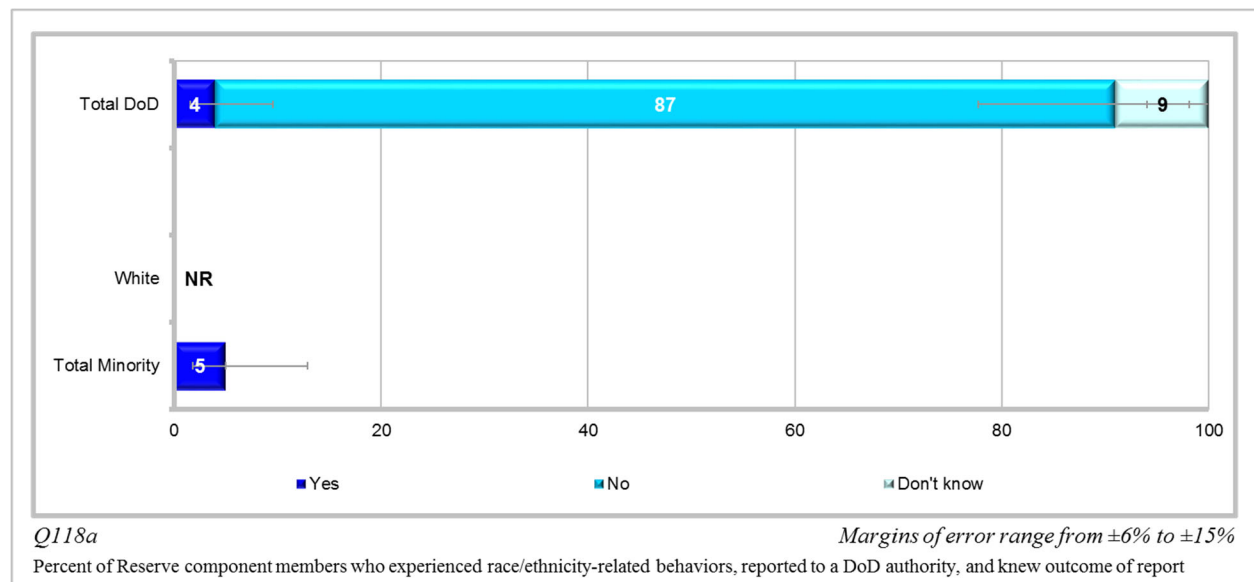
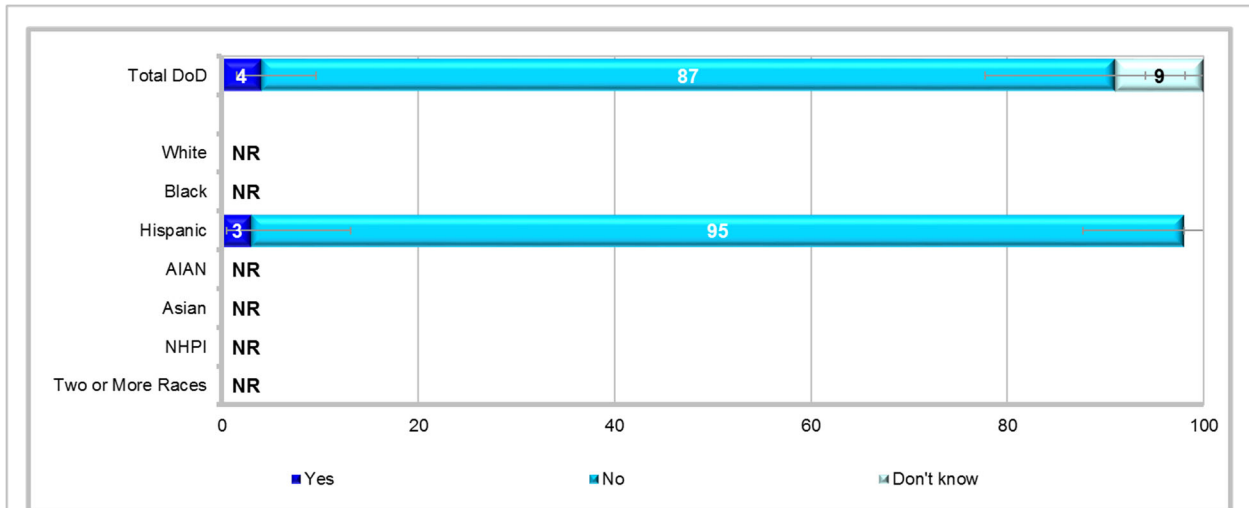


Figure 62.
Action Taken Against You in Response to Your Report, by Race/Ethnicity

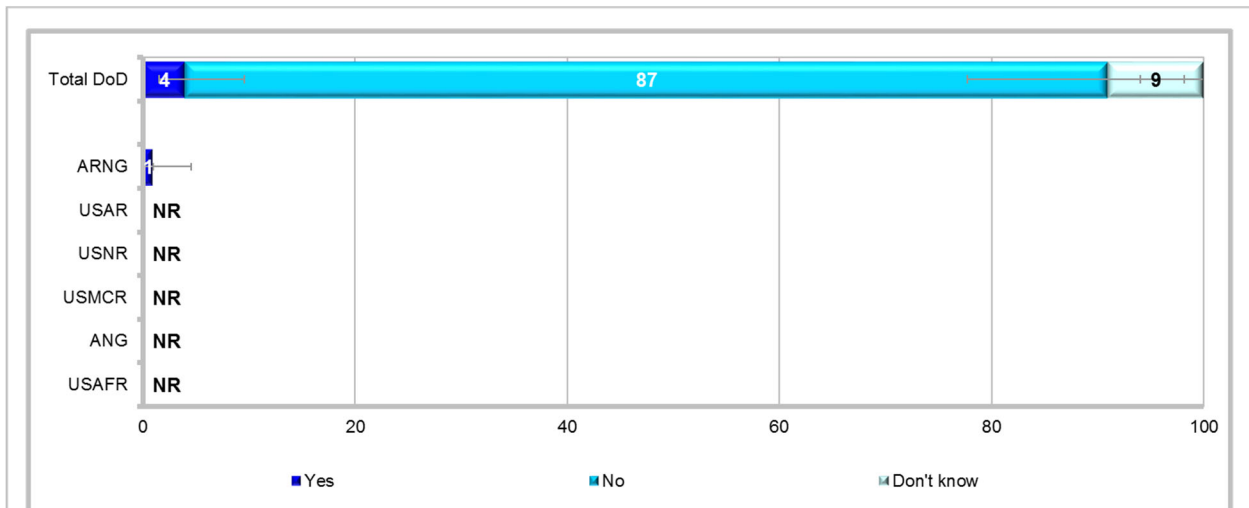


Q118a

Margins of error range from ±6% to ±15%

Percent of Reserve component members who experienced race/ethnicity-related behaviors, reported to a DoD authority, and knew outcome of report

Figure 63.
Action Taken Against You in Response to Your Report, by Reserve Component

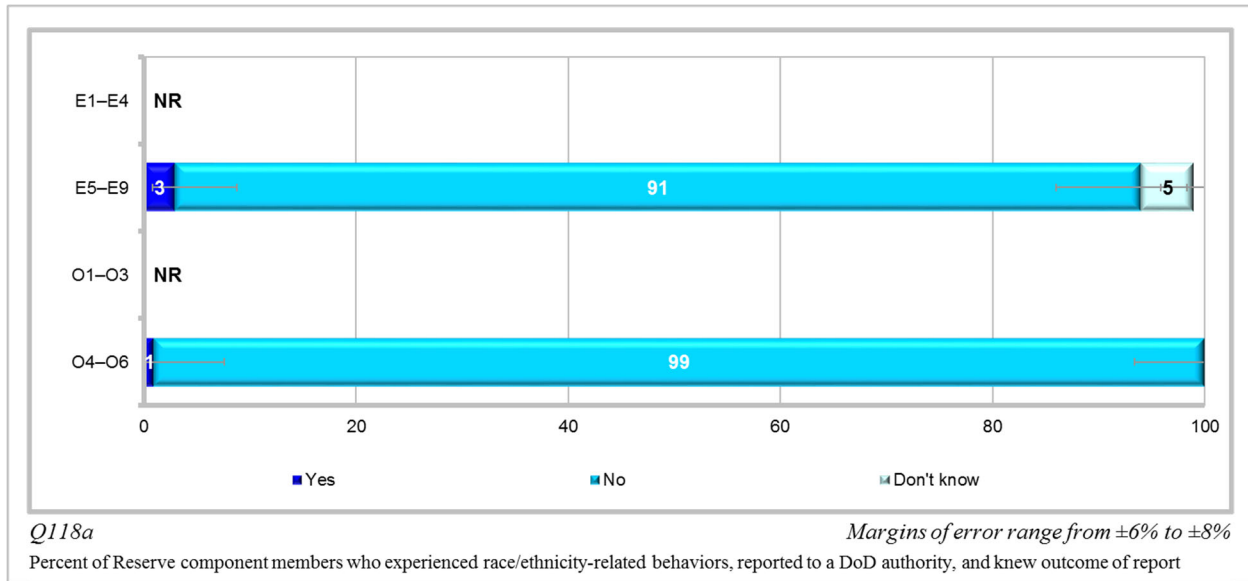


Q118a

Margins of error range from ±4% to ±15%

Percent of Reserve component members who experienced race/ethnicity-related behaviors, reported to a DoD authority, and knew outcome of report

Figure 64.
Action Taken Against You in Response to Your Report, by Paygrade



Members who indicated that they experienced at least one of the 24 racial/ethnic behaviors in the past 12 months, reported to a DoD authority, and knew the outcome of their report were asked whether an official action had been taken against the respondent in response to their report. Four percent of members who knew the outcome of the report indicated action had been taken against them. The most frequently mentioned action taken against members was experiencing a *loss of position or reputation*. Examples of this action include the following comments:

- ***Loss of position or reputation***
 - *“Liberty was taken away. I was assigned more duties that I was told I wouldn’t be given credit for. Loss of position and reputation after officially reprimanded by the Chain of Command.”* — Two or more racial groups, USNR
 - *“I was flagged, recommended for reduction in rank without even having a letter of reprimand or Article 15, and recommended for separation.”* — Asian, ARNG
 - *“Due to my initial report, I was placed under further scrutiny and investigation for unrelated offenses. It was pure reprisal.”* — Hispanic, ARNG
 - *“I was removed from my AGR position. One in which I was nationally recognized.”* — Hispanic, ANG

Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report

As shown in Figure 65, of members who indicated experiencing race/ethnicity-related behaviors in the past 12 months, reported the behavior to a DoD authority, and knew the outcome of their report, 63% indicated that *no action* was taken against one or more of the person(s) who bothered them in response to their report, whereas 19% indicated *an action was taken*. Seventeen percent indicated they *did not know* if an action had been taken against one or more of the person(s) who bothered them in response to their report. As shown in Figure 65, Figure 66, Figure 67, and Figure 68, there were no statistically significant differences between Total Minority members and White (non-Hispanic) members, racial/ethnic groups, components, or paygrades.

Figure 65.
Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report, by Total DoD and Minority Status

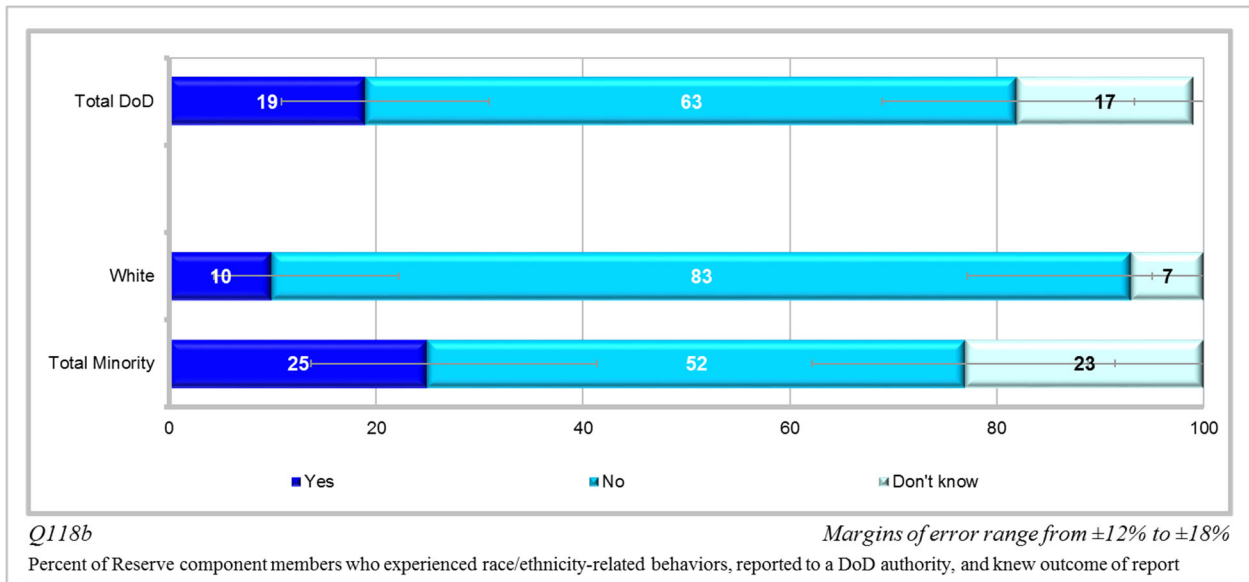


Figure 66.
Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report, by Race/Ethnicity

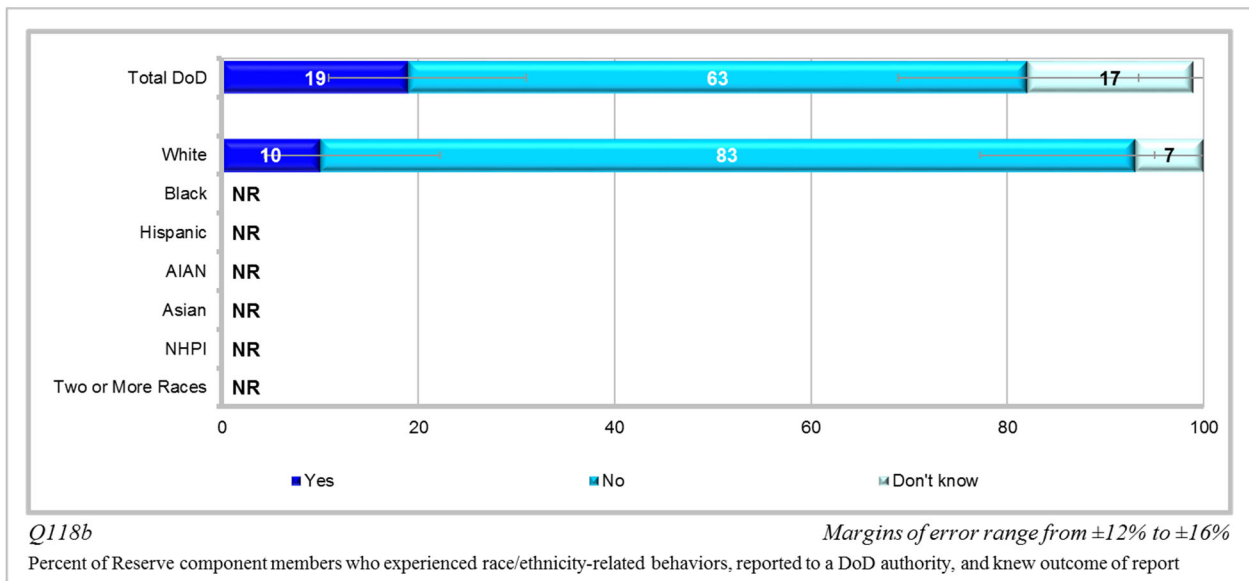


Figure 67.
Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report, by Reserve Component

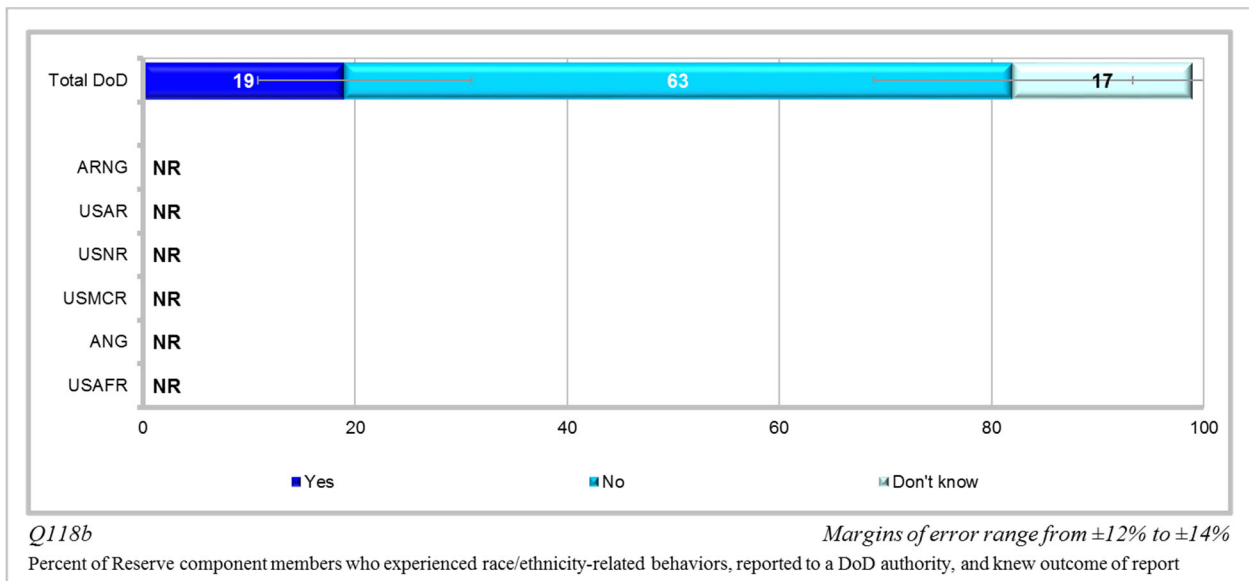
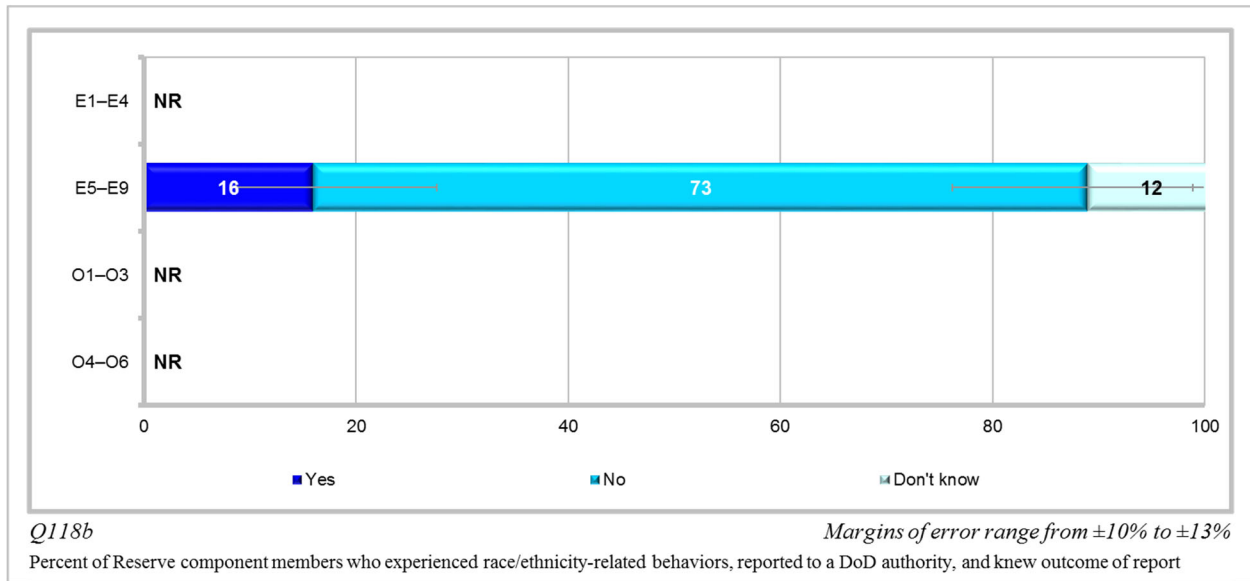


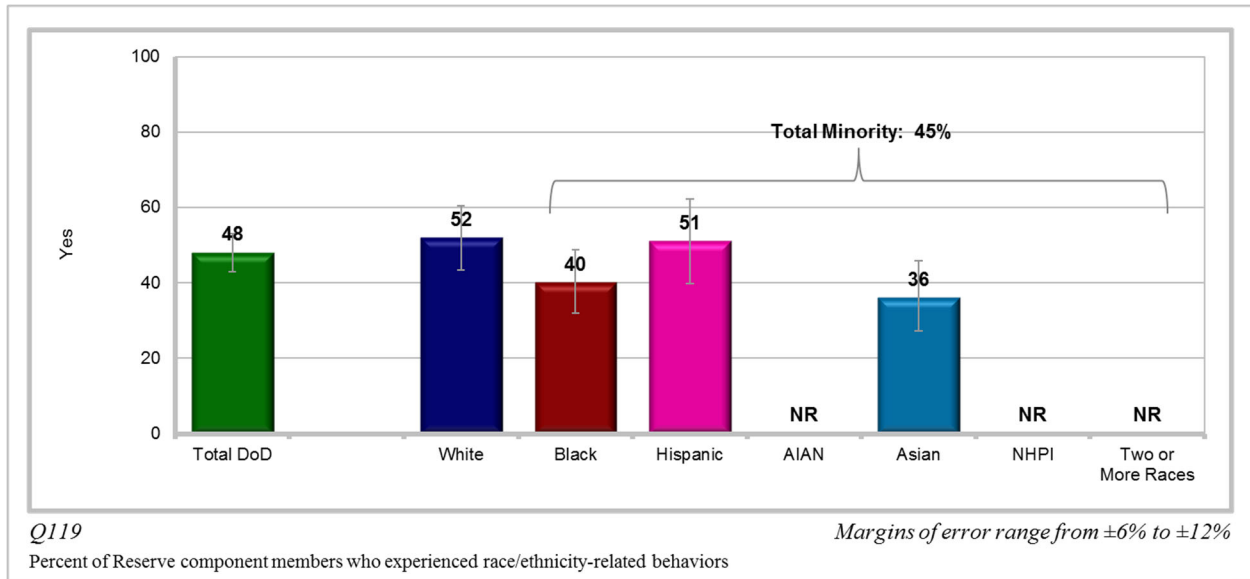
Figure 68.
Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report, by Paygrade



Situation Was Corrected

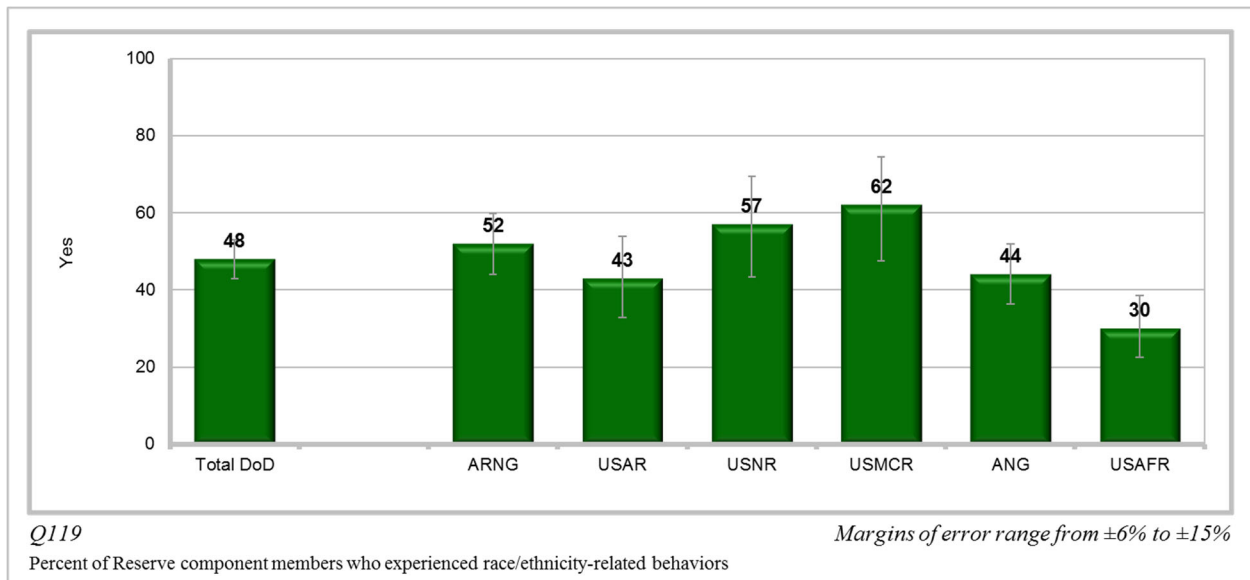
Members were asked whether the situation was corrected regardless of whether or not they indicated reporting the one situation. As shown in Figure 69, of members who indicated that they experienced *at least one* of the 24 racial/ethnic behaviors in the past 12 months, 48% indicated they felt the situation was corrected. There were no statistically significant differences between Total Minority members (45%) and White (non-Hispanic) members (52%). There were no statistically significant differences between racial/ethnic groups.

Figure 69.
Situation Was Corrected, by Total DoD and Minority Status



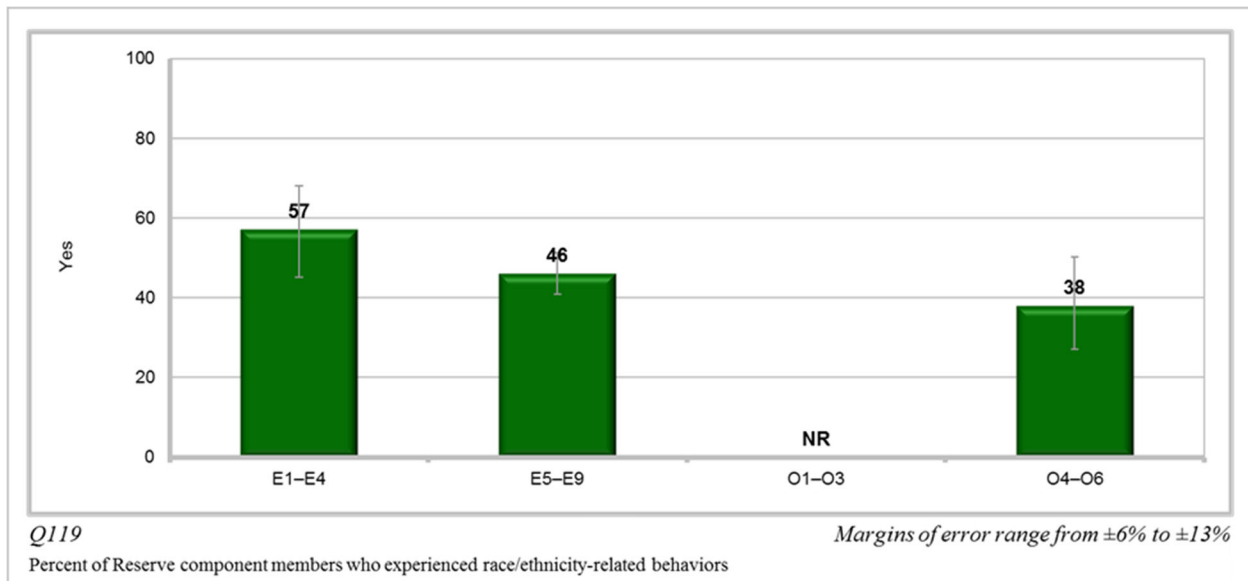
As shown in Figure 70, of members who experienced negative race/ethnicity-related behaviors, USAFR members (30%) were less likely to indicate that the situation was corrected compared to members in other components.

Figure 70.
Situation Was Corrected, by Reserve Component



As shown in Figure 71, there were no statistically significant differences between paygrades.

Figure 71.
Situation Was Corrected, by Paygrade



Members who indicated experiencing race/ethnicity-related behaviors and indicated the situation had been corrected (48%) were asked to specify how or in what way the situation was corrected. The majority of these members indicated the situation was corrected as a result of discussing the issue with the offender. Examples of this resolution include the following comments:

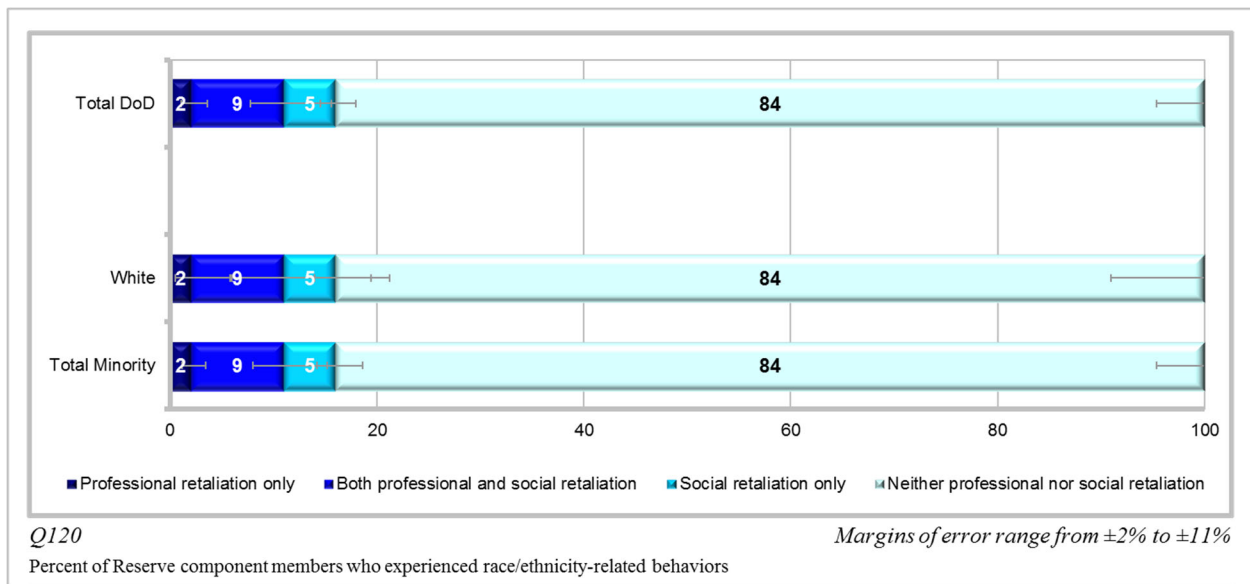
- ***Member discussed issue with the offender***
 - *“I addressed the individual myself and corrected him.”*
— White, ARNG
 - *“By expressing myself towards the individual and letting them know how I felt.”* — Black, ANG
 - *“Individual was told the comment made was offensive and would not be tolerated. Has not been an issue since on the spot correction was made.”* — Two or more racial groups, USAR
 - *“Individual was advised that certain remarks could be seen as offensive. The member corrected their remark immediately.”* — AIAN, ANG

Types of Perceived Retaliation Experienced

Members of an organization who are targets of a racial/ethnic behavior may experience negative social and professional consequences from their military work group or unit as a result of their involvement in the situation. Consequences might include perceived professional retaliation

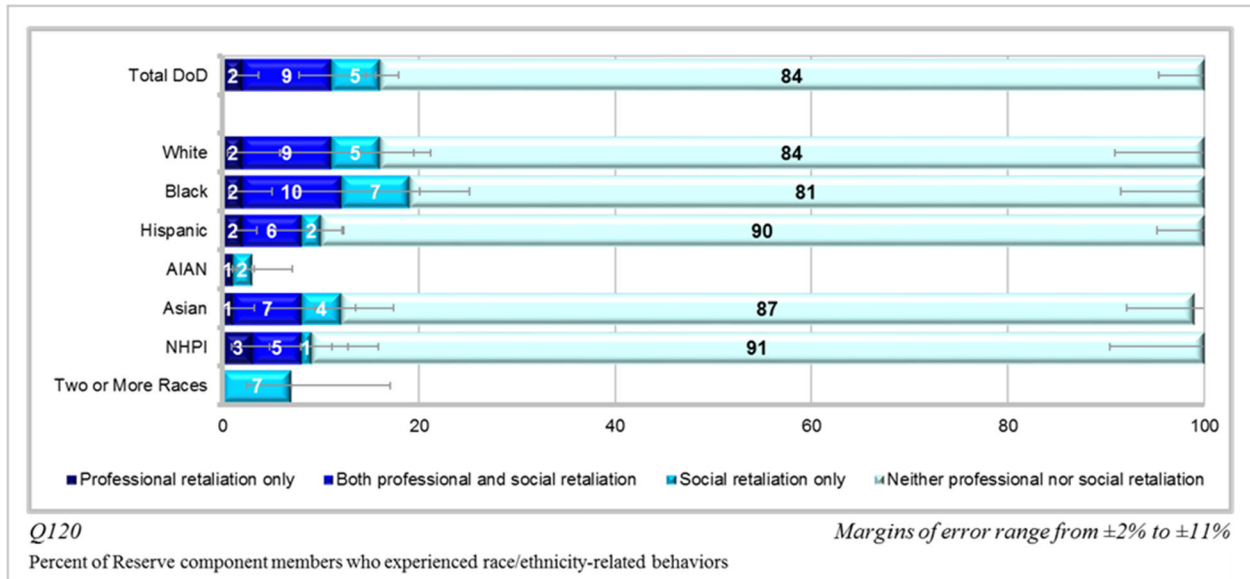
(e.g., denial of promotion, job assignments that are not career enhancing, denial of requests for training) and/or social retaliation (e.g., gossip, ostracism, damage to one’s professional and personal reputation). Perceived professional and social retaliation might also occur in combination. Regardless of whether or not they reported the behavior, members who indicated that they experienced *at least one* of the 24 racial/ethnic behaviors in the past 12 months, were asked to indicate whether they perceived experiencing retaliatory behaviors. As shown in Figure 72, overall, of members who experienced race/ethnicity-related behaviors in the past 12 months, the majority (84%) of members did not perceive experiencing any retaliation, whereas 2% perceived experiencing *professional retaliation only*, 5% perceived experiencing *social retaliation only*, and 9% perceived experiencing *both professional and social retaliation*. There were no statistically significant differences between Total Minority members and White (non-Hispanic) members.

Figure 72.
Types of Retaliation Perceived Experienced, by Total DoD and Minority Status



Social retaliation only. As shown in Figure 73, of members who experienced race/ethnicity-related behaviors, NHPI members (1%) were less likely to perceive experiencing *social retaliation* occurred compared to members of other racial/ethnic groups.

Figure 73.
Types of Retaliation Perceived Experienced, by Race/Ethnicity

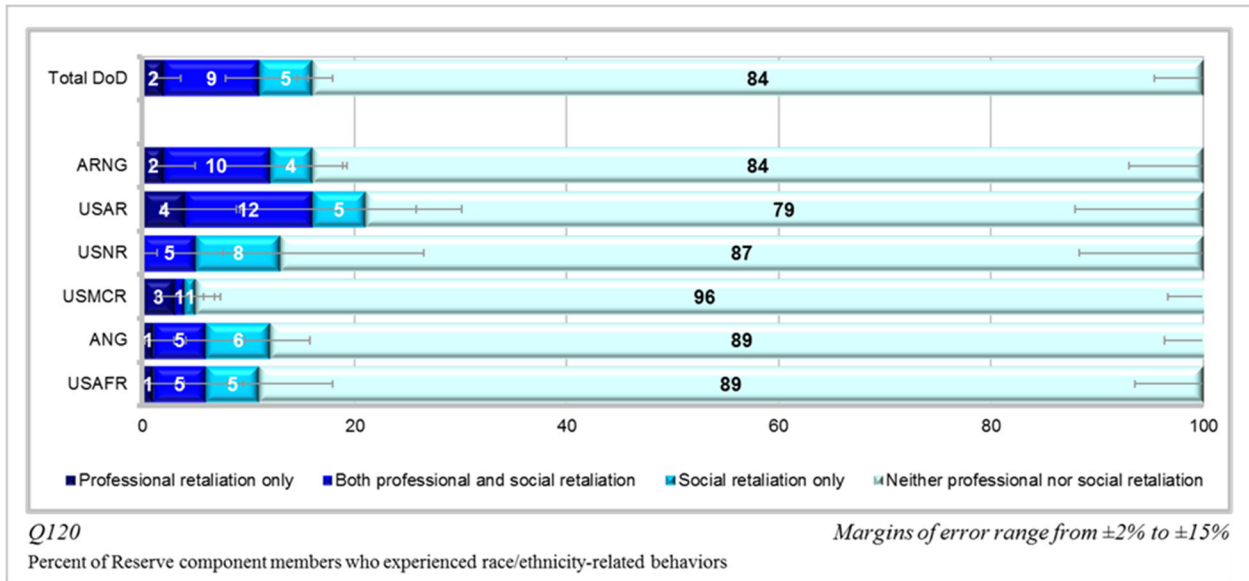


Neither professional nor social retaliation. As shown in Figure 74, of members who experienced race/ethnicity-related behaviors, USMCR members (96%) were more likely to indicate *neither professional nor social retaliation* occurred compared to members in other components.

Social retaliation only. Of members who experienced race/ethnicity-related behaviors, USMCR members (1%) were less likely to indicate perceiving *social retaliation* occurred compared to members in other components.

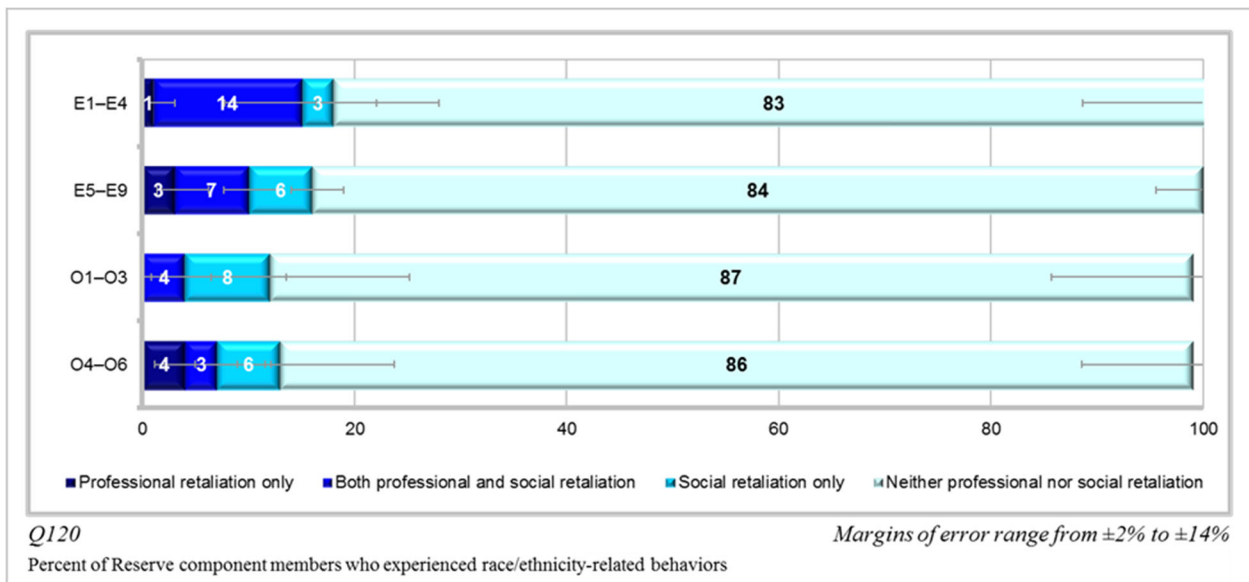
Both professional and social retaliation. Of members who experienced race/ethnicity-related behaviors, USMCR members (1%) were less likely to indicate perceiving *both professional and social retaliation* occurred compared to members in other components.

Figure 74.
Types of Retaliation Perceived Experienced, by Reserve Component



As shown in Figure 75, there were no statistically significant differences between paygrades.

Figure 75.
Types of Retaliation Perceived Experienced, by Paygrade



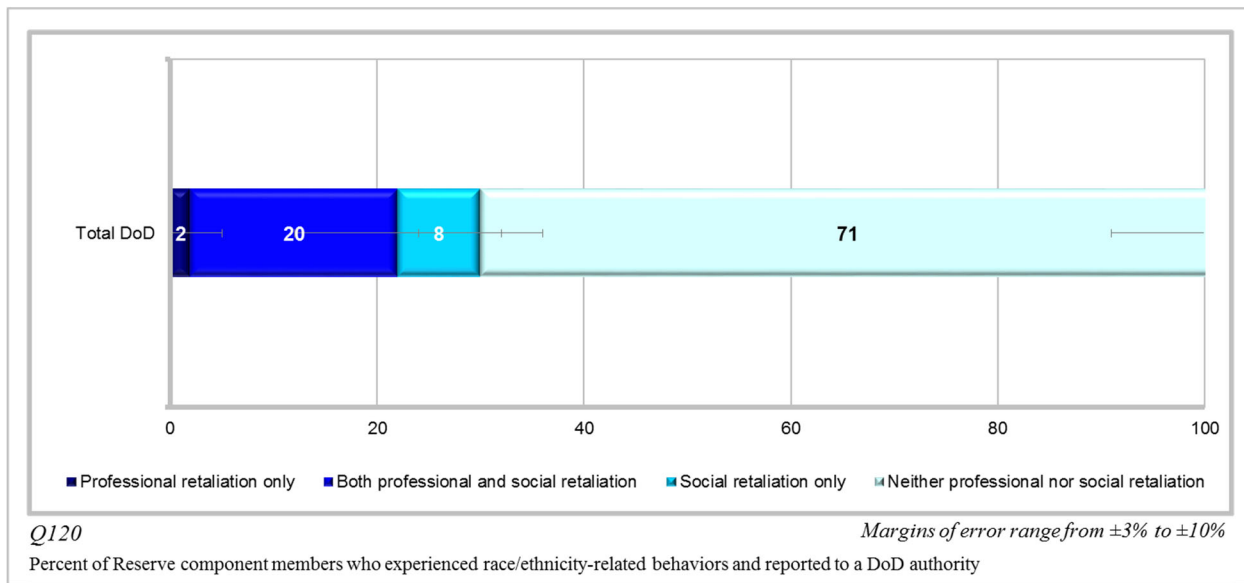
Members who indicated experiencing negative race/ethnicity-related behaviors and experiencing *social retaliation* as a result (15%) were asked to specify in what way they experienced social retaliation. Three of the most frequently mentioned ways in which members perceived experiencing social retaliation included *perceived professional reprisal from their chain of*

command, social isolation, and defamation of their reputation. Examples of these top three actions that were taken include the following comments:

- ***Perceived professional reprisal from chain of command***
 - “Chain of command denied to support me of [continuation] of my military career. Witch hunting me of any little error to use against me.” — Black, USAR
 - “Ostracized by leadership and by service staff for speaking out against discriminatory treatment.” — AIAN, USAFR
 - “Chain of command totally ignored me and stopped speaking to me after I filed the report; everyone acted as if they hated me, yelled at me... they punished me, made me stay after drill etc... they did not help me or acknowledge me after I filed an EO complaint.” — Black, ARNG
- ***Social isolation***
 - “Was excluded and disrespected by many co-workers both individually and as a group.” — Two or more racial groups, USNR
 - “Isolated professionally and personally.” — Hispanic, ANG
 - “Exclusion from social invites, lunch, after hour get-togethers.” — AIAN, ANG
- ***Defamation of their reputation***
 - “My professional creditability has continuously been confronted and questioned. I feel I’m always on the defensive, having to justify and prove my work accomplishments even on the simplest of tasks.” — AIAN, ANG
 - “Character defamation and undermining.” — Hispanic, USAR
 - “Ridicule, defamation, slander.” — White, ANG

We analyzed experiences of professional and social consequences for those who indicated reporting the one situation to a DoD authority. As shown in Figure 76, of members who indicated they experienced race/ethnicity-related behaviors in the past 12 months and reported the behavior to a DoD authority, 20% perceived experiencing *both professional and social retaliation*. Similarly, of those who perceived experiencing race/ethnicity-related behaviors, 84% indicated experiencing *neither professional nor social retaliation*, whereas members who indicated they experienced race/ethnicity-related behaviors and reported them to a DoD authority, 71% indicated experiencing *neither professional nor social retaliation*.

Figure 76.
Types of Retaliation Perceived Experienced for Those Who Reported to a DoD Authority, by Total DoD



Reasons for Not Reporting

Of members who experienced at least one of the 24 racial/ethnic behaviors in the past 12 months, the majority (72%) chose not to report the “One Situation” to a DoD authority. Findings are presented below for reasons why a member might not report an experience to National Guard/ Reserve/DoD/DHS authorities. Members were presented with a list of 16 potential reasons for choosing not to report their experiences to National Guard/Reserve/DoD/DHS authorities. Members could mark more than one reason. As shown in Table 31, the top four reasons that members indicated for choosing not to report their experiences were *they thought it was not important enough to report, they took care of the problem themselves, they thought it would make their work situation unpleasant, or they did not think anything would be done*. Of note, 18% indicated that *they did not know how to report* the experience. Table 32, Table 33, and Table 34 provide breakouts for race/ethnicity, component, and paygrade.

Table 31.
Reasons for Not Reporting, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: purple; margin-right: 5px;"></div> Higher Response <div style="width: 15px; height: 15px; background-color: yellow; margin-right: 5px; margin-left: 5px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Total Minority
You thought it was not important enough to report.	49%	44%	53%
You took care of the problem yourself.	47%	43%	50%
You thought it would make your work situation unpleasant.	45%	41%	50%
You did not think anything would be done.	41%	38%	44%
You thought you would be labeled a troublemaker.	37%	32%	41%
You felt uncomfortable making the report.	37%	32%	41%
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	29%	29%	28%
You thought reporting would take too much time and effort.	29%	24%	33%
You thought your performance evaluation or chance for promotion would suffer.	28%	28%	28%
You thought you would not be believed.	27%	25%	29%
You were afraid of retaliation/reprisals from your chain of command.	26%	25%	27%
You did not know how to report.	18%	13%	23%
Other reasons(s)	16%	16%	17%
You did not know the identity of the person(s) who did it.	6%	5%	7%
You were encouraged to withdraw your report.	3%	3%	3%
Situation only involved civilian(s) off an installation.	3%	2%	4%
<i>Margins of Error</i>	±2-7%	±4-12%	±3-8%

Note. 2015 WEOR Q121. Percent of members who indicated experiencing race/ethnicity-related behaviors and did not report them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 32.
Reasons for Not Reporting, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: purple; margin-right: 5px;"></div> Higher Response <div style="width: 10px; height: 10px; background-color: yellow; margin-right: 5px; margin-left: 5px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
You thought it was not important enough to report.	49%	44%	48%	53%	NR	55%	NR	NR
You took care of the problem yourself.	47%	43%	44%	53%	NR	51%	NR	NR
You thought it would make your work situation unpleasant.	45%	41%	50%	53%	NR	53%	NR	NR
You did not think anything would be done.	41%	38%	46%	42%	NR	45%	NR	NR
You thought you would be labeled a troublemaker.	37%	32%	42%	42%	NR	45%	NR	NR
You felt uncomfortable making the report.	37%	32%	40%	42%	NR	50%	NR	NR
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	29%	29%	29%	25%	NR	38%	NR	19%
You thought reporting would take too much time and effort.	29%	24%	28%	38%	NR	37%	NR	NR
You thought your performance evaluation or chance for promotion would suffer.	28%	28%	33%	24%	14%	34%	NR	NR
You thought you would not be believed.	27%	25%	31%	29%	NR	26%	NR	NR
You were afraid of retaliation/reprisals from your chain of command.	26%	25%	32%	25%	10%	30%	NR	NR
You did not know how to report.	18%	13%	17%	27%	NR	20%	10%	NR
Other reasons(s)	16%	16%	21%	12%	10%	18%	NR	NR
You did not know the identity of the person(s) who did it.	6%	5%	9%	5%	NR	10%	7%	2%
You were encouraged to withdraw your report.	3%	3%	3%	3%	<1%	4%	1%	2%
Situation only involved civilian(s) off an installation.	3%	2%	3%	4%	1%	2%	NR	NR
<i>Margins of Error</i>	±2-7%	±4-12%	±5-11%	±5-16%	±2-15%	±4-11%	±4-11%	±5-17%

Note. 2015 WEOR Q121. Percent of members who indicated experiencing race/ethnicity-related behaviors and did not report them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 33.
Reasons for Not Reporting, by Reserve Component

	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response						
Lower Response						
You thought it was not important enough to report.	49%	53%	NR	37%	39%	43%
You took care of the problem yourself.	47%	50%	59%	34%	42%	34%
You thought it would make your work situation unpleasant.	39%	56%	NR	21%	52%	54%
You did not think anything would be done.	36%	49%	NR	18%	44%	56%
You thought you would be labeled a troublemaker.	32%	46%	30%	15%	38%	47%
You felt uncomfortable making the report.	32%	45%	29%	22%	43%	43%
You were afraid of retaliation/ reprisals from the person(s) who did it or from their friends.	20%	44%	24%	8%	30%	40%
You thought reporting would take too much time and effort.	26%	41%	19%	11%	26%	29%
You thought your performance evaluation or chance for promotion would suffer.	20%	46%	20%	14%	29%	32%
You thought you would not be believed.	23%	41%	19%	5%	25%	24%
You were afraid of retaliation/ reprisals from your chain of command.	19%	40%	20%	7%	29%	34%
You did not know how to report.	15%	26%	13%	10%	17%	15%
Other reasons(s)	13%	21%	11%	13%	25%	21%
You did not know the identity of the person(s) who did it.	5%	7%	7%	2%	9%	6%
You were encouraged to withdraw your report.	2%	4%	1%	2%	5%	2%
Situation only involved civilian(s) off an installation.	4%	4%	1%	2%	2%	2%
<i>Margins of Error</i>	±3-10%	±6-17%	±2-17%	±4-17%	±3-9%	±4-13%

Note. 2015 WEOR Q121. Percent of members who indicated experiencing race/ethnicity-related behaviors and did not report them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Table 34.
Reasons for Not Reporting, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response				
Lower Response				
You thought it was not important enough to report.	59%	40%	NR	41%
You took care of the problem yourself.	46%	51%	NR	41%
You thought it would make your work situation unpleasant.	42%	47%	NR	51%
You did not think anything would be done.	31%	45%	NR	55%
You thought you would be labeled a troublemaker.	29%	40%	NR	48%
You felt uncomfortable making the report.	37%	36%	NR	50%
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	24%	31%	NR	35%
You thought reporting would take too much time and effort.	36%	24%	16%	38%
You thought your performance evaluation or chance for promotion would suffer.	26%	30%	NR	29%
You thought you would not be believed.	27%	26%	NR	24%
You were afraid of retaliation/reprisals from your chain of command.	18%	30%	NR	29%
You did not know how to report.	19%	18%	13%	12%
Other reason(s)	14%	17%	NR	19%
You did not know the identity of the person(s) who did it.	4%	7%	4%	6%
You were encouraged to withdraw your report.	3%	3%	NR	NR
Situation only involved civilian(s) off an installation.	3%	3%	NR	5%
<i>Margins of Error</i>	±5-17%	±3-7%	±11-14%	±11-17%

Note. 2015 WEOR Q121. Percent of members who indicated experiencing race/ethnicity-related behaviors and did not report them to a DoD authority. Members could endorse more than one behavior; therefore, percentages may not total to 100%.

Members who indicated experiencing race/ethnicity-related behaviors in the past 12 months and chose not to report the situation to a DoD authority for another reason other than the options presented (16%) were asked to specify the other reason(s) why they chose to not report the behavior. Members indicated a variety of reasons why they chose not to report the behavior. The most frequently mentioned reasons for not reporting mirrored the top survey responses: members most often mentioned they resolved the issue with the offender on their own by *discussing the issue*, they felt that *nothing would be done*, and they believed it would *make their work situation unpleasant*. Examples of these reasons for not reporting include the following comments:

- ***Discussed and resolved the issue***
 - “Able to open a discussion about the issues and concerns with the person.” — Black, USMCR
 - “The situation was handled and reconciled at the exact moment that it occurred.” — Hispanic, ARNG
 - “You are taught to handle situations at the lowest level. You are to use tools available to you. The member was ‘making a joke’ — I then gave the member a verbal counseling to stop that behavior as it was unprofessional. The behavior has not been displayed since in my presence.” — White, ANG
- ***Believed nothing would be done***
 - “The situation occurs in the presence of leadership without leaders deterring or correcting the actions or words.” — White, ANG
 - “It doesn’t matter. All is washed under the rug and nothing ever changes.” — Two or more racial groups, ANG
 - “I did not report the situation because I don’t believe my chain of command would take my report seriously.” — Hispanic, ANG
- ***Thought it would make their work situation unpleasant***
 - “I did not report it because I felt it would just cause problems for everyone else in the unit in which I was assigned.” — Two or more racial groups, USAR
 - “Did not want any trouble. It was easier to work around the situation and avoid person.” — Black, USAFR
 - “It would make awkward relationship with co-workers.” — Asian, ANG

Knowledge About Reporting Procedures

Of members who experienced race/ethnicity-related behaviors and chose not to report the behavior to a DoD authority, 18% indicated their reason for not reporting was that *they did not know how to report*. To assess this finding, all Reserve component members were asked to indicate whether or not they knew how to report experiences of racial/ethnic harassment and/or racial/ethnic discrimination at their National Guard/Reserve installation/duty station regardless of whether they experienced any inappropriate racial/ethnic-related behaviors in the past 12 months. Members were also asked whether they felt the availability of reporting hotlines were publicized enough. As shown in Table 35, overall, 94% indicated that they *knew how to report experiences or racial/ethnic harassment and/or knew how to report experiences or racial/ethnic discrimination* respectively. Eighty-six percent indicated the *availability of reporting hotlines*

were publicized enough. Table 36, Table 37, and Table 38 provide breakouts for race/ethnicity, component, and paygrade.

Table 35.
Knowledge About Reporting Procedures, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: purple; margin-right: 5px;"></div> Higher Response </div> <div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: yellow; margin-right: 5px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Total Minority
Know how to report experiences of racial/ethnic <u>harassment</u>	94%	96%	92%
Know how to report experiences of racial/ethnic <u>discrimination</u>	94%	96%	92%
Availability of reporting hotlines publicized enough	86%	89%	81%
<i>Margins of Error</i>	±1-2%	±2%	±2-3%

Note. 2015 WEOR Q127.

Table 36.
Knowledge About Reporting Procedures, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: purple; margin-right: 5px;"></div> Higher Response </div> <div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: yellow; margin-right: 5px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Know how to report experiences of racial/ethnic <u>harassment</u>	94%	96%	91%	93%	87%	89%	94%	94%
Know how to report experiences of racial/ethnic <u>discrimination</u>	94%	96%	91%	93%	87%	89%	94%	93%
Availability of reporting hotlines publicized enough	86%	89%	79%	84%	82%	79%	83%	83%
<i>Margins of Error</i>	±1-2%	±2%	±3-4%	±3-4%	±12-14%	±4%	±5-8%	±4-11%

Note. 2015 WEOR Q127.

Table 37.
Knowledge About Reporting Procedures, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: purple; margin-right: 5px;"></div> Higher Response </div> <div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: yellow; margin-right: 5px;"></div> Lower Response </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
Know how to report experiences of racial/ethnic <u>harassment</u>	94%	95%	93%	97%	95%	94%
Know how to report experiences of racial/ethnic <u>discrimination</u>	94%	95%	92%	97%	95%	94%
Availability of reporting hotlines publicized enough	86%	85%	86%	93%	87%	84%
<i>Margins of Error</i>	±2-3%	±2-4%	±3-4%	±3-4%	±2%	±2-3%

Note. 2015 WEOR Q127.

Table 38.
Knowledge About Reporting Procedures, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response				
Lower Response				
Know how to report experiences of racial/ethnic harassment	94%	94%	94%	98%
Know how to report experiences of racial/ethnic discrimination	94%	94%	93%	98%
Availability of reporting hotlines publicized enough	86%	85%	87%	89%
<i>Margins of Error</i>	±2-4%	±1-2%	±3-4%	±2-3%

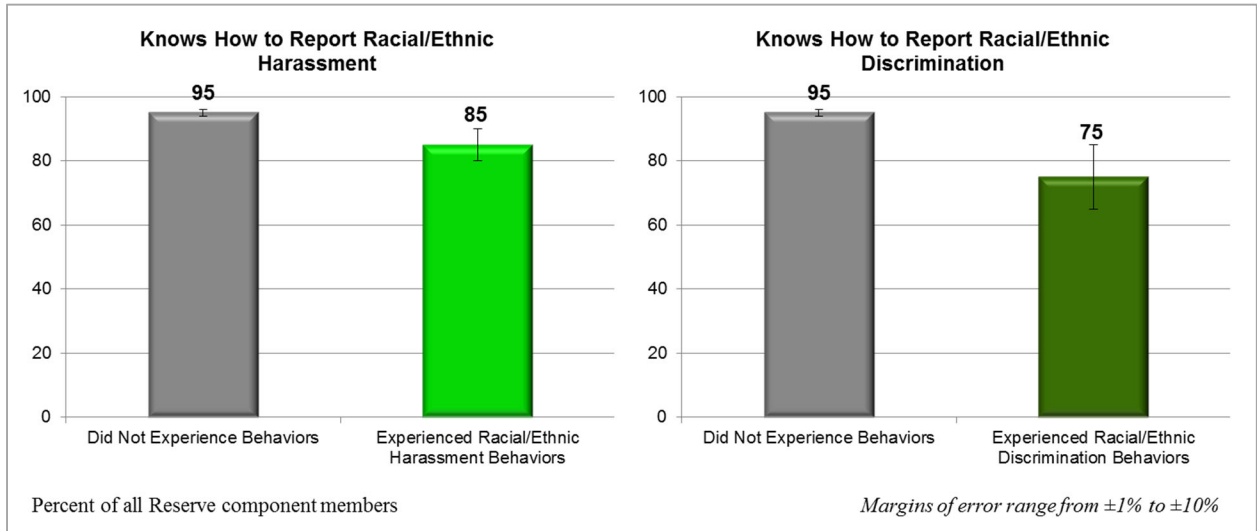
Note. 2015 WEOR Q127.

Knowledge About Reporting and Experience of Racial/Ethnic-Related Behaviors in the Past 12 months

Additional analyses were conducted to determine whether those who experienced race/ethnicity-related behaviors in the past 12 months differed from those who did not in their knowledge about how to report negative race/ethnicity-related behaviors.⁴⁷ As shown in Figure 77, results indicated those who experienced such behaviors were less likely to endorse knowledge on how to report them than those who did not. Members who experienced *Racial/Ethnic Harassment* in the past 12 months were less likely to indicate that they knew how to report racial/ethnic harassment than those who did not experience any racial/ethnic-related behaviors ($p < .001$). Members who experienced *Racial/Ethnic Discrimination* in the past 12 months were less likely to indicate that they knew how to report racial/ethnic discrimination behaviors than those who did not experience any racial/ethnic-related behaviors ($p < .001$).

⁴⁷ Causation cannot be determined by this analysis alone. Analysis of the 2015 WEOR cannot determine whether a member who rated their immediate military supervisor highly was more or less likely to experience race/ethnicity-related behaviors.

Figure 77.
Knowledge About How to Report



Chapter 5: Effects of Experiencing Racial/Ethnic Harassment/Discrimination

Members who experience negative race/ethnicity-related behaviors are considered to be vulnerable and in the most need of protection and effective organizational policies like training (Bendick, Egan, & Lofhjelm, 2001; Carroll & Lauzier, 2014), mentorship (Kulik & Roberson, 2008; Ragins, 2007), and good supervisors (Nishii & Mayer, 2009). However, results from the 2015 *WEOR* show that these members are often more likely to report not having or being provided with these protective services. The analyses provided in this chapter, therefore, aim to consider whether these organizational factors (e.g., training, mentorship, good supervisors) differ based on whether members indicated experiencing negative race/ethnicity-related behaviors. The perceived effects of reporting racial/ethnic harassment/discrimination (e.g., perceived promotion opportunities) is also of concern to DoD. Additional analysis was conducted to gauge members' perceived opportunities for promotion if they reported racial/ethnic harassment/discrimination.

The following section analyzes questions for Total DoD and by race/ethnicity,⁴⁸ Reserve component, and paygrade.

Protective Factors

Protective factors are conditions, services, or attributes (e.g., resources, supports, or coping strategies) that assist people in handling stressful events more effectively. Experiencing negative race/ethnicity-related behaviors in the workplace can be stressful, and those who are more vulnerable to experiencing these behaviors may benefit from the provision of protective factors. The impact of experiencing negative race/ethnicity-related behaviors may also contribute to disadvantageous outcomes, specifically perceived opportunities for promotion.

To understand how to assist members who are more vulnerable to experiencing these negative race/ethnicity-related behaviors, analysis of protective factors was conducted to determine whether members who did not experience negative race/ethnicity-related behaviors were more likely to have access to these factors. The three factors that were chosen for analysis included effectiveness of training opportunities, access to informal mentorship, and the effectiveness of a member's immediate supervisor. These protective factors were chosen because of references that were made during qualitative analysis of the 2015 *WEOR* data as well as discussions and findings from literature reviews. Overall, our analysis indicated that members who experience race/ethnicity-related behaviors in the past 12 months report lower levels of access to these protective factors. Detailed results from these analyses are presented below.

⁴⁸ Racial/ethnic groups that were analyzed included Hispanic, as well as the following self-reported groups who marked a specific race and indicated that they were not Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or more races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

Training

Members were asked if they had received training in the past 12 months on topics related to racial/ethnic harassment and/or racial/ethnic discrimination. Those who had received training were asked how effective the training was in providing information and eliminating or reducing incidents of racial/ethnic harassment and/or discrimination.

Protective Factor: Training on Topics Related to Racial/Ethnic Harassment/Discrimination

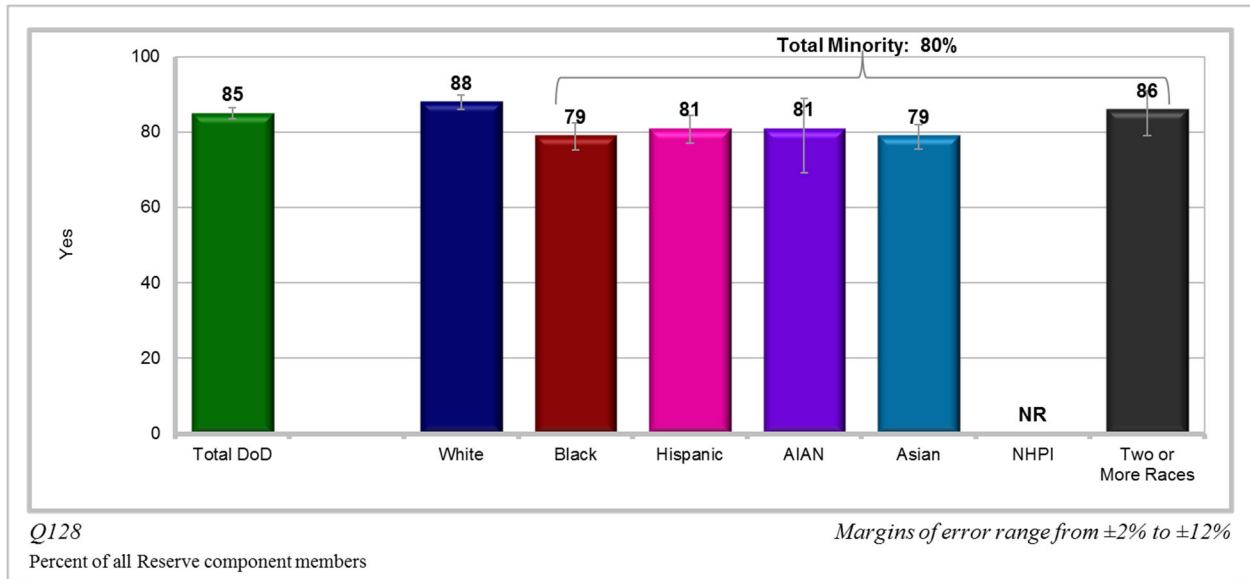
- The large majority of members indicated that they received training on topics related to racial/ethnic harassment/discrimination. Of this population, only 5% indicated that the training was *not at all* effective.
- Overall, members who experience negative race/ethnicity-related behaviors in the past 12 months were more likely to indicate that their training was *not at all* effective.

Received Training

As shown in Figure 78, overall, 85% of members indicated that they received training on racial/ethnic harassment/discrimination topics in the past 12 months. White (non-Hispanic) members (88%) were more likely to indicate that they received training, whereas Total Minority members (80%) were less likely.

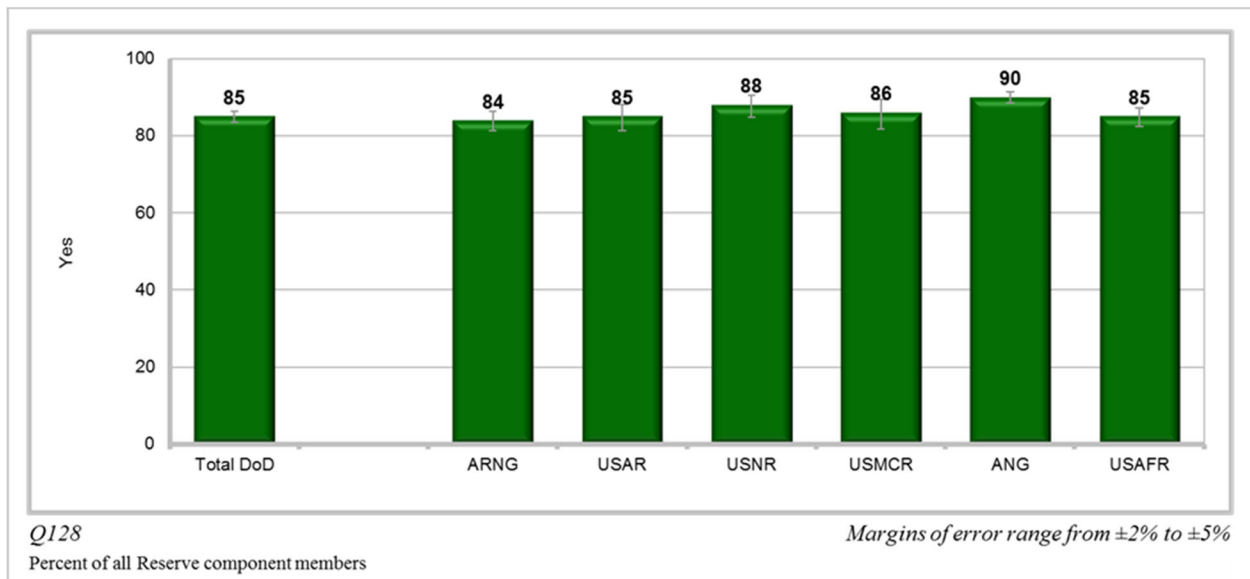
White (non-Hispanic) members (88%) were more likely than members of other racial/ethnic groups to indicate that they received training, whereas Black members and Asian members (both 79%) were less likely than members of other racial/ethnic groups.

Figure 78.
Received Training, by Total DoD and Minority Status



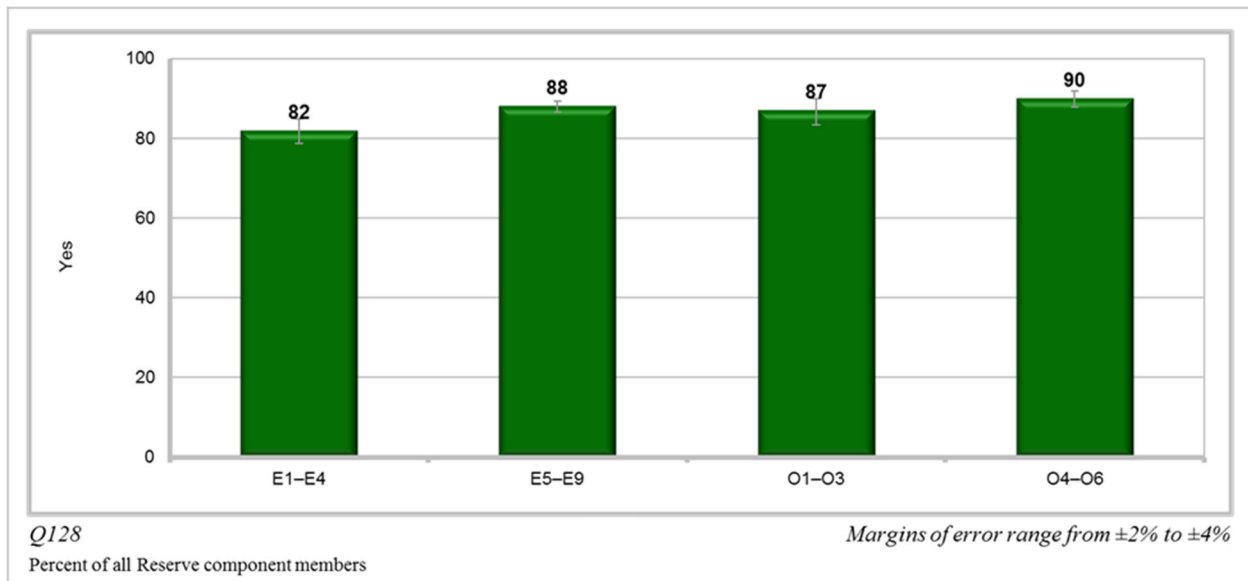
As shown in Figure 79, ANG members (90%) were more likely to indicate that they received training compared to members in the other components.

Figure 79.
Received Training, by Reserve Component



As shown in Figure 80, senior officers (90%) and senior enlisted members (88%) were more likely than members in other paygrades to indicate that they received training, whereas junior enlisted members (82%) were less likely than members in other paygrades.

Figure 80.
Received Training, by Paygrade



Agreement With Content Provided by Training

As shown in Table 39, when asked about the content that training provided, the large majority of those who indicated receiving training in the past 12 months **agreed** that the training provided the requisite content, including *providing a good understanding of what words and actions are considered racial/ethnic harassment and discrimination; teaching that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole; identifying racial/ethnic behaviors that are offensive to others and should not be tolerated; giving useful tools for dealing with racial/ethnic harassment and discrimination; explaining the process for reporting racial/ethnic harassment and discrimination; making members feel it is safe to report offensive racial/ethnic situations; promoting cross-cultural awareness; providing information about policies, procedures, and consequences of racial/ethnic harassment and discrimination; providing information on their National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs; and promoting religious tolerance*. As shown in Table 40, few members who received training **disagreed** that the training provided the prescribed content. Table 41, Table 42, Table 43, Table 44, Table 45 and Table 46 provide breakouts for race/ethnicity, component, and paygrade for agreement and disagreement.

Table 39.
Agreement With Content Provided by Training, by Total DoD and Minority Status

<div style="display: flex; justify-content: space-between;"> ■ Higher Response Agree</div> <div style="display: flex; justify-content: space-between;"> ■ Lower Response Agree</div>	Total DoD	Non-Hispanic White	Total Minority
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	91%	92%	90%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	90%	91%	88%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	90%	91%	89%
Explains the process for reporting racial/ethnic harassment and discrimination	90%	91%	87%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	89%	91%	86%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	89%	90%	86%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	87%	88%	86%
Makes me feel it is safe to report offensive racial/ethnic situations	87%	89%	84%
Promotes cross-cultural awareness	85%	87%	82%
Promotes religious tolerance	83%	85%	81%
<i>Margins of Error</i>	±2%	±2-3%	±2-3%

Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Table 40.
Disagreement With Content Provided by Training, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: #008000; margin-right: 5px;"></div> Higher Response Disagree </div> <div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: #FF0000; margin-right: 5px;"></div> Lower Response Disagree </div>	Total DoD	Non-Hispanic White	Total Minority
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	<1%	<1%	1%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	1%	<1%	1%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	1%	1%	2%
Explains the process for reporting racial/ethnic harassment and discrimination	1%	1%	1%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	1%	1%	2%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	1%	1%	2%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	1%	1%	2%
Makes me feel it is safe to report offensive racial/ethnic situations	2%	2%	2%
Promotes cross-cultural awareness	3%	2%	4%
Promotes religious tolerance	2%	2%	3%
<i>Margins of Error</i>	±1%	±1-2%	±1-2%

Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Table 41.
Agreement With Content Provided by Training, by Race/Ethnicity

	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Agree <div style="width: 15px; height: 15px; background-color: red; margin-left: 10px; margin-right: 5px;"></div> Lower Response Agree </div>								
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	91%	92%	89%	90%	90%	89%	90%	92%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	90%	91%	88%	90%	89%	89%	90%	86%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	90%	91%	90%	87%	91%	89%	90%	91%
Explains the process for reporting racial/ethnic harassment and discrimination	90%	91%	86%	88%	89%	88%	89%	88%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	89%	91%	86%	86%	89%	89%	90%	82%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	89%	90%	84%	86%	85%	88%	87%	86%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	87%	88%	86%	86%	87%	87%	89%	85%
Makes me feel it is safe to report offensive racial/ethnic situations	87%	89%	82%	85%	85%	87%	84%	80%
Promotes cross-cultural awareness	85%	87%	80%	82%	86%	86%	88%	85%
Promotes religious tolerance	83%	85%	80%	81%	75%	84%	83%	82%
<i>Margins of Error</i>	±2%	±2-3%	±4-5%	±4-6%	±6-10%	±3-4%	±7%	±5-15%

Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Table 42.
Disagreement With Content Provided by Training, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: #008000; margin-right: 5px;"></div> Higher Response Disagree <div style="width: 10px; height: 10px; background-color: #FF0000; margin-right: 5px; margin-top: 2px;"></div> Lower Response Disagree </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	<1%	<1%	1%	<1%	1%	2%	<1%	2%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	1%	<1%	2%	<1%	1%	2%	<1%	1%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	1%	1%	1%	2%	1%	3%	<1%	1%
Explains the process for reporting racial/ethnic harassment and discrimination	1%	1%	2%	<1%	<1%	2%	<1%	<1%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	1%	1%	2%	1%	1%	2%	<1%	2%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	1%	1%	2%	1%	2%	2%	<1%	4%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	1%	1%	2%	1%	1%	3%	<1%	2%
Makes me feel it is safe to report offensive racial/ethnic situations	2%	2%	3%	2%	2%	1%	2%	2%
Promotes cross-cultural awareness	3%	2%	4%	4%	2%	3%	1%	3%
Promotes religious tolerance	2%	2%	3%	1%	8%	2%	1%	5%
<i>Margins of Error</i>	±1%	±1-2%	±1-2%	±1-4%	±1-11%	±1-5%	±<1-3%	±1-7%

Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Table 43.
Agreement With Content Provided by Training, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Agree <div style="width: 15px; height: 15px; background-color: red; margin-left: 10px; margin-right: 5px;"></div> Lower Response Agree </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	91%	90%	93%	91%	94%	93%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	91%	89%	91%	91%	91%	92%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	90%	89%	91%	91%	92%	91%
Explains the process for reporting racial/ethnic harassment and discrimination	89%	88%	90%	91%	91%	91%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	89%	86%	91%	90%	92%	92%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	89%	87%	88%	90%	89%	90%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	88%	84%	87%	89%	88%	90%
Makes me feel it is safe to report offensive racial/ethnic situations	88%	83%	89%	89%	89%	88%
Promotes cross-cultural awareness	85%	80%	86%	88%	88%	89%
Promotes religious tolerance	84%	81%	81%	85%	86%	88%
<i>Margins of Error</i>	±3%	±5-6%	±3-5%	±4-5%	±2%	±2-5%

Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Table 44.
Disagreement With Content Provided by Training, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #2e8b57; margin-right: 5px;"></div> Higher Response Disagree </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #d62728; margin-right: 5px;"></div> Lower Response Disagree </div>						
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	1%	<1%	1%	1%	1%	<1%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	1%	1%	1%	1%	1%	1%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	1%	1%	2%	<1%	1%	2%
Explains the process for reporting racial/ethnic harassment and discrimination	1%	<1%	1%	<1%	1%	1%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	1%	2%	1%	1%	1%	1%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	1%	1%	2%	1%	2%	1%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	1%	2%	1%	1%	2%	1%
Makes me feel it is safe to report offensive racial/ethnic situations	2%	2%	1%	1%	2%	2%
Promotes cross-cultural awareness	3%	3%	2%	2%	2%	4%
Promotes religious tolerance	2%	2%	3%	2%	3%	3%
<i>Margins of Error</i>	±1-2%	±1-4%	±1-5%	±1-4%	±1%	±1-6%

Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Table 45.
Agreement With Content Provided by Training, by Paygrade

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Agree </div>	E1–E4	E5–E9	O1–O3	O4–O6
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px;"></div> Lower Response Agree </div>				
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	90%	92%	94%	95%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	89%	91%	93%	91%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	90%	91%	93%	91%
Explains the process for reporting racial/ethnic harassment and discrimination	88%	90%	93%	93%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	87%	90%	94%	93%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	88%	88%	90%	91%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	86%	88%	91%	88%
Makes me feel it is safe to report offensive racial/ethnic situations	86%	87%	92%	90%
Promotes cross-cultural awareness	84%	86%	88%	86%
Promotes religious tolerance	84%	83%	85%	79%
<i>Margins of Error</i>	±4%	±2%	±4-6%	±2-4%

Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Table 46.
Disagreement With Content Provided by Training, by Paygrade

<div style="display: flex; justify-content: space-between;"> ■ Higher Response Disagree</div> <div style="display: flex; justify-content: space-between;"> ■ Lower Response Disagree</div>	E1–E4	E5–E9	O1–O3	O4–O6
Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	<1%	1%	1%	<1%
Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	<1%	1%	1%	1%
Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated	1%	1%	1%	1%
Explains the process for reporting racial/ethnic harassment and discrimination	<1%	1%	1%	1%
Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	1%	1%	1%	1%
Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	1%	2%	3%	1%
Gives useful tools for dealing with racial/ethnic harassment and discrimination	1%	2%	1%	2%
Makes me feel it is safe to report offensive racial/ethnic situations	2%	2%	1%	2%
Promotes cross-cultural awareness	3%	3%	2%	4%
Promotes religious tolerance	1%	3%	3%	6%
<i>Margins of Error</i>	±1-3%	±1%	±2-4%	±1-3%

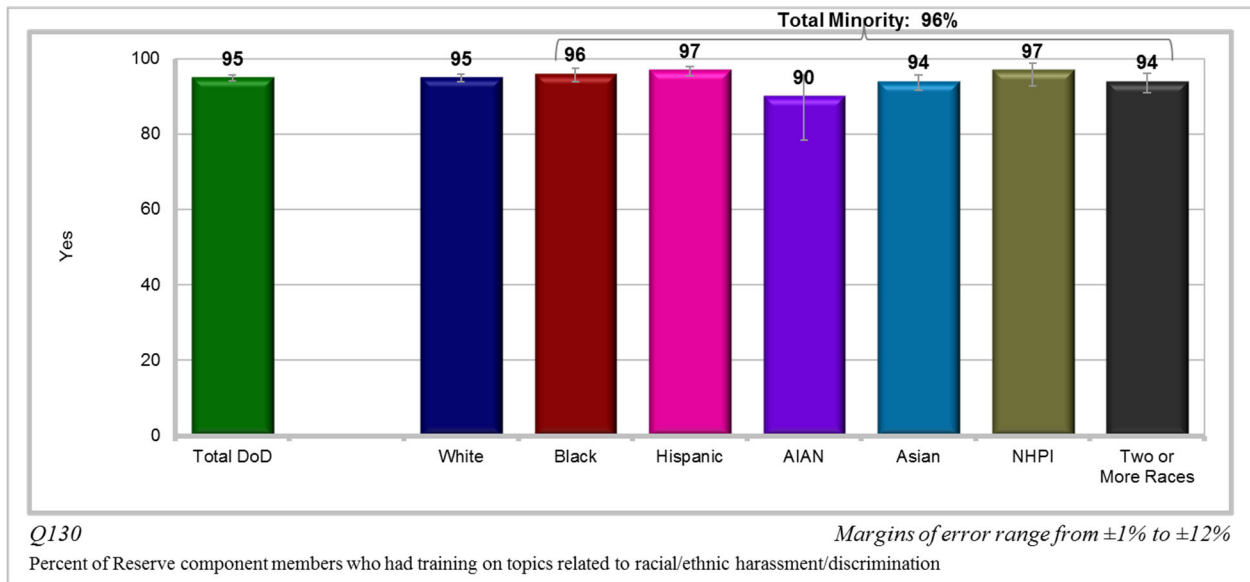
Note. 2015 WEOR Q129. Percent of members who had training on topics related to racial/ethnic harassment/discrimination.

Effectiveness of Training in Actually Reducing/Preventing Racial/Ethnic Harassment/Discrimination

Of members who received training in the past 12 months, 95% indicated that the training was **effective** in actually reducing and/or preventing racial/ethnic harassment/discrimination. As shown in Figure 81, there was no statistically significant difference between White (non-Hispanic) members (95%) and Total Minority members (96%) in indicating that the training was effective in reducing/preventing racial/ethnic harassment/discrimination.

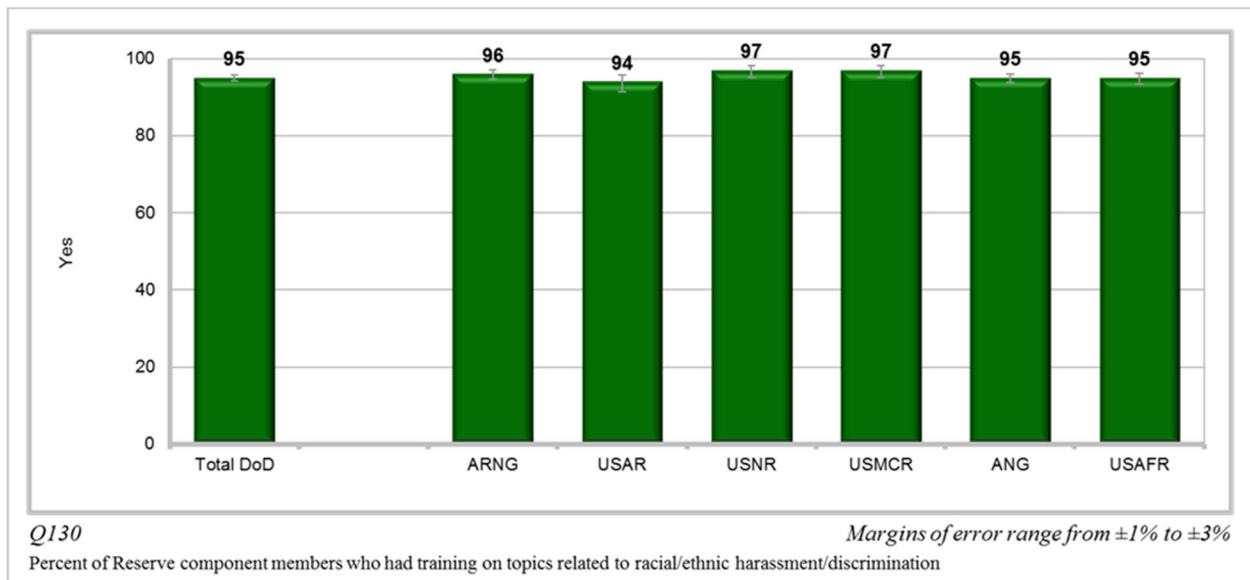
Of members who received training, Hispanic members (97%) were more likely to indicate that the training was effective in reducing/preventing racial/ethnic harassment/discrimination compared to members of other racial/ethnic groups.

Figure 81.
Effectiveness of Training in Actually Reducing/Preventing Racial/Ethnic Harassment/Discrimination, by Total DoD and Minority Status



As shown in Figure 82, there were no significant differences between components.

Figure 82.
Effectiveness of Training in Actually Reducing/Preventing Racial/Ethnic Harassment/Discrimination, by Reserve Component

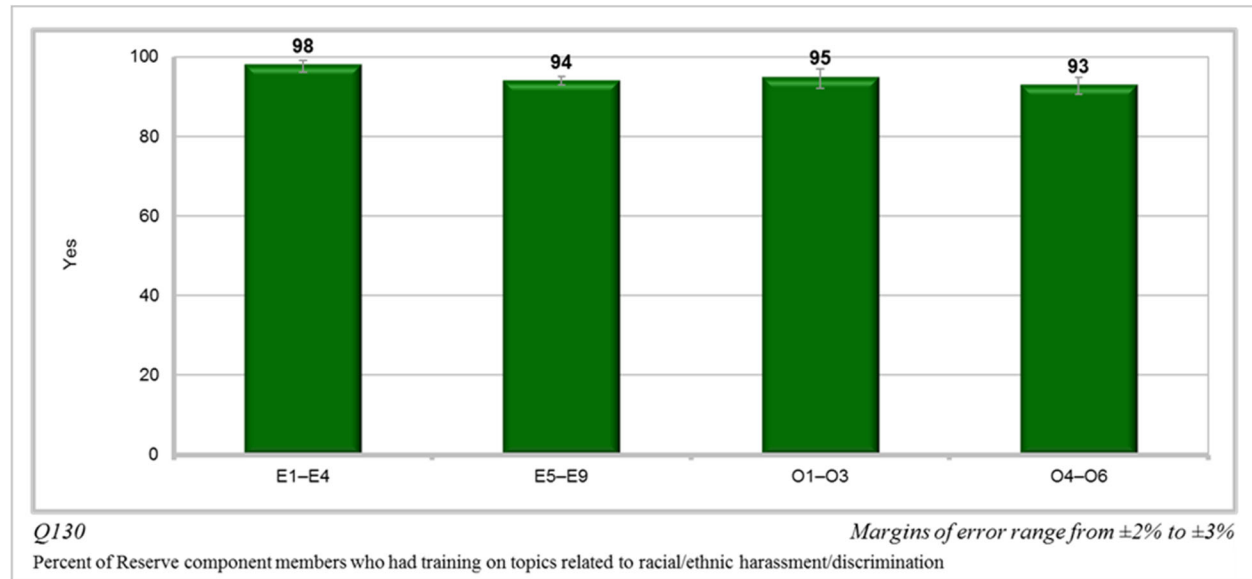


As shown in Figure 83, junior enlisted members (98%) were more likely than members in other paygrades to indicate the training was effective in reducing/preventing racial/ethnic

harassment/discrimination, whereas senior enlisted members (94%) were less likely than members in other paygrades.

Figure 83.

Effectiveness of Training in Actually Reducing/Preventing Racial/Ethnic Harassment/Discrimination, by Paygrade



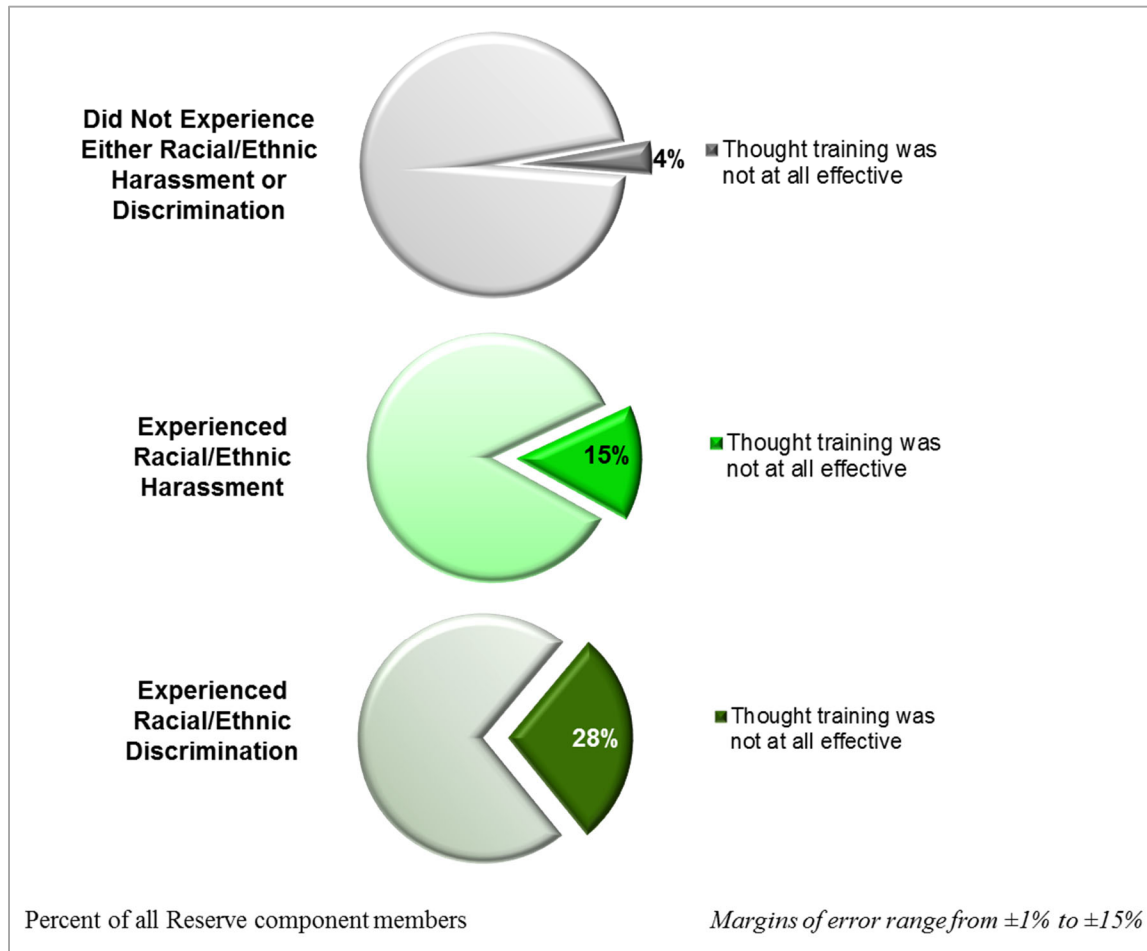
Training as a Protective Factor

The majority of members indicated receiving training on topics related to racial/ethnic harassment/discrimination and also indicated that the training was effective. Only 5% of members indicated that the training was not at all effective. We examined whether those who experienced negative race/ethnicity-related behaviors indicated this more often than those who did not experience these behaviors. Of note, analysis of the 2015 WEOR cannot determine whether a member was primed to believe the training was less effective because they experienced a negative race/ethnicity-related behavior or if the training was not effective and, as a result, they experienced the behavior.

As shown in Figure 84, of members who did not experience either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination*, 4% indicated that they thought training was not at all effective. For members who indicated experiencing *Racial/Ethnic Harassment*, 15% indicated that they thought training was not at all effective; whereas, for members who indicated experiencing *Racial/Ethnic Discrimination*, 28% indicated that they thought training was not at all effective.

Further analysis revealed that members who did not experience either type of behavior indicated statistically significantly higher levels of perceived effectiveness of their training compared to those who experienced either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination* ($p < .001$).

Figure 84.
Training as a Protective Factor



Informal Mentorship

Protective Factor: Informal Mentorship

- More than half (57%) of members indicated having an informal mentor, and 30% indicated having a formal mentor.
- Overall, members who experience negative race/ethnicity-related behaviors in the past 12 months were less likely to indicate having an informal mentor than members who do not. Additionally, members who experience *Racial/Ethnic Discrimination* were less likely to have an informal mentor than members who experience *Racial/Ethnic Harassment*.

Mentorship is, in general, considered to be a useful factor for both a member's career progression as well as psychosocial development (Kulik & Roberson, 2008). Formal mentors are assigned or provided to members as part of a formal mentorship program. Although the

formal mentorship program was created to assist members in navigating the career ladder and provide career guidance, informal mentorships can offer opportunities for members to easily confide specific personal issues that might go beyond the confines of career development.

Mentorship Experience

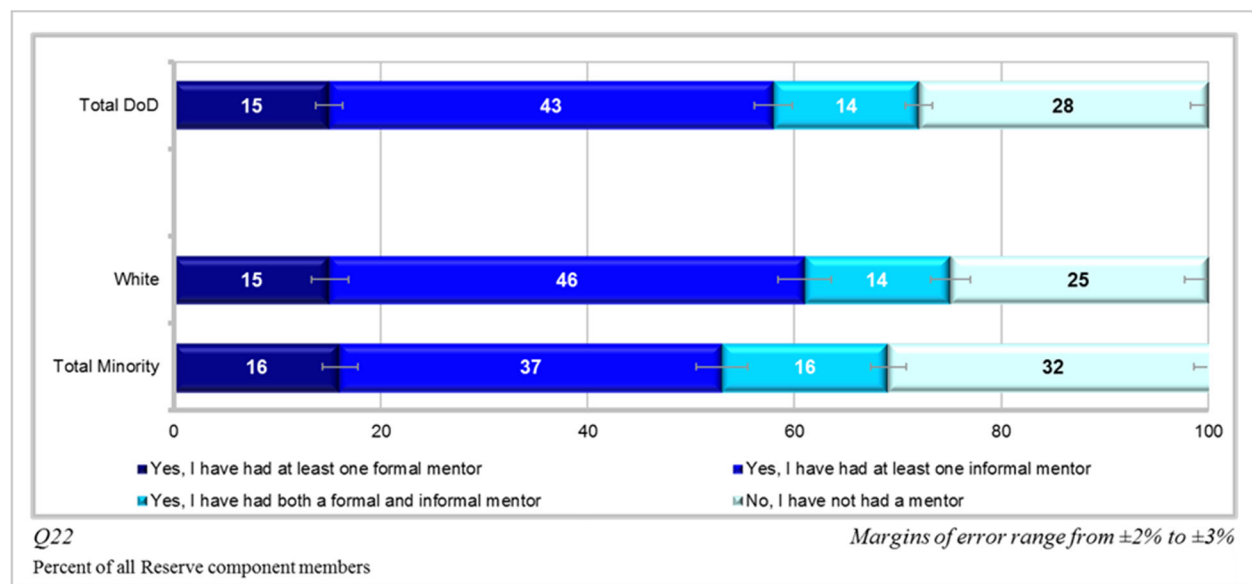
Members were asked whether, in their opinion, they had ever had a formal and/or an informal mentor who advised them on their military career. Members could indicate that they *had at least one formal mentor* (for example, assigned/provided to them as part of a formal mentorship program), *at least one informal mentor*, *had both a formal and informal mentor*, or *had no mentors*. As shown in Figure 85, more than half of respondents (57%) indicated having an informal mentor (i.e., indicated having at least one informal mentor or both a formal and informal mentor), whereas 30% of members indicated having a formal mentor.

Neither. Total Minority members (32%) were more likely to indicate that they *did not have a formal or informal mentor*, whereas White (non-Hispanic) members (25%) were less likely.

Informal mentor. White (non-Hispanic) members (46%) were more likely to indicate having an *informal mentor*, whereas Total Minority members (37%) were less likely.

Figure 85.

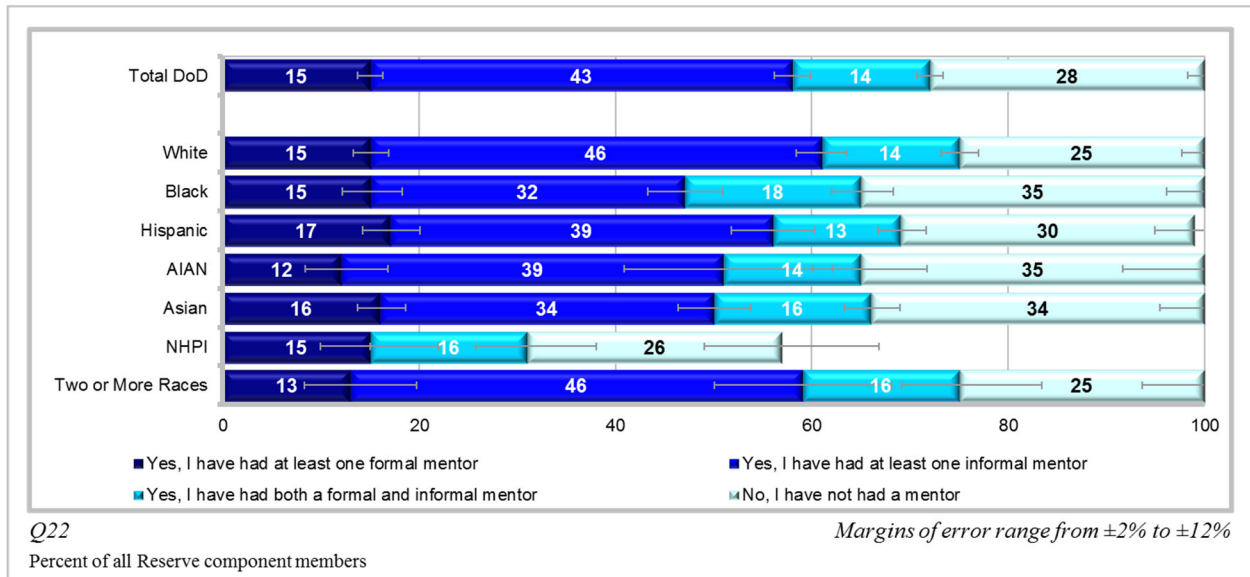
Type of Mentor, by Total DoD and Minority Status



Neither. As shown in Figure 86, Black members (35%) were more likely than members of other racial/ethnic groups to indicate that they *did not have a formal or informal mentor*, whereas White (non-Hispanic) members (25%) were less likely than members of other racial/ethnic groups.

Informal mentor. White (non-Hispanic) members (46%) were more likely than members of other racial/ethnic groups to indicate that they had an *informal mentor*, whereas Black members (32%) and Asian members (34%) were less likely than members of other racial/ethnic groups.

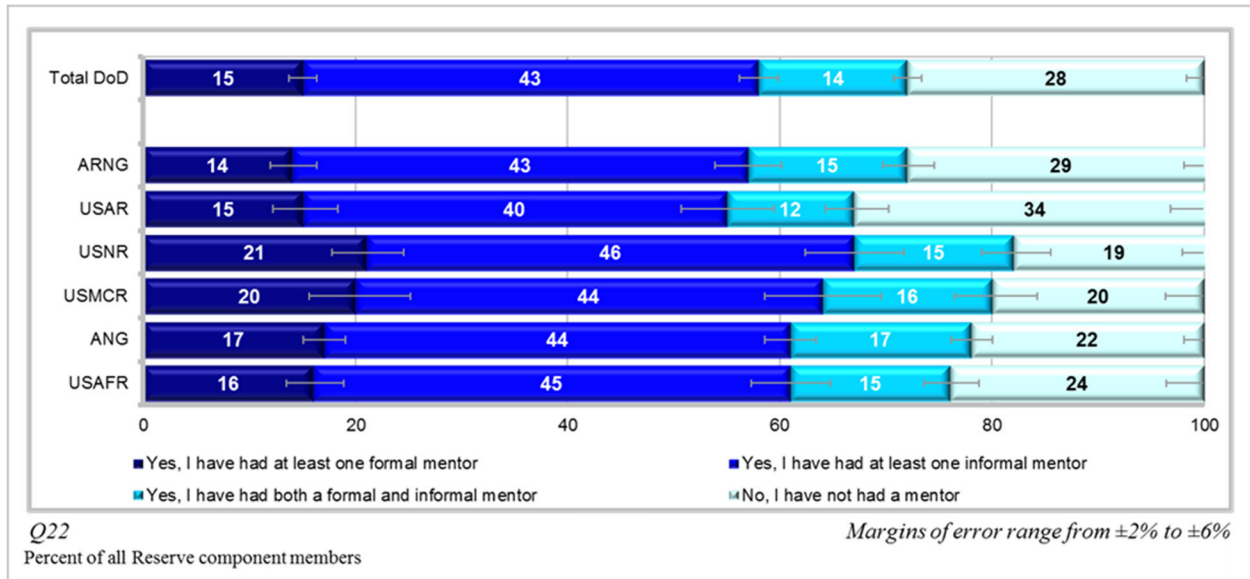
Figure 86.
Type of Mentor, by Race/Ethnicity



Neither. As shown in Figure 87, USAR members (34%) were more likely than members in other components to indicate that they *did not have a formal or informal mentor*, whereas USNR members (19%), USMCR members (20%), and ANG members (22%) were less likely than members in other components.

Formal mentor. USNR members (21%) were more likely to indicate that they had a *formal mentor* compared to members in other components.

Figure 87.
Type of Mentor, by Reserve Component

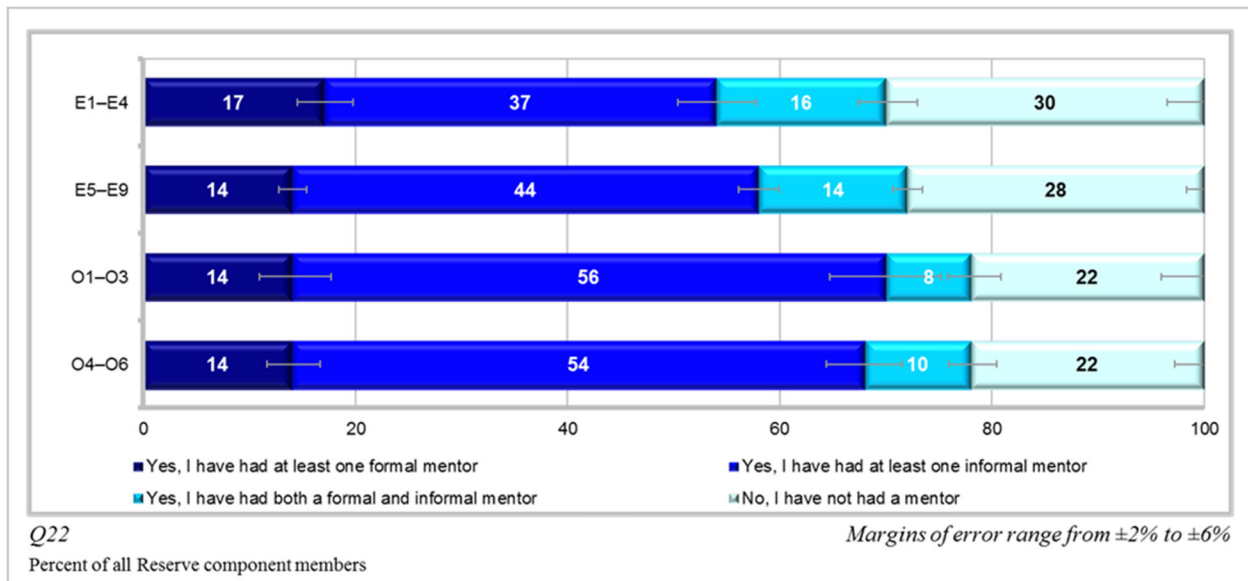


Neither. As shown in Figure 88, senior officers (22%) were less likely to indicate that they *did not have a formal or informal mentor* compared to members in other paygrades.

Informal mentor. Junior officers (56%) and senior officers (54%) were more likely than members in other paygrades to indicate that they had an *informal mentor*, whereas junior enlisted members (37%) were less likely than members in other paygrades.

Both formal and informal mentor. Junior officers (8%) and senior officers (10%) were less likely to indicate that they had *both a formal and informal mentor* compared to members in other paygrades.

Figure 88.
Type of Mentor, by Paygrade



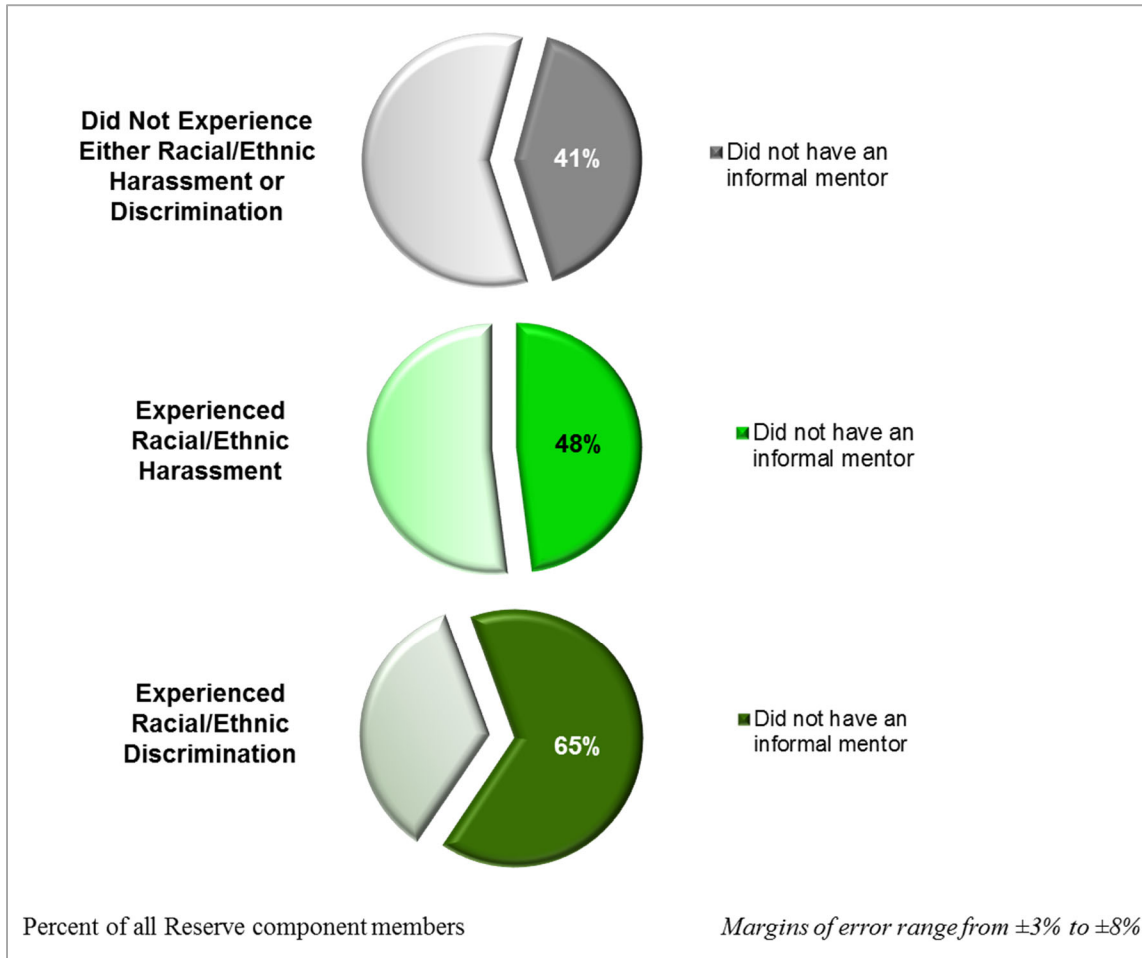
Informal Mentorship as a Protective Factor

Previous Workplace and Equal Opportunity surveys found that a large number of members who indicated having a mentor also provided a comparison of formal and informal mentorships that they had experienced in their open-ended comments. The most frequently mentioned theme for these members was the perceived lack of effective mentoring for those relationships to which a mentor was assigned; more preferable relationships thrived when mentor and mentees were able to establish a relationship based on a common career path or leadership qualities (Lipari, Rock, Matos, Campbell, & Namrow, 2011). As such, it was hypothesized that having an informal mentor (alone or in conjunction with formal mentors), especially for members who experience negative race/ethnicity-related behaviors, could potentially serve as a protective factor.

More than half (59%) of members who did not experience either type of race/ethnicity-related behavior indicated having an informal mentor. Similarly, 52% of members who indicated experiencing *Racial/Ethnic Harassment* had an informal mentor. However, for those members who indicated experiencing *Racial/Ethnic Discrimination*, 35% indicated having an informal mentor. As shown in Figure 89, analysis confirmed that members who did not experience either type of behavior were more likely to indicate having an informal mentor compared to those who experienced either *Racial/Ethnic Harassment* or *Racial/Ethnic Discrimination* ($p < .001$). Members who experienced *Racial/Ethnic Harassment* were more likely to have an informal mentor than members who experienced *Racial/Ethnic Discrimination* ($p < .001$). From these

analyses, results indicate the experience of having an informal mentor differed based on experiences of negative race/ethnicity-related behaviors in the past 12 months.⁴⁹

Figure 89.
Informal Mentorship as a Protective Factor



⁴⁹ Causation cannot be determined by this analysis alone. Analysis of the 2015 WEOR cannot determine whether a member who had an informal mentor was more or less likely to experience race/ethnicity-related behaviors.

Immediate Military Supervisor

Protective Factor: Immediate Military Supervisor

- Members who experience negative race/ethnicity-related behaviors in the past 12 months endorsed greater perceptions that their immediate military supervisor would be less likely to take action against inappropriate race/ethnicity-related behaviors than to provide attention to the issue.

Military personnel often distinguish leadership behaviors that indicate true support versus those that indicate the minimum accepted level of support. Of interest to DoD is whether members perceive that their immediate leadership—those that have the most contact with members—makes an earnest effort to let their deeds that are related to ensuring equal opportunity support their words.

Members were asked whether they thought their immediate military supervisor has paid too much or too little attention to racial/ethnic harassment and/or discrimination in the past several years. Response options included *too much attention*, *the right amount of attention*, or *too little attention*. Overall, the large majority of members (89%) indicated that their immediate military supervisor paid *the right amount of attention* to racial/ethnic harassment and/or discrimination, whereas 6% indicated *too much attention*, and 5% indicated *too little attention*. Members were also asked to describe whether they thought their immediate military supervisor made honest and reasonable efforts to stop racial/ethnic harassment/discrimination. Again, the majority (80%) of members indicated *yes*, their immediate military supervisor makes honest efforts to stop racial/ethnic harassment/discrimination, whereas 5% indicated *no*, and 15% indicated they *don't know*.

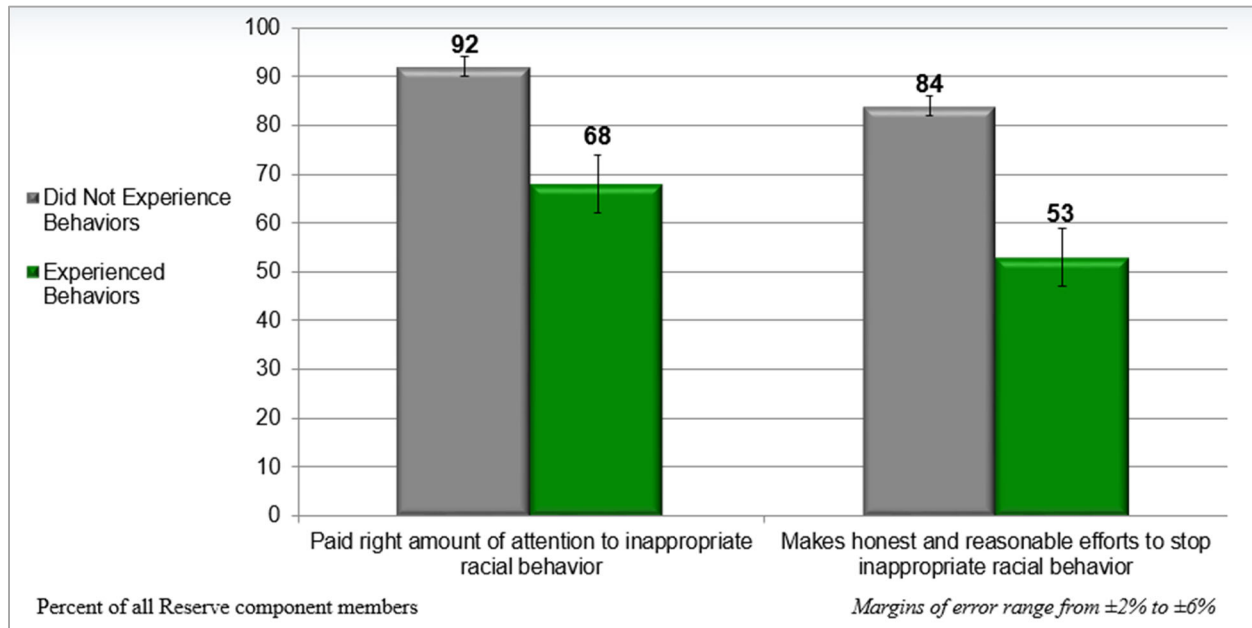
Immediate Military Supervisor as a Protective Factor

Although the majority of members perceived their immediate military supervisor provided support in regards to race/ethnicity-related issues, we examined whether members who experienced race/ethnicity-related behaviors in the past 12 months gave lower ratings to these individuals in how they handled these issues than members who did not experience such behaviors.⁵⁰

As shown in Figure 90, of members who did not experience either race/ethnicity-related behavior, the large majority indicated that their immediate military supervisor paid the right amount of attention to racial/ethnic harassment and/or discrimination (92%) and makes honest efforts to stop racial/ethnic harassment/discrimination (84%). For those who experienced *Racial/Ethnic Harassment/Discrimination*, ratings of their immediate military supervisors were lower; 68% indicated that their immediate military supervisor paid the right amount of attention to racial/ethnic harassment and/or discrimination, and 53% indicated that they make honest efforts to stop racial/ethnic harassment/discrimination.

⁵⁰ Causation cannot be determined by this analysis alone. Analysis of the 2015 WEOR cannot determine whether a member who rated their immediate military supervisor highly was more or less likely to experience race/ethnicity-related behaviors.

Figure 90.
Support Provided by Immediate Military Supervisor



Combining the two measures of immediate military supervisor support (Figure 90), further analysis confirmed that members who did not experience either type of behavior were more likely to endorse higher ratings of their immediate military supervisor compared to those who experienced *Racial/Ethnic Harassment/Discrimination* ($p < .001$). Thus, whether or not members indicated experiencing racial/ethnic harassment or racial/ethnic discrimination impacted their rating of their immediate military supervisor in regards to how effectively the supervisor prevents racial/ethnic harassment or discrimination.

Promotion Concerns

The behavior “someone made it harder for you to get a military promotion because of your race/ethnicity” was the most frequently endorsed type of *Racial/Ethnic Discrimination* experienced in the past 12 months by members. Also, a large majority (90%) of members who experienced negative race/ethnicity-related behaviors in the past 12 months and reported them indicated that their reason for reporting the behavior was *to reduce any impact on your evaluation or promotion*. Chapter 3 discussed some of the reasons why members who experienced negative race/ethnicity-related behaviors chose not to report them. Of these members, 28% chose not to report the behavior because they *thought their performance evaluation or chance for promotion would suffer*. As perception about fairness in promotion is a concern to DoD, members were asked additional questions about promotion opportunities and the effect of reporting race/ethnicity-related experiences. Specifically, members were asked about their perceptions regarding someone’s chances of promotion if they reported racial/ethnic harassment/discrimination.

To assess attitudes and opinions, members were asked to indicate whether or not they thought a member’s chance of promotion would be hindered if they reported racial/ethnic harassment and/

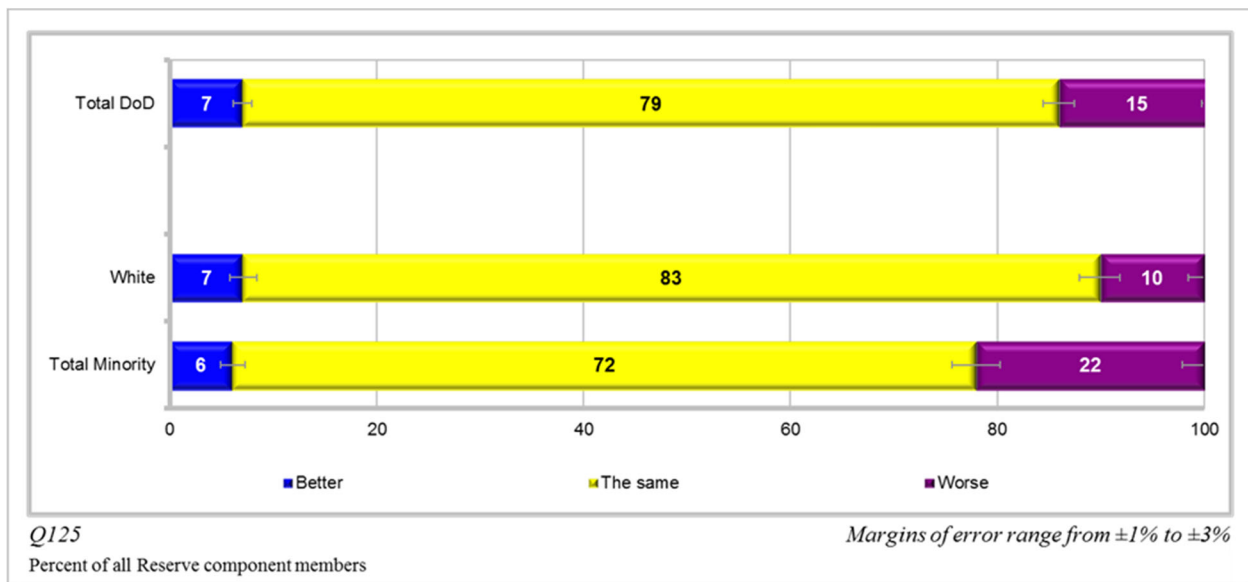
or racial/ethnic discrimination. As shown in Figure 91, 79% of members indicated that the chances for promotion would be *the same* if a person chose to report racial/ethnic harassment/discrimination, 15% indicated that the chances would be *worse*, and 7% indicated that the chances would be *better*.

The same. White (non-Hispanic) members (83%) were more likely to indicate the chances for promotion would be *the same*, whereas Total Minority members (72%) were less likely.

Worse. Total Minority members (22%) were more likely to indicate the chances for promotion would be *worse*, whereas White (non-Hispanic) members (10%) were less likely.

Figure 91.

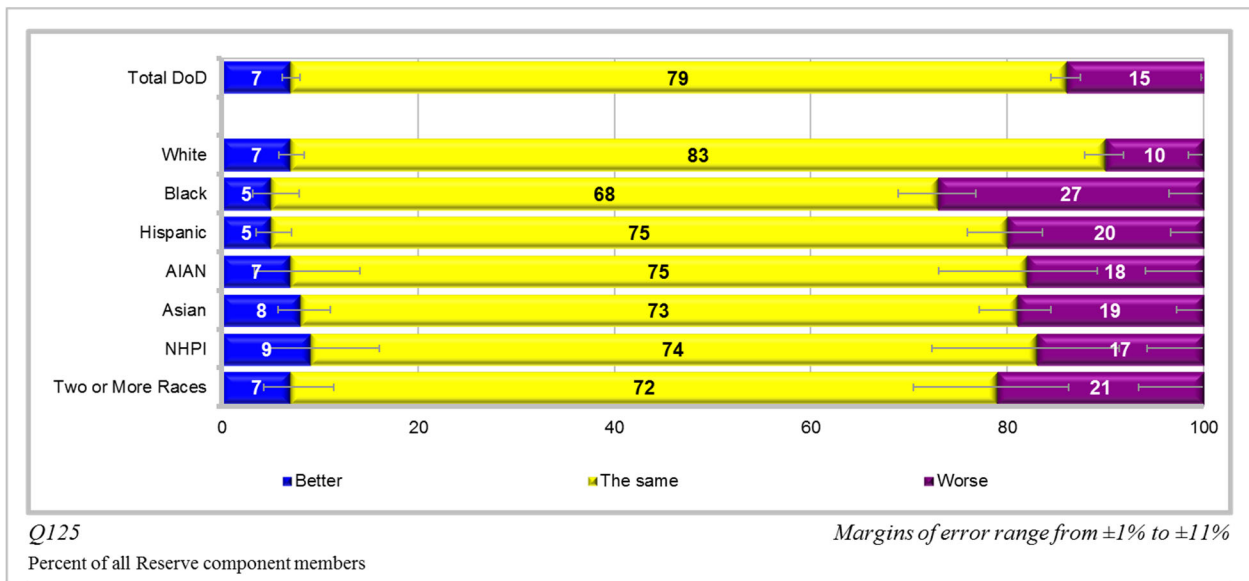
Chance of Promotion After Reporting Racial/Ethnic Harassment/Discrimination, by Total DoD and Minority Status



The same. As shown in Figure 92, White (non-Hispanic) members (83%) were more likely than members of other racial/ethnic groups to indicate that the chances for promotion would be *the same*, whereas Black members (68%) and Asian members (73%) were less likely than members of other racial/ethnic groups.

Worse. Black members (27%) and Hispanic members (20%) were more likely than members of other racial/ethnic groups to indicate that the chances for promotion would be *worse*, whereas White (non-Hispanic) members (10%) were less likely than members of other racial/ethnic groups.

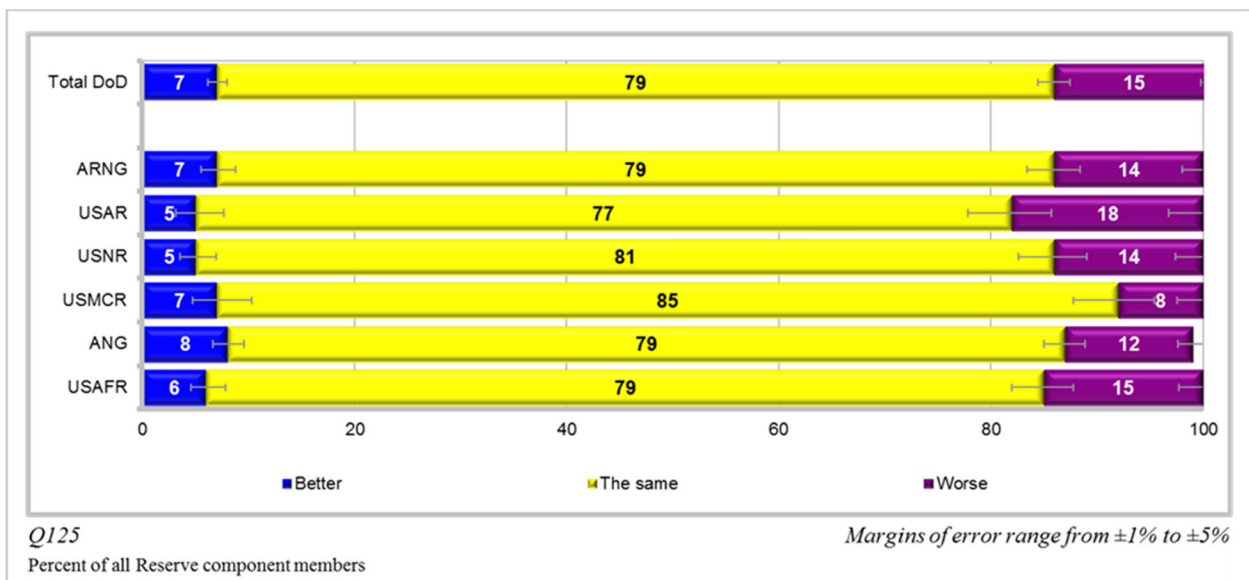
Figure 92.
Chance of Promotion After Reporting Racial/Ethnic Harassment/Discrimination, by Race/Ethnicity



The same. As shown in Figure 93, USMCR members (85%) were more likely to indicate that the chances for promotion would be *the same* compared to members in other components.

Worse. USMCR members (8%) and ANG members (12%) were less likely to indicate that the chances for promotion would be *worse* compared to members in other components.

Figure 93.
Chance of Promotion After Reporting Racial/Ethnic Harassment/Discrimination, by Reserve Component

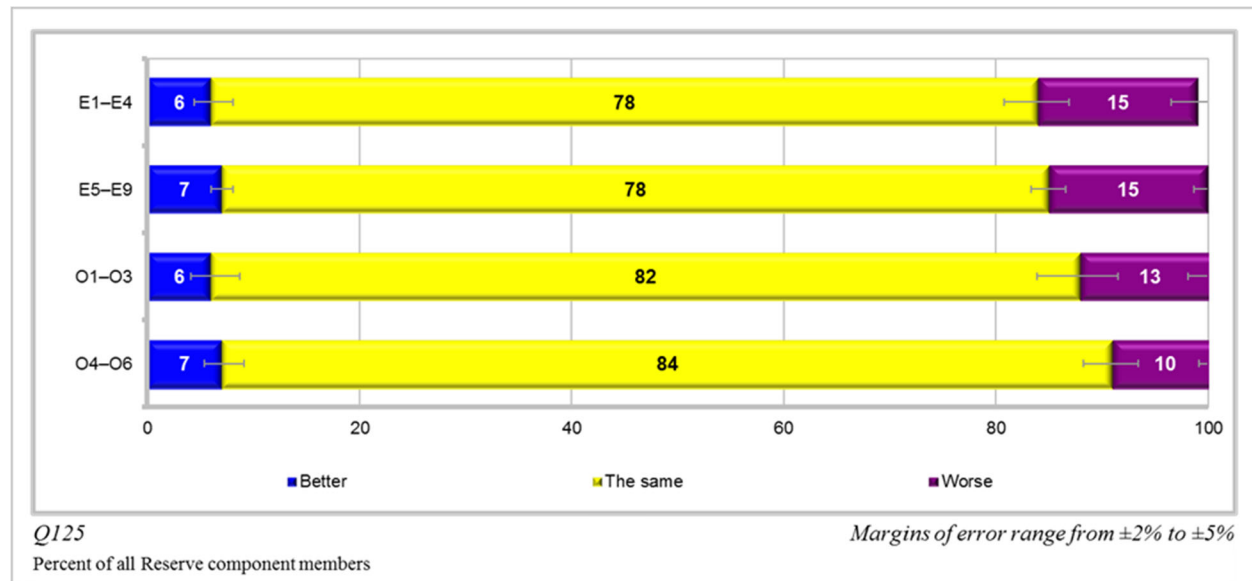


The same. As shown in Figure 94, senior officers (84%) were more likely to indicate that the chances for promotion would be *the same* compared to members in other paygrades.

Worse. Senior officers (10%) were less likely to indicate that the chances for promotion would be *worse* compared to members in other paygrades.

Figure 94.

Chance of Promotion After Reporting Racial/Ethnic Harassment/Discrimination, by Paygrade

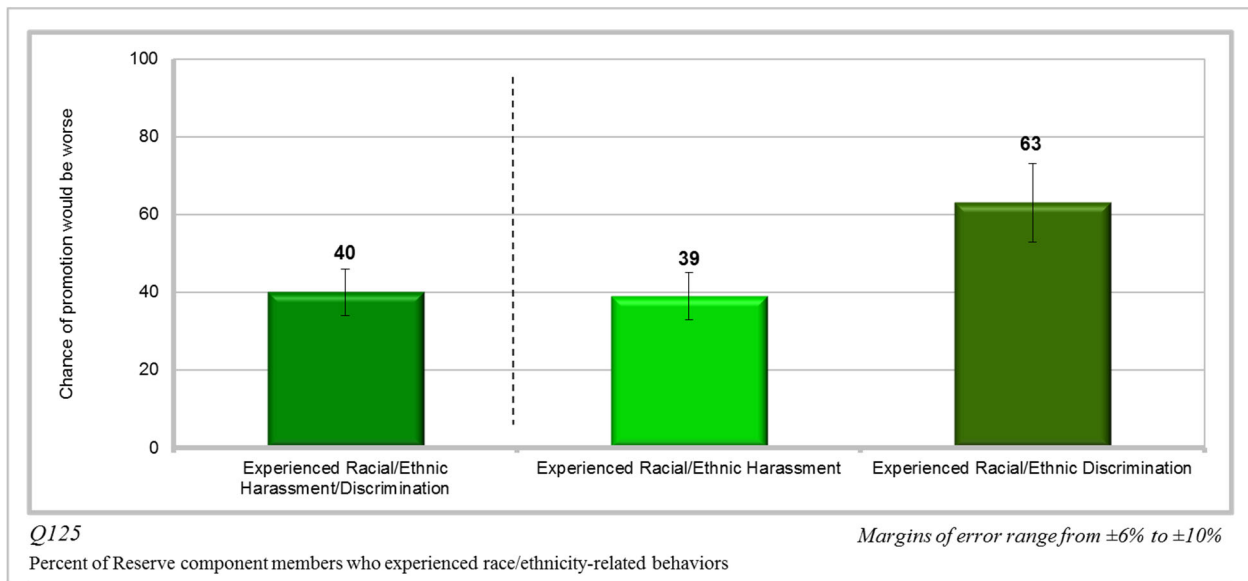


Analysis of Promotion Concerns

We examined whether or not attitudes about promotion opportunities differed based on experiencing negative race/ethnicity-related behaviors in the past 12 months. As shown in Figure 95, when perceptions about promotion were analyzed for those who experience negative race/ethnicity-related behaviors, 40% of those members indicated that the chances for promotion would be *worse* after reporting racial/ethnic harassment/discrimination, whereas just 15% of members overall indicated chances would be *worse* ($p < .001$). Members who experienced *Racial/Ethnic Discrimination* were more likely than members who experienced *Racial/Ethnic Harassment* to indicate that chances for promotion would be *worse* (63% compared to 39%, respectively, $p < .001$).

Figure 95.

Perceived Chances of Promotion After Reporting Racial/Ethnic Harassment/Discrimination Would be Worse, by Experience of Racial/Ethnic Harassment/Discrimination



Summary of Analysis

Experiencing negative race/ethnicity-related behaviors in the workplace can be stressful, and those who experience these behaviors may benefit from increased access to specific protective services, such as training, mentorship, and good supervisors. Results from the 2015 WEOR provided evidence to support the hypothesis that members who experience negative race/ethnicity-related behaviors in the past 12 months reported lower levels of access to protective factors than those who did not.

Chapter 6: Perceptions of the Racial/Ethnic Climate in the Military

The DoD Human Goals Charter places great emphasis on the responsibility of military organizations to foster an environment of equal opportunity for all members (Department of Defense, 1994, 1998, and 2014). This chapter analyzes the perceptions of military members regarding their own comfort with, their leadership's comfort with, and military and global attitudes toward, race relations. This chapter also explores the effectiveness of DoD's efforts to eliminate racial/ethnic harassment and/or racial/ethnic discrimination and to provide support to those who perceive experiencing it. By understanding the relationship between members' comfort level with persons of different racial/ethnic groups, opinions about their workgroup, and perceptions of overall military leadership, DoD can continue to shape policy and programs to increase cohesion, readiness, and workplace satisfaction.

The following chapter analyzes questions for Total DoD and by categories of race/ethnicity,⁵¹ Reserve component, and paygrade. For some items in this chapter, comparisons of overall findings between 2007 and 2015 as well as 2011 and 2015 are provided.

Social Perceptions

Reserve component members were asked to indicate their comfort or acceptance of a racially diverse military work group. These questions offer a perspective of the sensitivity and confidence that members feel when interacting with members who are culturally, racially, or religiously diverse.

Extent Members Feel Comfortable With Cross-Cultural Interactions

Members were asked to indicate how comfortable they feel interacting with people from different racial/ethnic groups or different religious beliefs. As shown in Table 47, overall, the majority of members indicated that they felt comfortable with cross-cultural interactions to a **large extent**, whereas few indicated that they were **not at all** comfortable. Table 48, Table 49, and Table 50 provide breakouts for race/ethnicity, component, and paygrade.

⁵¹ Racial/ethnic groups that were analyzed include Hispanic, as well as the following self-reported groups that marked a specific race and indicated that they were not Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or more races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

Table 47.
Extent Members Feel Comfortable With Cross-Cultural Interactions, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Large Extent </div>	Total DoD	Non-Hispanic White	Total Minority
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: red; margin-right: 5px;"></div> Higher Response Not at All </div>			
Large Extent			
Extent members feel comfortable interacting with people from different racial/ethnic groups	83%	87%	78%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	76%	79%	72%
Extent members feel comfortable being open about their religious beliefs with other military members	59%	60%	58%
<i>Margins of Error</i>	±2%	±3%	±3%
Not at All			
Extent members feel comfortable interacting with people from different racial/ethnic groups	4%	3%	5%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	7%	6%	9%
Extent members feel comfortable being open about their religious beliefs with other military members	11%	10%	11%
<i>Margins of Error</i>	±1-2%	±2%	±2%

Note. 2015 WEOR Q131.

Table 48.
Extent Members Feel Comfortable With Cross-Cultural Interactions, by Race/Ethnicity

<div style="display: inline-block; width: 10px; height: 10px; background-color: green; margin-right: 5px;"></div> Higher Response Large Extent <div style="display: inline-block; width: 10px; height: 10px; background-color: red; margin-right: 5px;"></div> Higher Response Not at All	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Large Extent								
Extent members feel comfortable interacting with people from different racial/ethnic groups	83%	87%	78%	82%	80%	72%	74%	76%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	76%	79%	71%	76%	58%	63%	63%	69%
Extent members feel comfortable being open about their religious beliefs with other military members	59%	60%	63%	59%	43%	49%	59%	52%
<i>Margins of Error</i>	±2%	±3%	±5%	±4-5%	±9-11%	±4-5%	±11-15%	±10-11%
Not at All								
Extent members feel comfortable interacting with people from different racial/ethnic groups	4%	3%	4%	5%	4%	8%	10%	7%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	7%	6%	9%	7%	10%	12%	15%	11%
Extent members feel comfortable being open about their religious beliefs with other military members	11%	10%	9%	11%	16%	12%	13%	14%
<i>Margins of Error</i>	±1-2%	±2%	±3%	±2-4%	±4-11%	±4%	±8-9%	±10-12%

Note. 2015 WEOR Q131.

Table 49.
Extent Members Feel Comfortable With Cross-Cultural Interactions, by Reserve Component

Higher Response Large Extent Higher Response Not at All	ARNG	USAR	USNR	USMCR	ANG	USAFR
Large Extent						
Extent members feel comfortable interacting with people from different racial/ethnic groups	82%	81%	88%	80%	87%	90%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	74%	77%	77%	72%	77%	83%
Extent members feel comfortable being open about their religious beliefs with other military members	59%	62%	58%	61%	57%	58%
<i>Margins of Error</i>	±3-4%	±5%	±3-5%	±5-6%	±2-3%	±3-5%
Not at All						
Extent members feel comfortable interacting with people from different racial/ethnic groups	5%	3%	3%	4%	2%	2%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	8%	7%	7%	8%	7%	6%
Extent members feel comfortable being open about their religious beliefs with other military members	12%	10%	8%	8%	9%	11%
<i>Margins of Error</i>	±2-3%	±3-4%	±2-4%	±3-4%	±1-2%	±2-4%

Note. 2015 WEOR Q131.

Table 50.
Extent Members Feel Comfortable With Cross-Cultural Interactions, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response Large Extent				
Higher Response Not at All				
Large Extent				
Extent members feel comfortable interacting with people from different racial/ethnic groups	78%	85%	94%	94%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	74%	75%	87%	83%
Extent members feel comfortable being open about their religious beliefs with other military members	59%	61%	61%	52%
<i>Margins of Error</i>	±4-5%	±2%	±3-6%	±3-4%
Not at All				
Extent members feel comfortable interacting with people from different racial/ethnic groups	5%	4%	2%	1%
Extent members feel comfortable interacting with people with different religious beliefs than themselves	8%	8%	5%	4%
Extent members feel comfortable being open about their religious beliefs with other military members	11%	11%	10%	10%
<i>Margins of Error</i>	±3%	±1-2%	±2-4%	±1-3%

Note. 2015 WEOR Q131.

Cross-Cultural Interactions

Members were asked to indicate to what extent they *feel pressure from military members not to socialize with members of other racial/ethnic groups, feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups, feel the need to watch what they say when with people from different racial/ethnic groups, and feel pressure from military members to avoid socializing with members with different religious beliefs.*

As shown in Table 51, the majority of members indicated that they do **not at all** feel pressure from military members not to socialize with members of other racial/ethnic groups (80%) and/or feel pressure from military members to avoid socializing with members with different religious beliefs (78%), whereas 47% did **not at all** feel the need to watch their behavior when interacting with people from different racial/ethnic groups, and 43% did **not at all** feel the need to watch what they say when with people from different racial/ethnic groups. Table 52, Table 53, and Table 54 provide breakouts for race/ethnicity, component, and paygrade.

Table 51.
Cross-Cultural Interactions, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: red; margin-right: 5px; margin-left: 5px;"></div> Higher Response Large Extent </div>	Total DoD	Non-Hispanic White	Total Minority
Not at All			
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	80%	83%	75%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	78%	82%	73%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	47%	50%	43%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	43%	45%	40%
<i>Margins of Error</i>	±2%	±3%	±3%
Large Extent			
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	7%	6%	8%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	7%	6%	8%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	18%	17%	21%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	20%	19%	22%
<i>Margins of Error</i>	±1-2%	±2-3%	±2-3%

Note. 2015 WEOR Q131.

Table 52.
Cross-Cultural Interactions, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: red; margin-right: 5px; margin-left: 5px;"></div> Higher Response Large Extent </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Not at All								
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	80%	83%	75%	75%	80%	69%	72%	77%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	78%	82%	74%	72%	76%	67%	73%	76%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	47%	50%	41%	45%	45%	37%	NR	46%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	43%	45%	38%	42%	43%	34%	NR	43%
<i>Margins of Error</i>	±2%	±3%	±5%	±5%	±9-11%	±4-6%	±12%	±9-10%
Large Extent								
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	7%	6%	9%	9%	7%	7%	11%	6%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	7%	6%	9%	9%	9%	7%	7%	5%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	18%	17%	24%	19%	20%	23%	21%	13%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	20%	19%	25%	21%	22%	23%	19%	15%
<i>Margins of Error</i>	±1-2%	±2-3%	±3-5%	±3-4%	±9-11%	±2-4%	±5-10%	±4-6%

Note. 2015 WEOR Q131.

Table 53.
Cross-Cultural Interactions, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px;"></div> Higher Response Large Extent </div>						
Not at All						
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	78%	80%	81%	76%	84%	84%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	76%	77%	81%	73%	83%	84%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	46%	47%	47%	49%	50%	49%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	42%	43%	42%	44%	44%	45%
<i>Margins of Error</i>	±3-4%	±5%	±4-5%	±6%	±3%	±3-5%
Large Extent						
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	8%	5%	6%	8%	5%	7%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	7%	6%	5%	8%	6%	7%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	19%	20%	16%	14%	17%	19%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	20%	21%	17%	16%	19%	21%
<i>Margins of Error</i>	±2-3%	±3-5%	±2-4%	±4-5%	±2-3%	±3-4%

Note. 2015 WEOR Q131.

Table 54.
Cross-Cultural Interactions, by Paygrade

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All </div>	E1–E4	E5–E9	O1–O3	O4–O6
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px;"></div> Higher Response Large Extent </div>				
Not at All				
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	75%	81%	88%	90%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	74%	79%	85%	87%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	45%	51%	47%	45%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	41%	46%	43%	38%
<i>Margins of Error</i>	±4-5%	±2-3%	±4-6%	±3-4%
Large Extent				
Extent members feel pressure from military members not to socialize with members of other racial/ethnic groups	8%	6%	7%	3%
Extent members feel pressure from military members to avoid socializing with members with different religious beliefs	7%	6%	6%	4%
Extent members feel the need to watch their behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups	19%	17%	24%	16%
Extent members feel the need to watch what they say when with people from different racial/ethnic groups	20%	18%	23%	19%
<i>Margins of Error</i>	±3-4%	±2%	±3-6%	±2-4%

Note. 2015 WEOR Q131.

Climate Concerns in Military Work Group

Important aspects to maintaining equity and fairness within a military work group are whether members feel that they are free from repercussions for reporting inappropriate behaviors, that those who offend will not get away with inappropriate behaviors, and that clear policies are in place that forbid racial/ethnic harassment and racial/ethnic discrimination. Policies such as these are intended to allow members to feel free from issues related to racial/ethnic harassment and/or racial/ethnic discrimination within their military work group and to create a feeling of safety within their work environment (e.g., reports are taken seriously without fear of reprisal, policies forbidding racial/ethnic harassment and discrimination and reporting procedures are publicized). Members were asked to what extent in their military work group members would be able to address certain race/ethnicity-related climate concerns.

As shown in Table 55, 70% of members indicated that, to a **large extent**, they *felt complaints about racial/ethnic harassment and discrimination would be taken seriously*, whereas 7% indicated that complaints would **not at all** be taken seriously. Fifty-nine percent of members indicated that *policies forbidding racial/ethnic harassment and discrimination are publicized* to a **large extent**, whereas 10% indicated that policies are **not at all** publicized. Fifty-six percent of members indicated that *members of their military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors* to a

large extent, whereas 11% indicated **not at all**. And, 49% of members indicated people would **not at all be able to get away with racial/ethnic harassment and discrimination**, whereas 16% indicated that, to a **large extent**, people would be able to get away with racial/ethnic harassment and discrimination.⁵² Table 56, Table 57, and Table 58 provide breakouts for race/ethnicity, component, and paygrade.

Table 55.
Climate Concerns in Military Work Group, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #006400; margin-right: 5px;"></div> Higher Response Large Extent </div>	Total DoD	Non-Hispanic White	Total Minority
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px;"></div> Higher Response Not at All </div>			
Large Extent			
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	70%	76%	60%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	59%	66%	49%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	56%	63%	46%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	16%	15%	17%
<i>Margins of Error</i>	±2%	±3%	±2-3%
Not at All			
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	7%	5%	9%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	10%	8%	13%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	11%	9%	13%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	49%	52%	44%
<i>Margins of Error</i>	±2%	±2-3%	±2-3%

Note. 2015 WEOR Q126.

^aItem is reverse coded. “Large extent” and “not at all” response options were reversed, and therefore, these items are presented with their corresponding items.

⁵² This item was reverse coded, meaning that the response options were presented with opposite directionality than the other items in this section. Therefore, “not at all” is the “positive” direction and “large extent” can be described as the more “negative” direction.

Table 56.
Climate Concerns in Military Work Group, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Large Extent <div style="width: 15px; height: 15px; background-color: red; margin-right: 5px; margin-left: 5px;"></div> Higher Response Not at All </div> <th>Total DoD</th> <th>Non-Hispanic White</th> <th>Black</th> <th>Hispanic</th> <th>AIAN</th> <th>Asian</th> <th>NHPI</th> <th>Two or More</th>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Large Extent								
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	70%	76%	58%	61%	61%	57%	58%	61%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	59%	66%	49%	49%	60%	45%	38%	57%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	56%	63%	43%	47%	49%	47%	35%	50%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	16%	15%	19%	16%	30%	20%	13%	14%
<i>Margins of Error</i>	±2%	±3%	±4-5%	±4-5%	±11-14%	±5-6%	±7-15%	±6-11%
Not at All								
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	7%	5%	8%	9%	10%	9%	12%	7%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	10%	8%	14%	12%	13%	15%	NR	9%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	11%	9%	13%	13%	17%	14%	NR	12%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	49%	52%	39%	48%	39%	38%	52%	53%
<i>Margins of Error</i>	±2%	±2-3%	±3-5%	±3-5%	±9-10%	±3-5%	±8-16%	±9-11%

Note. 2015 WEOR Q126.

^aItem is reverse coded. “Large extent” and “not at all” response options were reversed, and therefore, these items are presented with their corresponding items.

Table 57.
Climate Concerns in Military Work Group, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #006633; margin-right: 5px;"></div> Higher Response Large Extent </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #cc0000; margin-right: 5px;"></div> Higher Response Not at All </div>						
Large Extent						
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	67%	67%	77%	69%	74%	78%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	58%	57%	66%	57%	62%	65%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	54%	53%	62%	59%	60%	63%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	15%	19%	13%	14%	13%	18%
<i>Margins of Error</i>	±3-4%	±5%	±4-5%	±4-6%	±2-3%	±3-4%
Not at All						
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	7%	8%	4%	7%	4%	5%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	10%	10%	8%	10%	8%	9%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	11%	13%	7%	9%	8%	9%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	48%	46%	56%	50%	55%	54%
<i>Margins of Error</i>	±2-4%	±4-5%	±2-5%	±4-6%	±2-3%	±2-4%

Note. 2015 WEOR Q126.

^aItem is reverse coded. “Large extent” and “not at all” response options were reversed, and therefore, these items are presented with their corresponding items.

Table 58.
Climate Concerns in Military Work Group, by Paygrade

	E1–E4	E5–E9	O1–O3	O4–O6
Higher Response Large Extent				
Higher Response Not at All				
Large Extent				
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	64%	71%	79%	85%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	51%	62%	72%	76%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	50%	57%	66%	71%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	16%	16%	18%	13%
<i>Margins of Error</i>	±4%	±2%	±5-6%	±3-4%
Not at All				
Would complaints about racial/ethnic harassment and discrimination be taken seriously?	8%	6%	4%	2%
Are policies forbidding racial/ethnic harassment and discrimination publicized?	12%	9%	6%	3%
Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	12%	11%	6%	5%
Would people be able to get away with racial/ethnic harassment and discrimination? ^a	47%	50%	51%	55%
<i>Margins of Error</i>	±3-4%	±2%	±3-6%	±1-4%

Note. 2015 WEOR Q126.

^aItem is reverse coded. “Large extent” and “not at all” response options were reversed, and therefore, these items are presented with their corresponding items.

Personnel Policy and Practices

Because leadership support is a critical ingredient to establishing an effective equal opportunity climate, members were also asked whether their leadership *makes honest and reasonable efforts to stop racial/ethnic harassment and racial/ethnic discrimination*.

Perceptions of Leadership and Race Relations

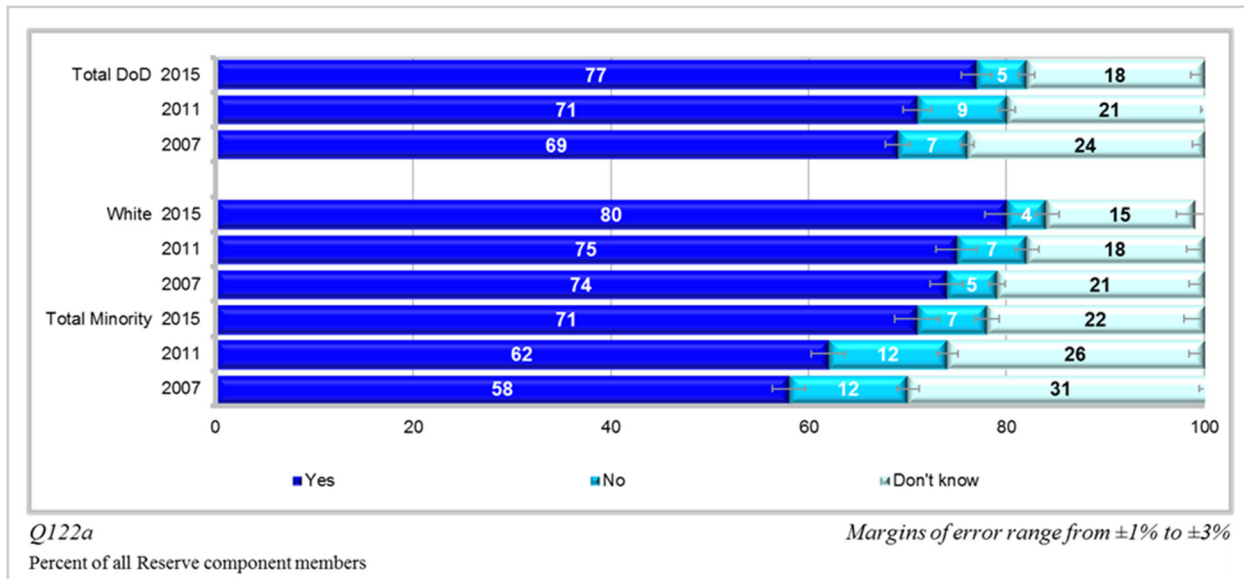
Perceptions of Leadership and Race Relations

- Overall, members were more likely in 2015 compared to 2011 and 2007 to indicate that they felt the senior leadership of their National Guard/Reserve Component, senior leadership of their installation/ship, and their immediate military supervisor made honest and reasonable efforts to stop racial/ethnic harassment and racial/ethnic discrimination.

Members were also asked whether three levels of leaders (senior leadership of the National Guard/Reserve component, senior leadership of the installation/ship, and immediate military supervisor⁵³) *make honest and reasonable efforts to stop racial/ethnic harassment and racial/ethnic discrimination*. Comparisons to 2011 and 2007 are presented at the Total DoD level where available.

Senior Leadership of National Guard/Reserve Component Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination. As shown in Figure 96, 77% of members indicated *yes*, senior leadership of their National Guard/Reserve component makes honest efforts to stop racial/ethnic harassment/discrimination (6 percentage points higher than 2011 and 8 percentage points higher than 2007), whereas 5% indicated *no* (4 percentage points lower than 2011 and 2 percentage points lower than 2007) and 18% indicated they *don't know* (statistically unchanged from 2011 and 2007). White (non-Hispanic) members (80%) were more likely to indicate that senior leadership of their National Guard/Reserve component makes honest efforts to stop racial/ethnic harassment/discrimination, whereas Total Minority members (71%) were less likely.

Figure 96.
Senior Leadership of National Guard/Reserve Component Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Total DoD and Minority Status

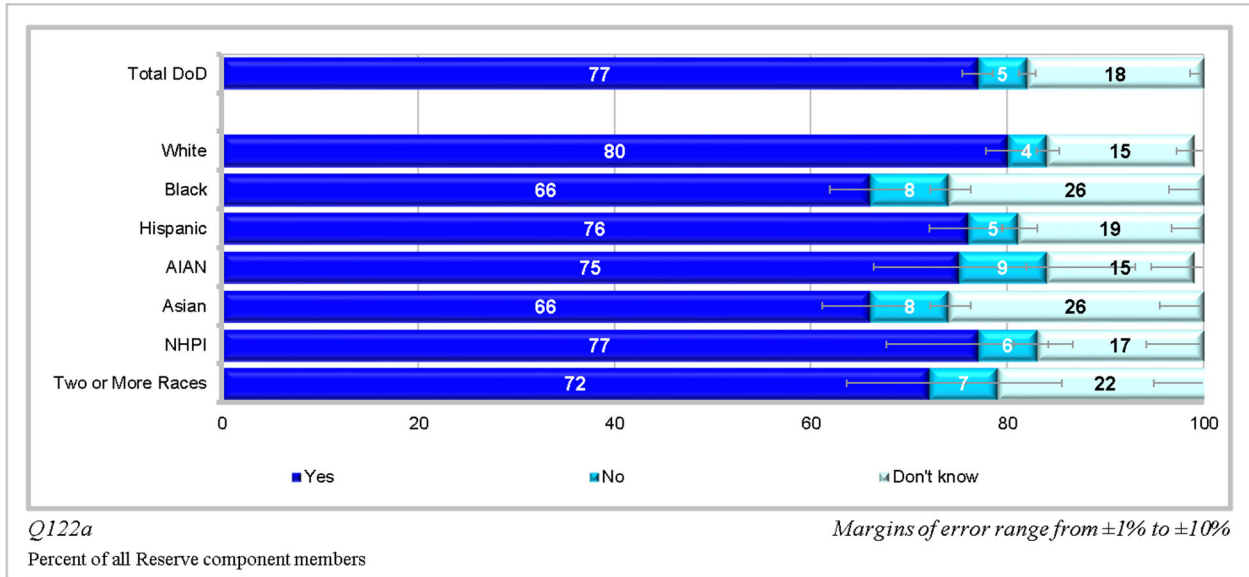


As shown in Figure 97, White (non-Hispanic) members (80%) were more likely than members of other racial/ethnic groups to indicate that senior leadership of their National Guard/Reserve component makes honest efforts to stop racial/ethnic harassment/discrimination, whereas Black

⁵³ Analysis of immediate military supervisor as a protective factor against experiencing race/ethnicity-related behaviors is included in Chapter 4.

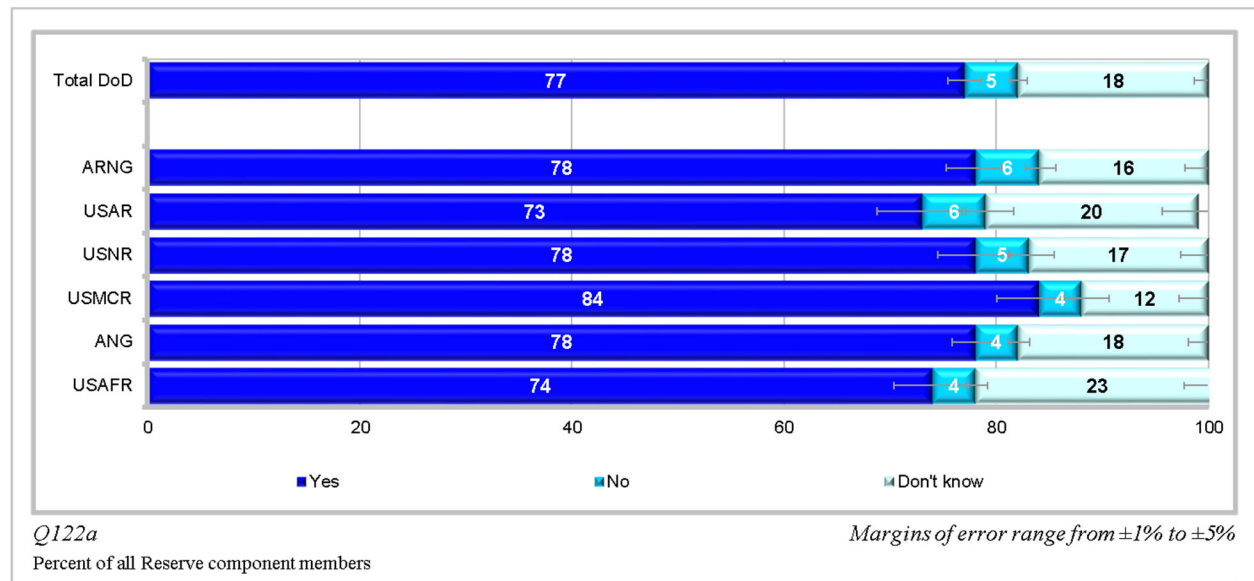
members (66%) and Asian members (66%) were less likely than members of other racial/ethnic groups.

Figure 97.
Senior Leadership of National Guard/Reserve Component Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Race/Ethnicity



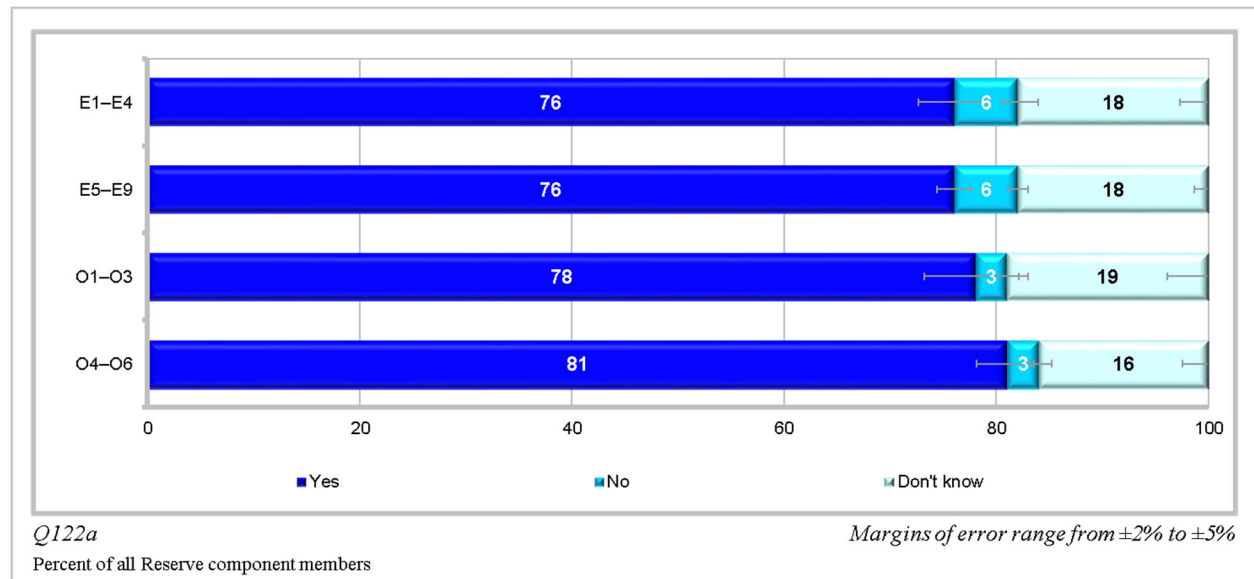
As shown in Figure 98, USMCR members (84%) were more likely to indicate that senior leadership of their National Guard/Reserve component makes honest efforts to stop racial/ethnic harassment/discrimination compared to members in other components.

Figure 98.
Senior Leadership of National Guard/Reserve Component Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Reserve Component



As shown in Figure 99, senior officers (81%) were more likely to indicate that senior leadership of their National Guard/Reserve component makes honest efforts to stop racial/ethnic harassment/discrimination compared to members in other paygrades.

Figure 99.
Senior Leadership of National Guard/Reserve Component Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Paygrade



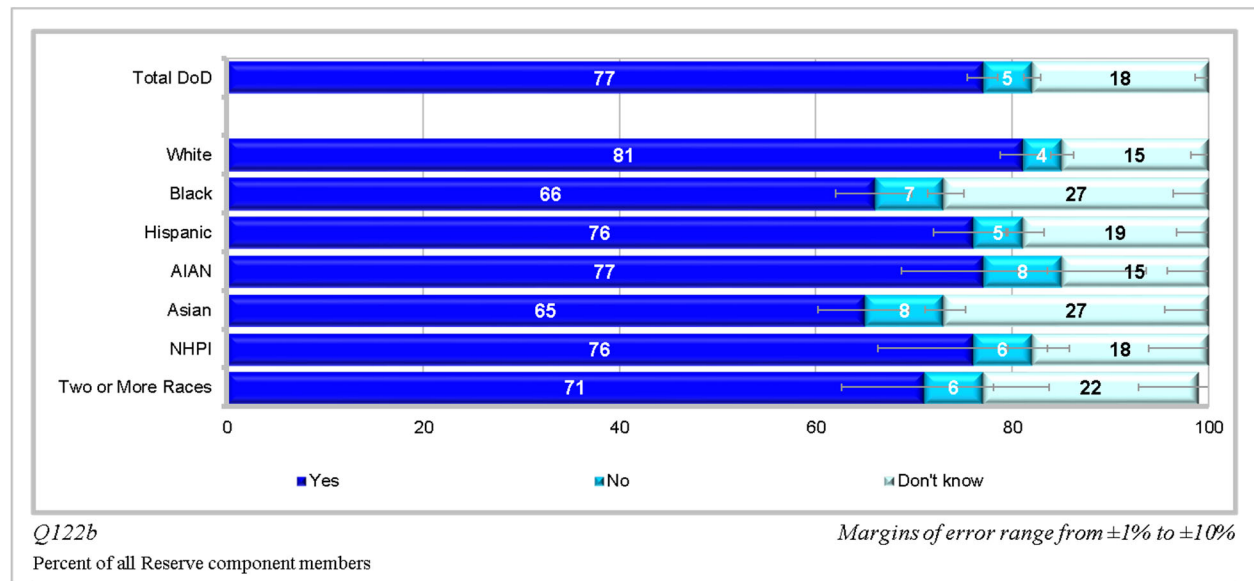
Senior Leadership of Installation/Ship Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination. As shown in Figure 100, 77% of members indicated *yes*, senior leadership of their installation/ship makes honest efforts to stop racial/ethnic harassment/discrimination (7 percentage points higher than 2011 and 9 percentage points higher than 2007), whereas 5% of members indicated *no* (4 percentage points lower than 2011 and 2 percentage points lower than 2007), and 18% of members indicated they *don't know* (statistically unchanged from 2011 and 2007). White (non-Hispanic) members (81%) were more likely to indicate that senior leadership of their installation/ship makes honest efforts to stop racial/ethnic harassment/discrimination, whereas Total Minority members (71%) were less likely.

Figure 100.
Senior Leadership of Installation/Ship Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Total DoD and Minority Status



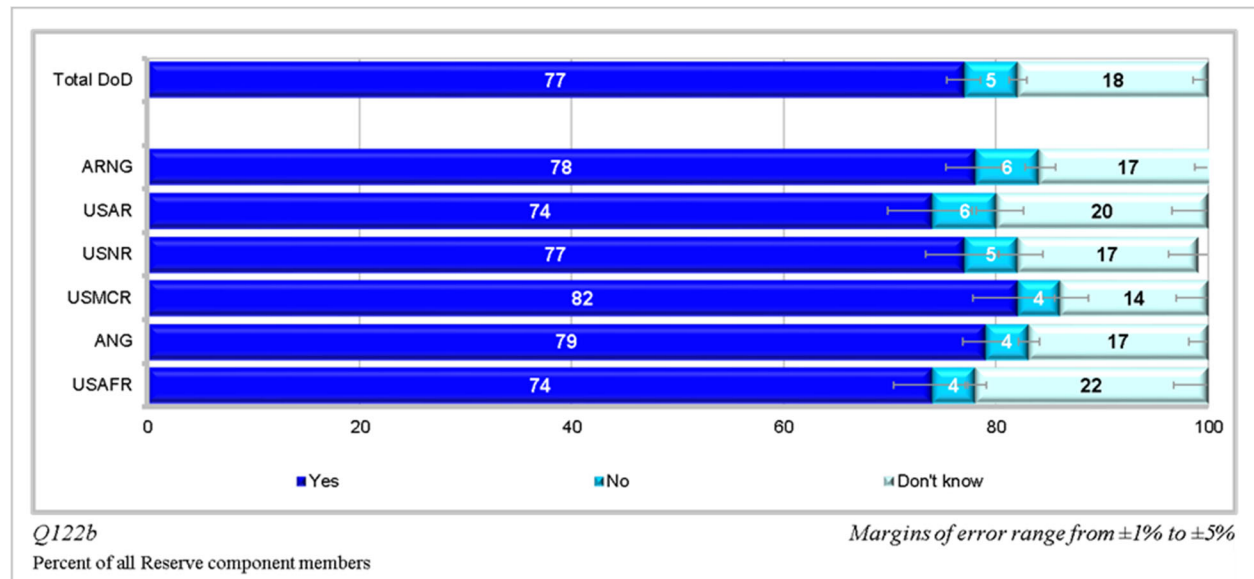
As shown in Figure 101, White (non-Hispanic) members (81%) were more likely than members of other racial/ethnic groups to indicate that senior leadership of their installation/ship makes honest efforts to stop racial/ethnic harassment/discrimination, whereas Asian members (65%) and Black members (66%) were less likely than members of other racial/ethnic groups.

Figure 101.
Senior Leadership of Installation/Ship Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Race/Ethnicity



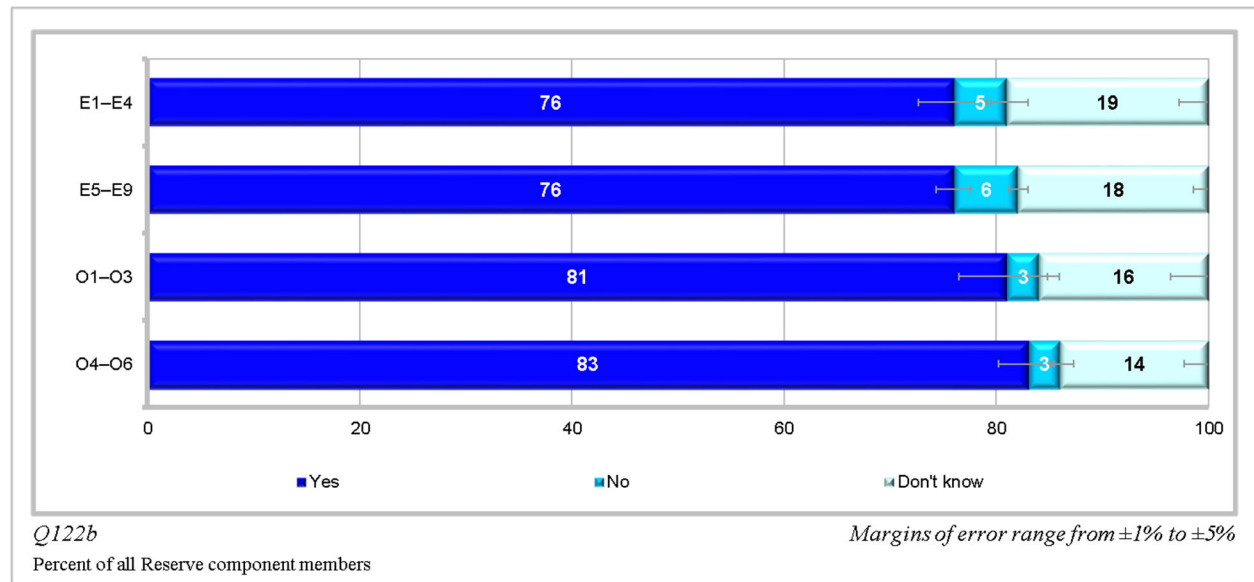
As shown in Figure 102, USMCR members (82%) were more likely to indicate that senior leadership of their installation/ship makes honest efforts to stop racial/ethnic harassment/discrimination compared to members in other components.

Figure 102.
Senior Leadership of Installation/Ship Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Reserve Component



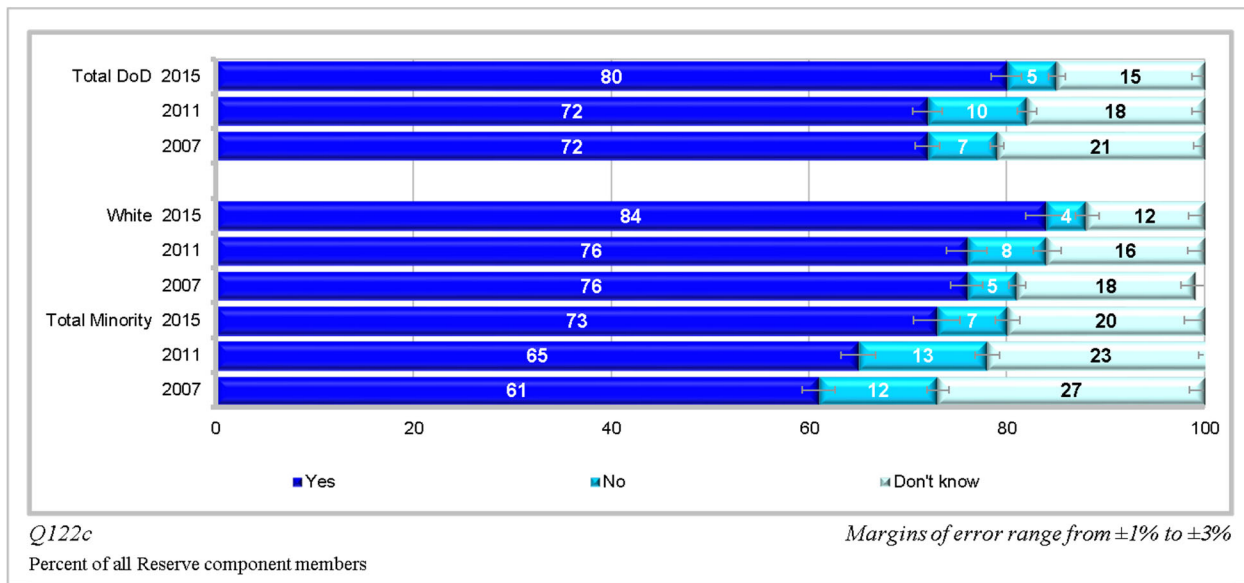
As shown in Figure 103, senior officers (83%) were more likely to indicate that senior leadership of their installation/ship makes honest efforts to stop racial/ethnic harassment/discrimination compared to members in other paygrades.

Figure 103.
Senior Leadership of Installation/Ship Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Paygrade



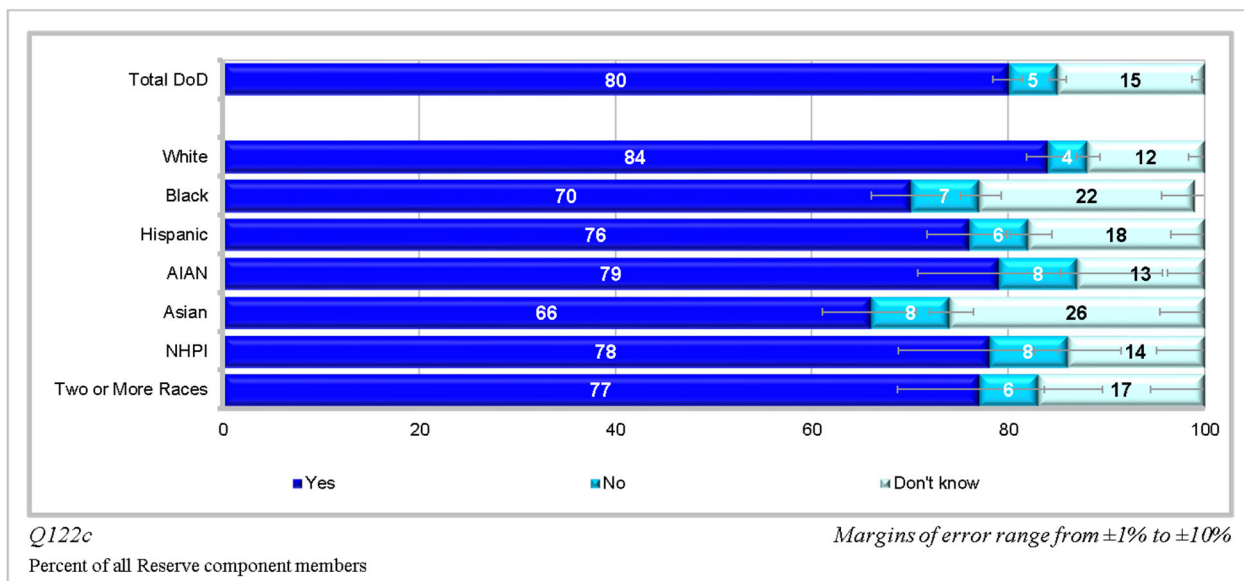
Immediate Military Supervisor Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination. As shown in Figure 104, 80% of members indicated *yes*, their immediate military supervisor makes honest efforts to stop racial/ethnic harassment/discrimination (8 percentage points higher than both 2011 and 2007), whereas 5% of members indicated *no* (5 percentage points lower than 2011 and 2 percentage points lower than 2007), and 15% of members indicated that they *don't know* (statistically unchanged from 2011 and 2007). White (non-Hispanic) members (84%) were more likely to indicate that their immediate military supervisor makes honest efforts to stop racial/ethnic harassment/discrimination, whereas Total Minority members (73%) were less likely.

Figure 104.
Immediate Military Supervisor Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Total DoD and Minority Status



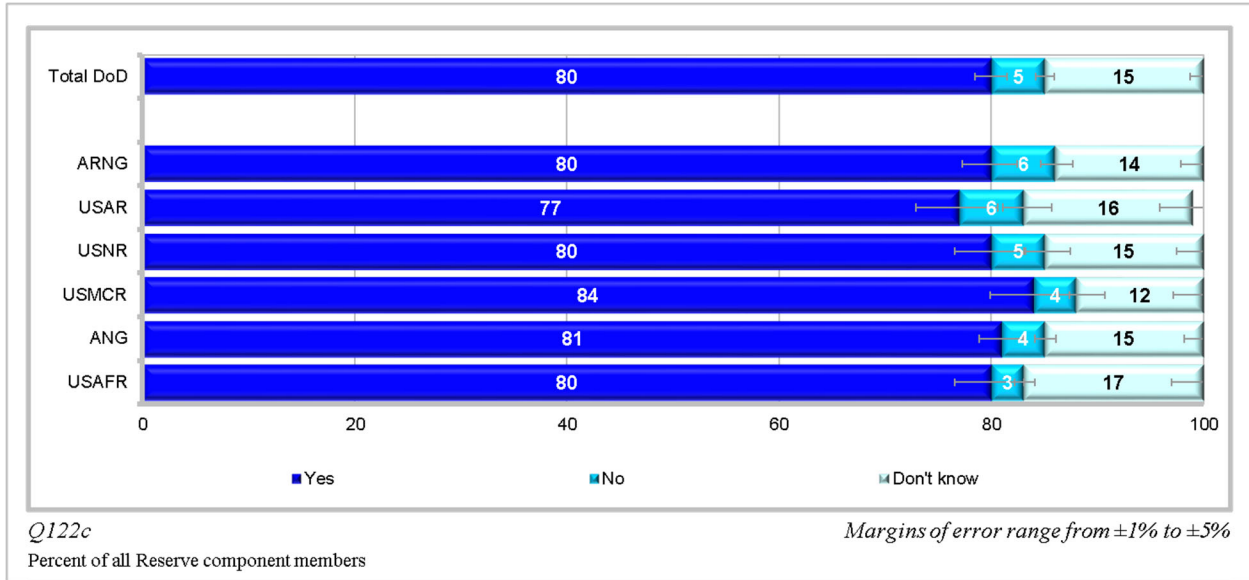
As shown in Figure 105, White (non-Hispanic) members (84%) were more likely than members of other racial/ethnic groups to indicate that their immediate military supervisor makes honest efforts to stop racial/ethnic harassment/discrimination, whereas Asian members (66%) and Black members (70%) were less likely than members of other racial/ethnic groups.

Figure 105.
Immediate Military Supervisor Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Race/Ethnicity



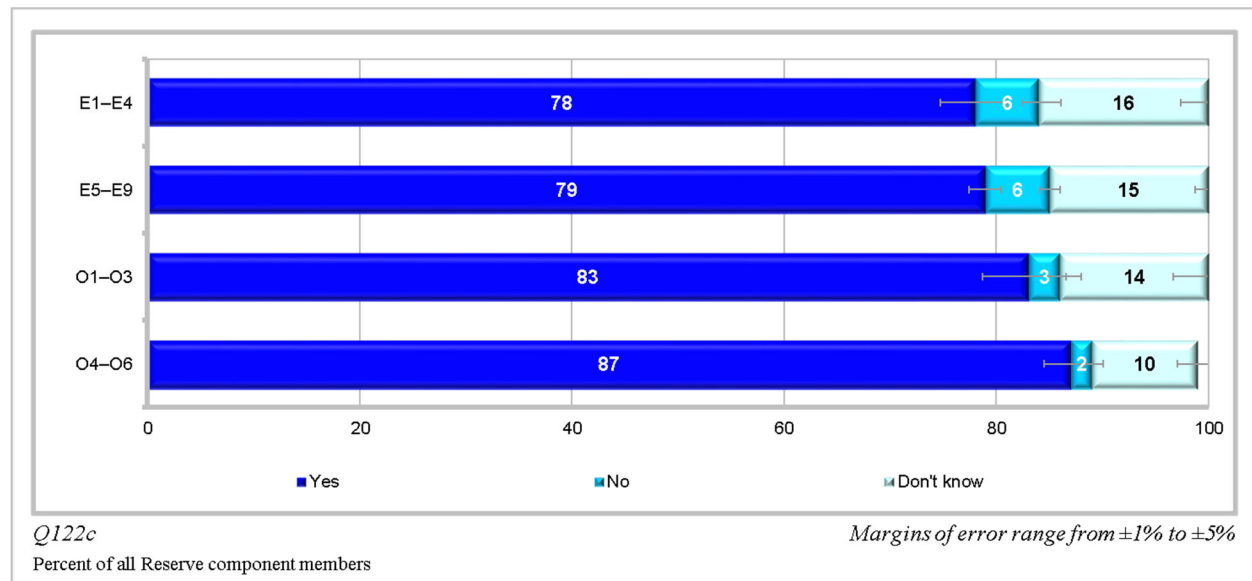
As shown in Figure 106, there were no statistically significant differences between components.

Figure 106.
Immediate Military Supervisor Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Reserve Component



As shown in Figure 107, senior officers (87%) were more likely to indicate their immediate military supervisor makes honest efforts to stop racial/ethnic harassment/discrimination compared to members in other paygrades.

Figure 107.
Immediate Military Supervisor Makes Honest Efforts to Stop Racial/Ethnic Harassment/Discrimination, by Paygrade

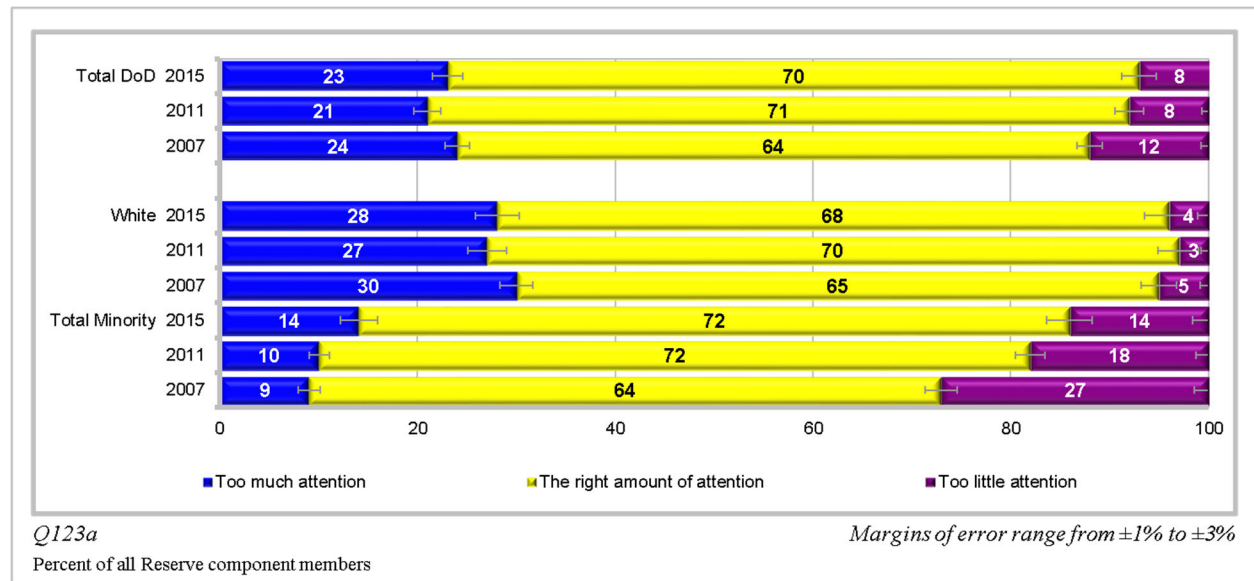


Military Level of Attention to Harassment/Discrimination

Members were asked whether they thought the military has paid too much or too little attention to harassment and/or discrimination in the past several years. Specifically, members were asked about their perceptions pertaining to racial/ethnic, sexual, religious, or another type of harassment and/or discrimination. Responses to perceptions about racial/ethnic harassment/discrimination are presented below. Response options included *too much attention*, *the right amount of attention*, or *too little attention*. Comparisons to 2011 and 2007 for the Total DoD level are included for these items.

As shown in Figure 108, overall, 70% of members indicated that the military paid *the right amount of attention* to racial/ethnic harassment and/or discrimination (statistically unchanged from 2011 and 6 percentage points higher than 2007), whereas 23% of members indicated *too much attention* is paid to racial/ethnic harassment and/or discrimination (statistically unchanged from 2011 and 2007), and 8% of members indicated *too little attention* is paid to racial/ethnic harassment and/or discrimination (statistically unchanged from 2011 and 4 percentage points lower than 2007). White (non-Hispanic) members (28%) were more likely to indicate that the military paid *too much attention* to racial/ethnic harassment and/or discrimination, whereas Total Minority members (14%) were less likely. Total Minority members (14%) were more likely to indicate that the military paid *too little attention* to racial/ethnic harassment and/or discrimination, whereas White (non-Hispanic) members (4%) were less likely.

Figure 108.
Military Level of Attention to Harassment/Discrimination, by Total DoD and Minority Status

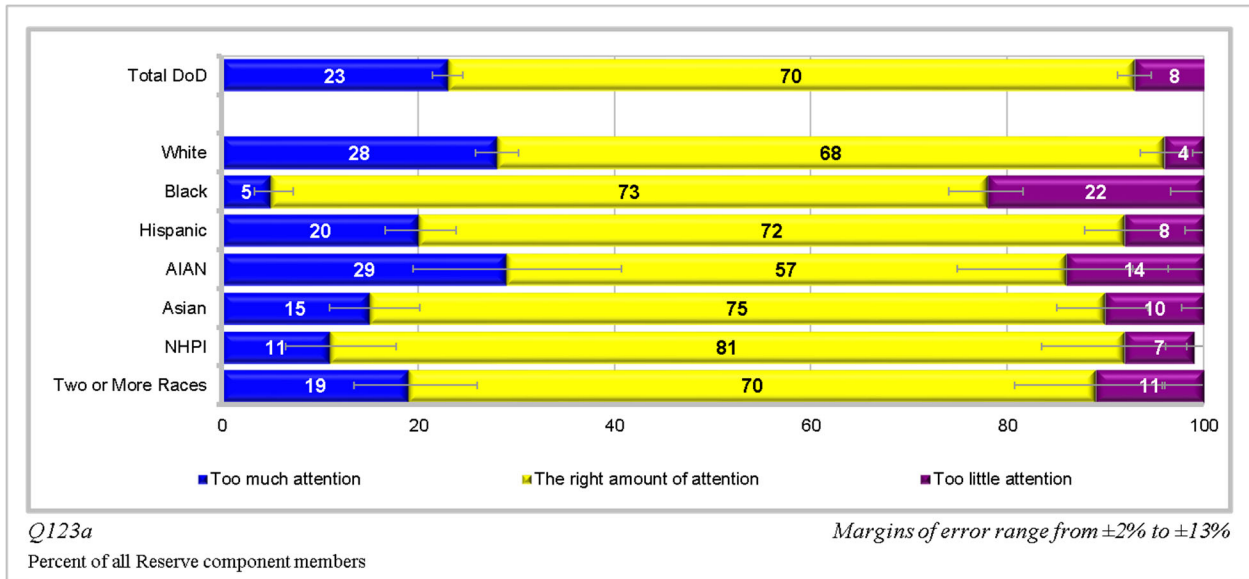


The right amount of attention. As shown in Figure 109, NHPI members (81%) were more likely to indicate the military paid *the right amount of attention* to racial/ethnic harassment and/or discrimination compared to members in other racial/ethnic groups.

Too much attention. White (non-Hispanic) members (28%) were more likely than members of other racial/ethnic groups to indicate that the military paid *too much attention* to racial/ethnic harassment and/or discrimination, whereas Black members (5%), NHPI members (11%), and Asian members (15%) were less likely than members of other racial/ethnic groups.

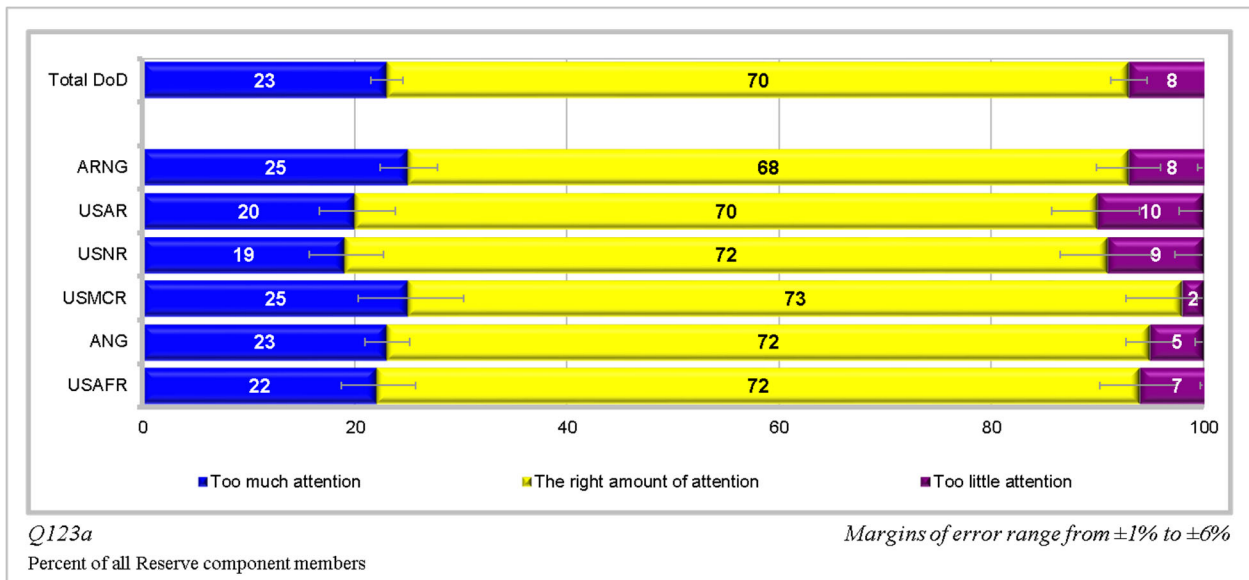
Too little attention. Black members (22%) were more likely than members of other racial/ethnic groups to indicate that the military paid *too little attention* to racial/ethnic harassment and/or discrimination, whereas White (non-Hispanic) members (4%) were less likely than members of other racial/ethnic groups.

Figure 109.
Military Level of Attention to Harassment/Discrimination, by Race/Ethnicity



Too little attention. As shown in Figure 110, USMCR members (2%) and ANG members (5%) were less likely to indicate that the military paid *too little attention* to racial/ethnic harassment and/or discrimination compared to members in other paygrades.

Figure 110.
Military Level of Attention to Harassment/Discrimination, by Reserve Component



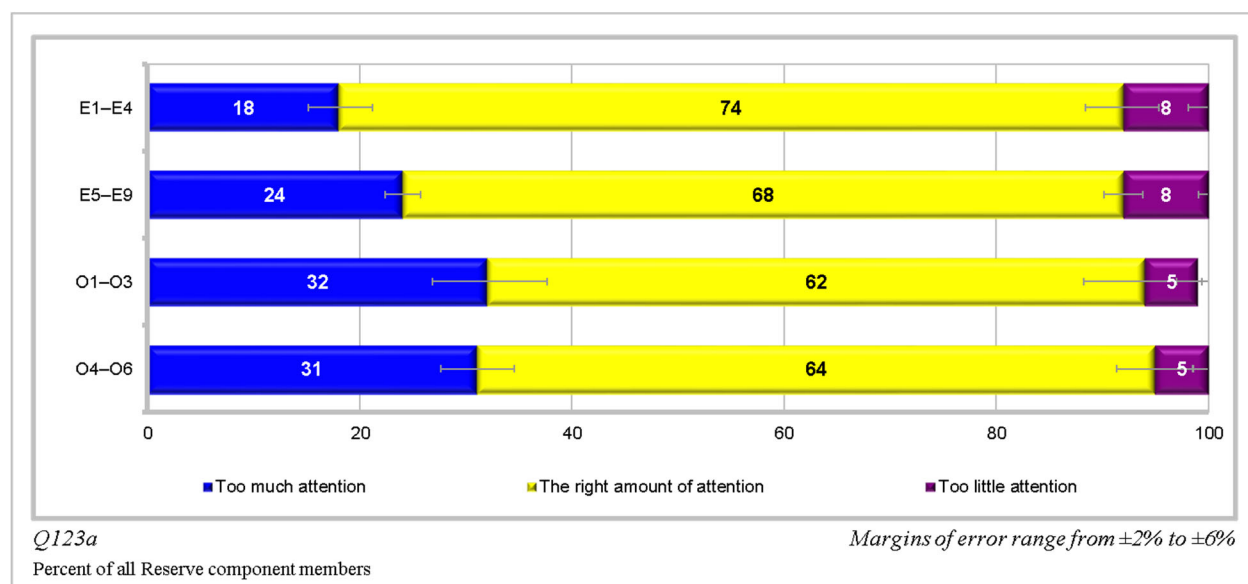
The right amount of attention. As shown in Figure 111, junior enlisted members (74%) were more likely than members in other paygrades to indicate the military paid *the right amount of*

attention to racial/ethnic harassment and/or discrimination, whereas junior officers (62%) and senior officers (64%) were less likely than members in other paygrades.

Too much attention. Junior officers (32%) and senior officers (31%) were more likely than members in other paygrades to indicate that the military paid *too much attention* to racial/ethnic harassment and/or discrimination, whereas junior enlisted members (18%) were less likely than members in other paygrades.

Too little attention. Senior officers (5%) were less likely to indicate that the military paid *too little attention* to racial/ethnic harassment and/or discrimination compared to members in other paygrades.

Figure 111.
Military Level of Attention to Harassment/Discrimination, by Paygrade



Immediate Military Supervisor Level of Attention to Harassment/Discrimination

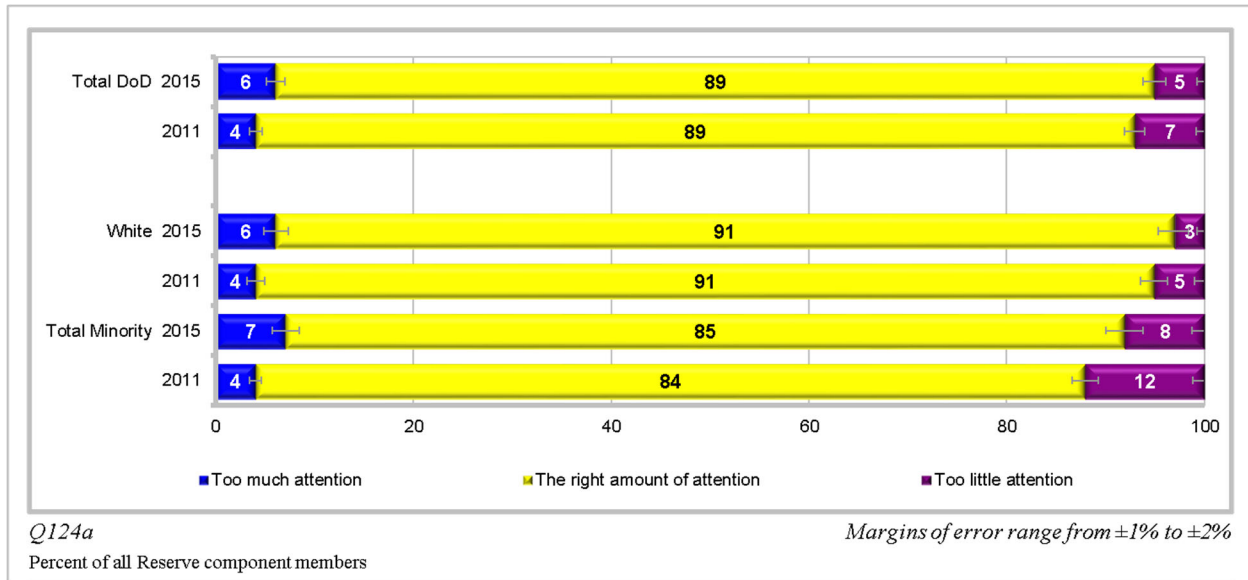
Members were asked whether they thought their immediate military supervisor has paid too much or too little attention to harassment and/or discrimination in the past several years. Specifically, members were asked about their perceptions pertaining to racial/ethnic harassment and/or discrimination. Response options included *too much attention*, *the right amount of attention*, or *too little attention*. Comparisons to 2011 are presented at the Total DoD level for these items.

As shown in Figure 112, 89% of members indicated their immediate military supervisor paid *the right amount of attention* to racial/ethnic harassment and/or discrimination (statistically unchanged from 2011), whereas 6% indicated *too much attention* (2 percentage points higher than 2011), and 5% indicated *too little attention* (2 percentage points lower than 2011). White (non-Hispanic) members (91%) were more likely to indicate that their immediate military

supervisor paid the *right amount of attention* to racial/ethnic harassment and/or discrimination, whereas Total Minority members (85%) were less likely. Total Minority members (8%) were more likely to indicate that their immediate military supervisor paid *too little attention* to racial/ethnic harassment and/or discrimination, whereas White (non-Hispanic) members (3%) were less likely.

Figure 112.

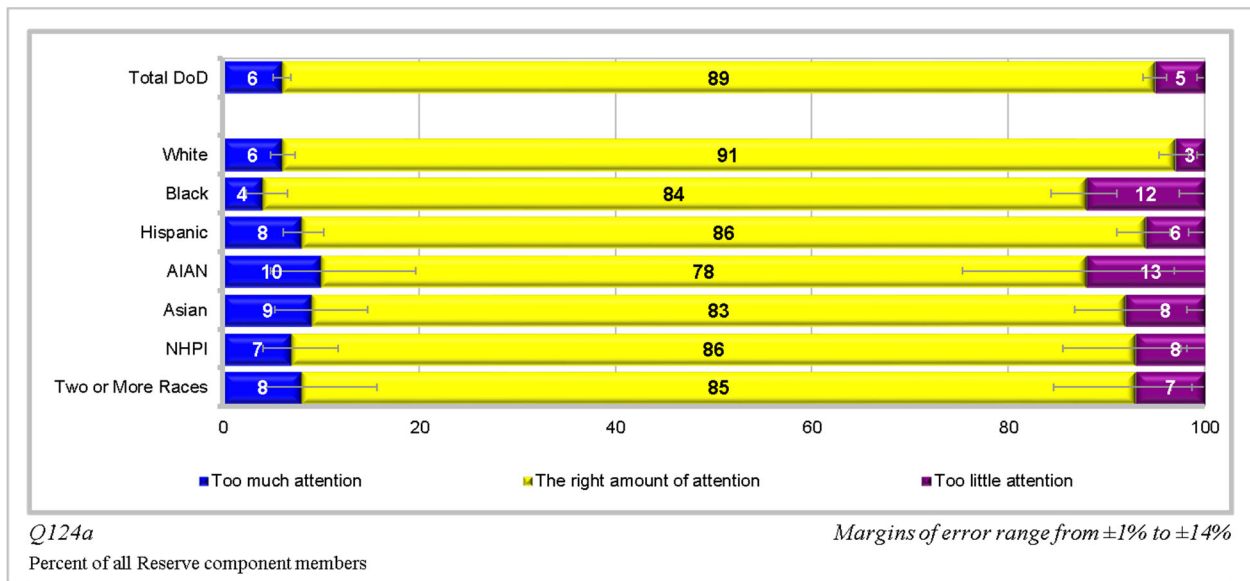
Immediate Military Supervisor Level of Attention to Harassment/Discrimination, by Total DoD and Minority Status



The right amount of attention. As shown in Figure 113, White (non-Hispanic) members (91%) were more likely than members of other racial/ethnic groups to indicate that their immediate military supervisor paid *the right amount of attention* to racial/ethnic harassment and/or discrimination, whereas Black members (84%) were less likely than members of other racial/ethnic groups.

Too little attention. Black members (12%) and Asian members (8%) were more likely than members of other racial/ethnic groups to indicate that their immediate military supervisor paid *too little attention* to racial/ethnic harassment and/or discrimination, whereas White (non-Hispanic) members (3%) were less likely than members of other racial/ethnic groups.

Figure 113.
Immediate Military Supervisor Level of Attention to Harassment/Discrimination, by Race/Ethnicity

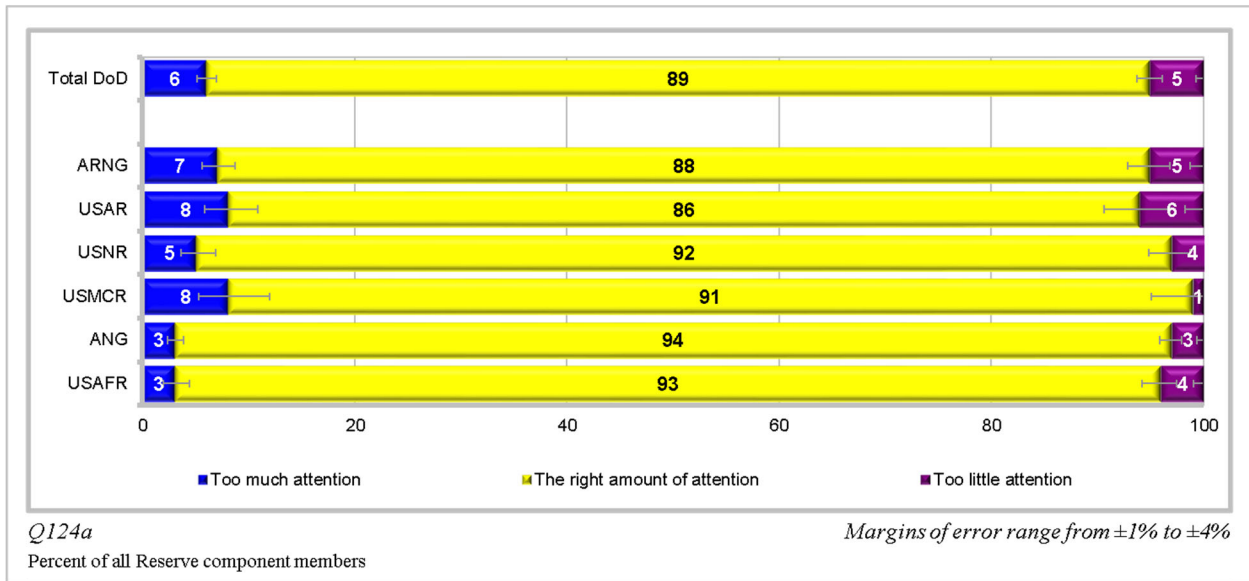


The right amount of attention. As shown in Figure 114, ANG members (94%) and USAFR members (93%) were more likely to indicate that their immediate military supervisor paid *the right amount of attention* to racial/ethnic harassment and/or discrimination compared to members in other components.

Too much attention. ANG members (3%) and USAFR members (3%) were less likely to indicate that their immediate military supervisor paid *too much attention* to racial/ethnic harassment and/or discrimination compared to members in other components.

Too little attention. USMCR members (1%) and ANG members (3%) were less likely to indicate that their immediate military supervisor paid *too little attention* to racial/ethnic harassment and/or discrimination compared to members in other components.

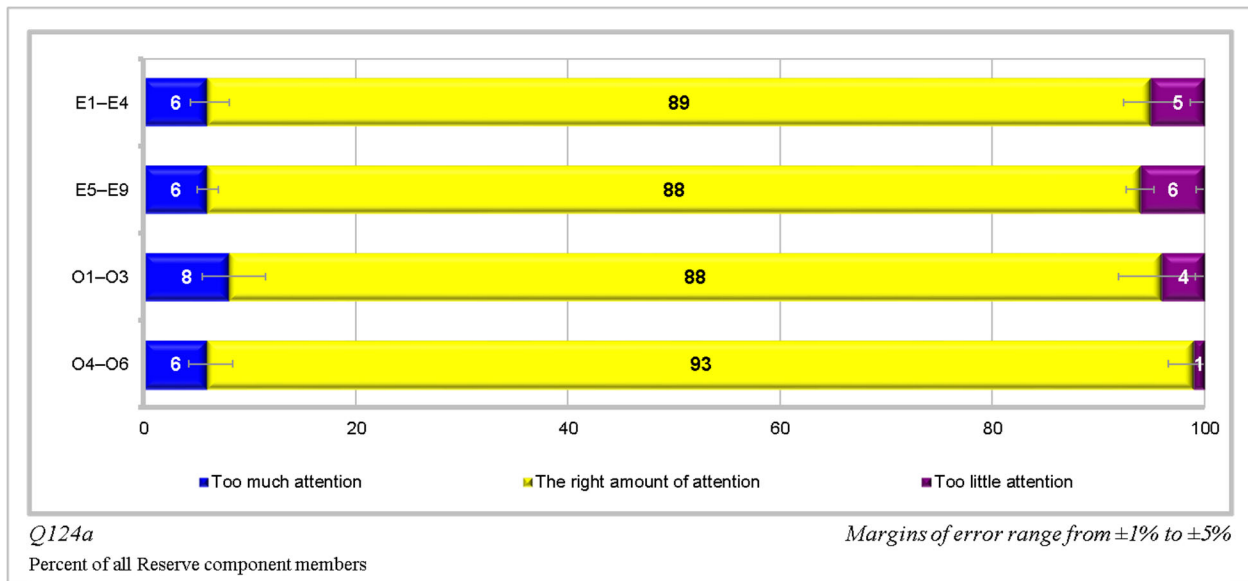
Figure 114.
Immediate Military Supervisor Level of Attention to Harassment/Discrimination, by Reserve Component



The right amount of attention. As shown in Figure 115, senior officers (93%) were more likely to indicate that their immediate military supervisor paid *the right amount of attention* to racial/ethnic harassment and/or discrimination compared to members in other paygrades.

Too little attention. Senior officers (1%) were less likely to indicate that their immediate military supervisor paid *too little attention* to racial/ethnic harassment and/or discrimination compared to members in other paygrades.

Figure 115.
Immediate Military Supervisor Level of Attention to Harassment/Discrimination, by Paygrade



Perceived Military/Civilian Comparisons and Outlook on Race Relations

Perceived Military/Civilian Comparisons and Outlook on Race Relations

- Findings from the 2015 WEOR revealed that there has been a slight shift in members' overall outlook on race relations in the nation and military; members perceive race relations to be somewhat worse.
- However, members perceived race relations in the military to be better than race relations in the nation overall. Therefore, member perception of race relations in the nation might influence their perception of race relations in the military or vice versa.

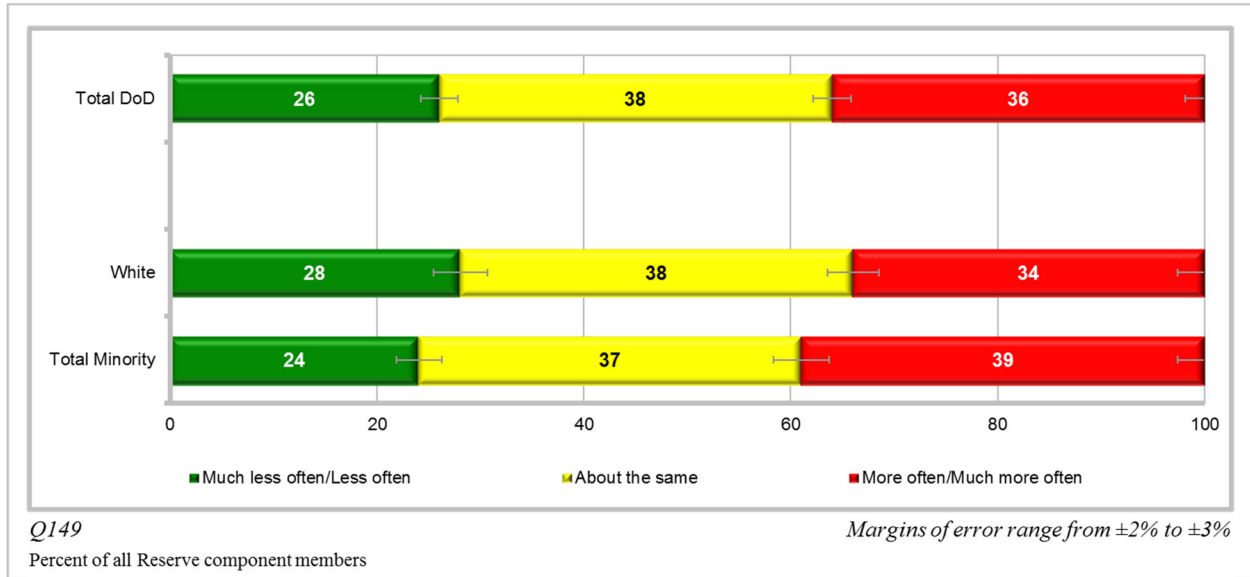
Four questions were used to assess members' perceptions of how race relations in the nation and the military have changed over time. The findings from these questions provide a general understanding of whether members thought that race relations have improved in the military and in the nation compared with the past five years. Analyses for race relations in the military were limited to those Reserve component members with at least five years of military service. Comparisons to 2011 and 2007 are presented at the Total DoD level where available for some of these items.

Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Nation Now Compared With the Last Five Years

As shown in Figure 116, 36% of members indicated that racial/ethnic harassment/discrimination occurs in the nation **more often** now than in the past five years, whereas 26% of members indicated that it happens **less often**. Total Minority members (39%) were more likely to indicate

that racial/ethnic harassment/discrimination occurs in the nation **more often** now than in the past five years compared to White (non-Hispanic) members (34%).

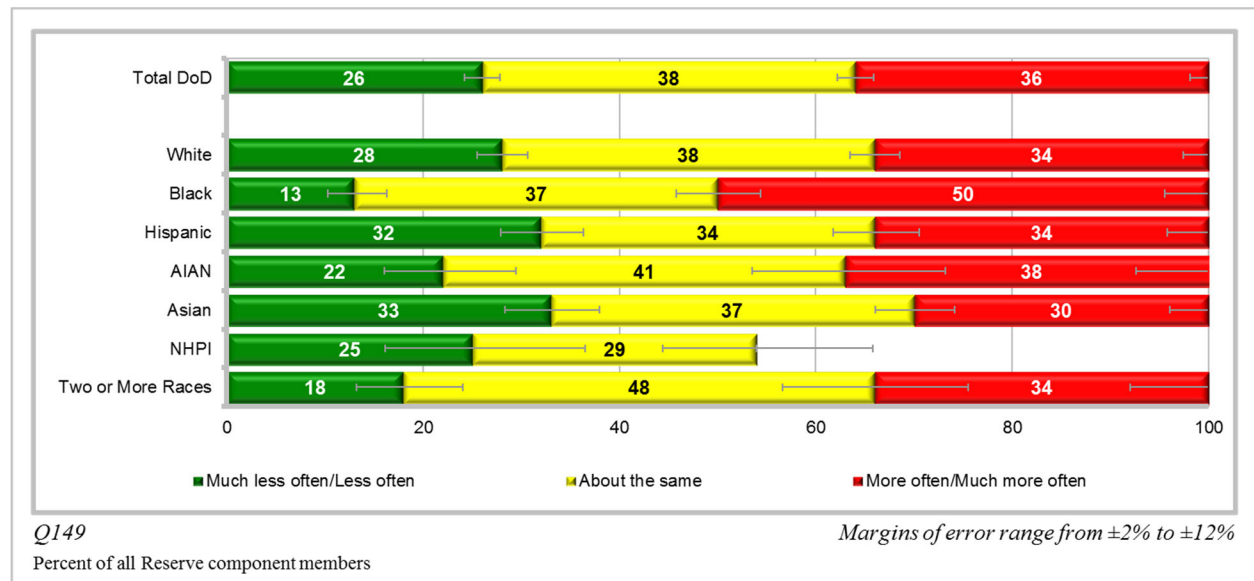
Figure 116.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Nation Now Compared With the Last Five Years, by Total DoD and Minority Status



Much more often. As shown in Figure 117, Black members (50%) were more likely to indicate that racial/ethnic harassment/discrimination occurs in the nation **more often** now than in the past five years compared to members of other racial/ethnic groups.

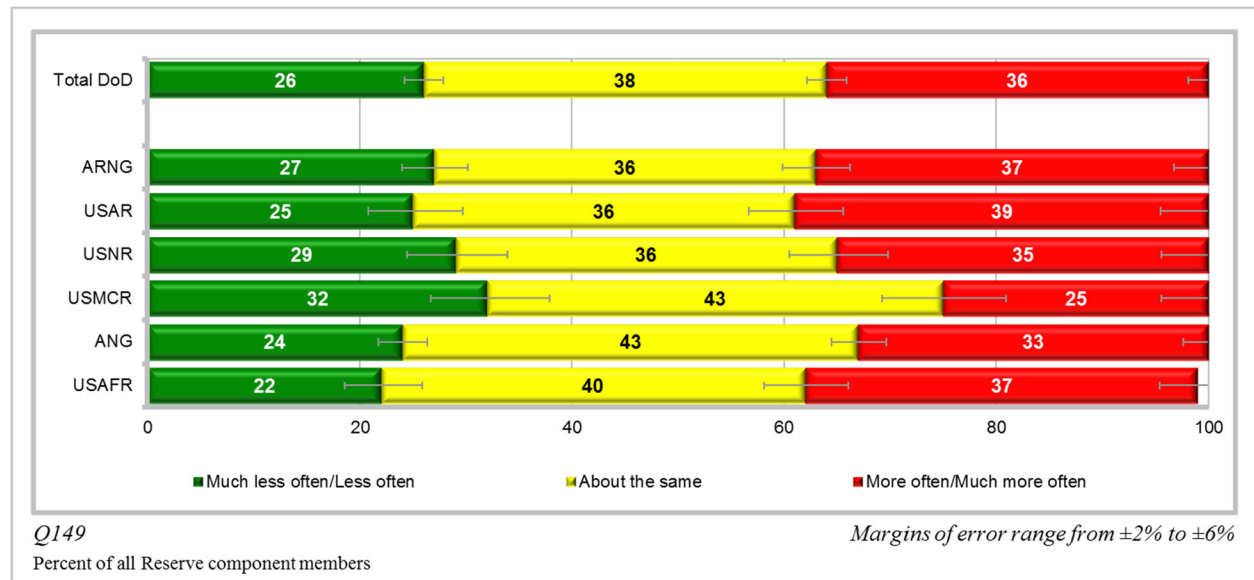
Much less often. Asian members (33%) and Hispanic members (32%) were more likely to indicate that racial/ethnic harassment/discrimination occurs in the nation **less often** now than in the past five years compared to members of other racial/ethnic groups.

Figure 117.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Nation Now Compared With the Last Five Years, by Race/Ethnicity



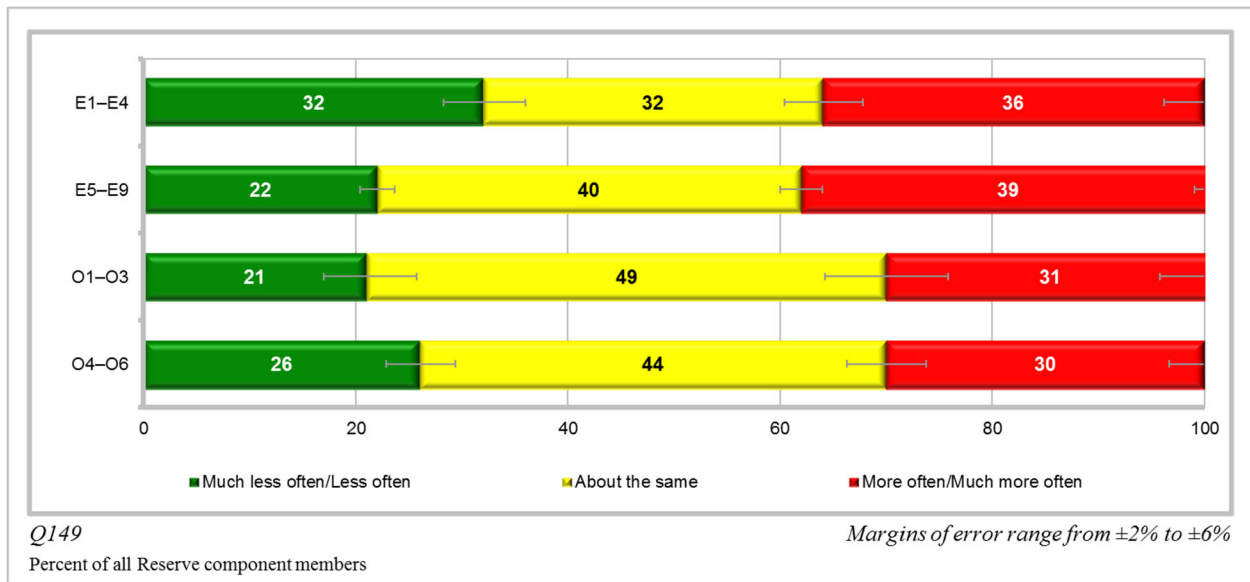
As shown in Figure 118, there were no statistically significant differences between components.

Figure 118.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Nation Now Compared With the Last Five Years, by Reserve Component



Much less often. As shown in Figure 119, junior enlisted members (32%) were more likely to indicate that racial/ethnic harassment/discrimination occurs in the nation **less often** now than in the past five years compared to members in other paygrades.

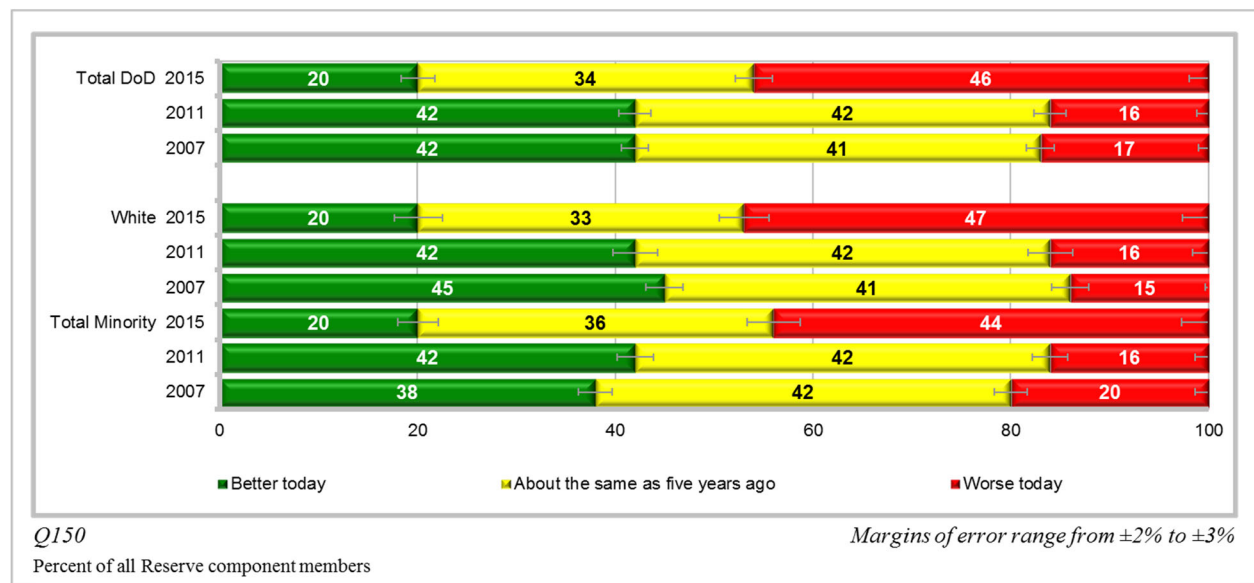
Figure 119.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Nation Now Compared With the Last Five Years, by Paygrade



Racial/Ethnic Relations in the Nation Over the Last Five Years

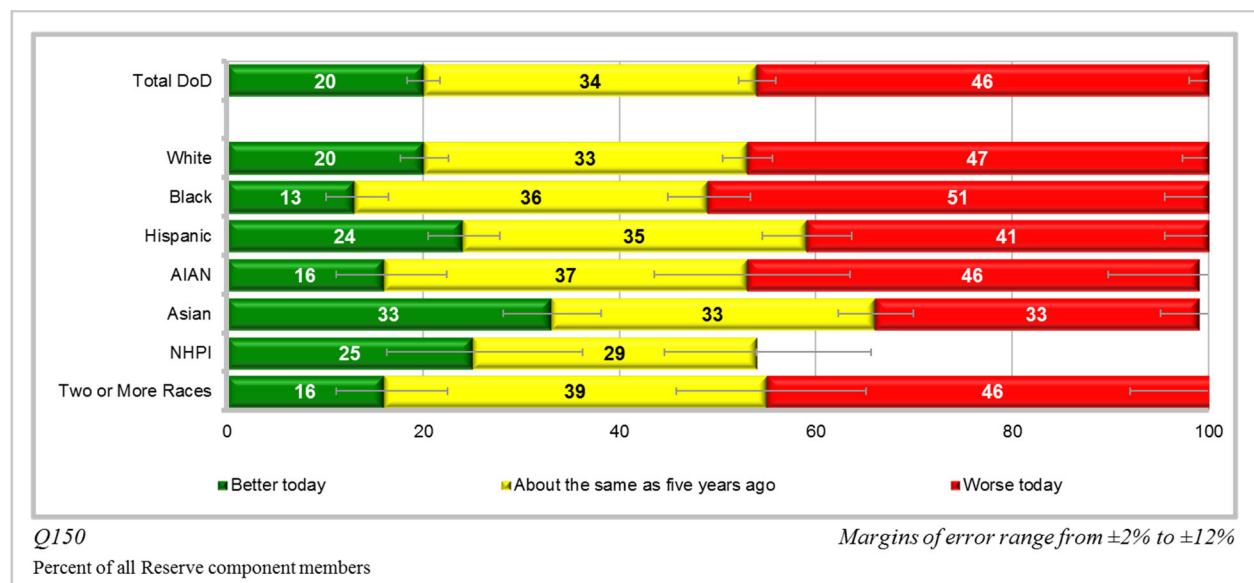
As shown in Figure 120, 20% of members indicated that racial/ethnic relations in the nation are **better today** than five years ago (22 percentage points lower than 2011 and 2007), whereas 46% indicated it is **worse today** (30 percentage points higher than 2011 and 29 percentage points higher than 2007). About one-third (34%) of members indicated that racial/ethnic relations in the nation are **about the same as five years ago** (8 percentage points lower than 2011 and 7 percentage points lower than 2007). There were no statistically significant differences between White (non-Hispanic) members and Total Minority members.

Figure 120.
Racial/Ethnic Relations in the Nation Over the Last Five Years, by Total DoD and Minority Status



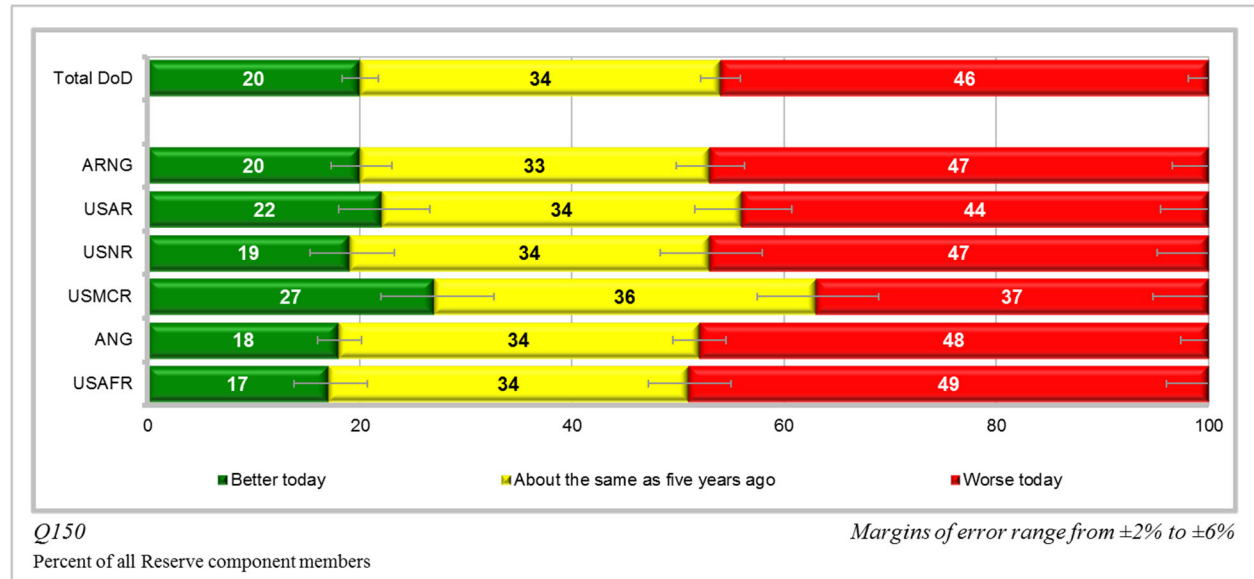
Better today. As shown in Figure 121, Asian members (33%) were more likely to indicate that racial/ethnic relations in the nation are **better today** compared to members of other racial/ethnic groups.

Figure 121.
Racial/Ethnic Relations in the Nation Over the Last Five Years, by Race/Ethnicity



As shown in Figure 122, there were no statistically significant differences between components.

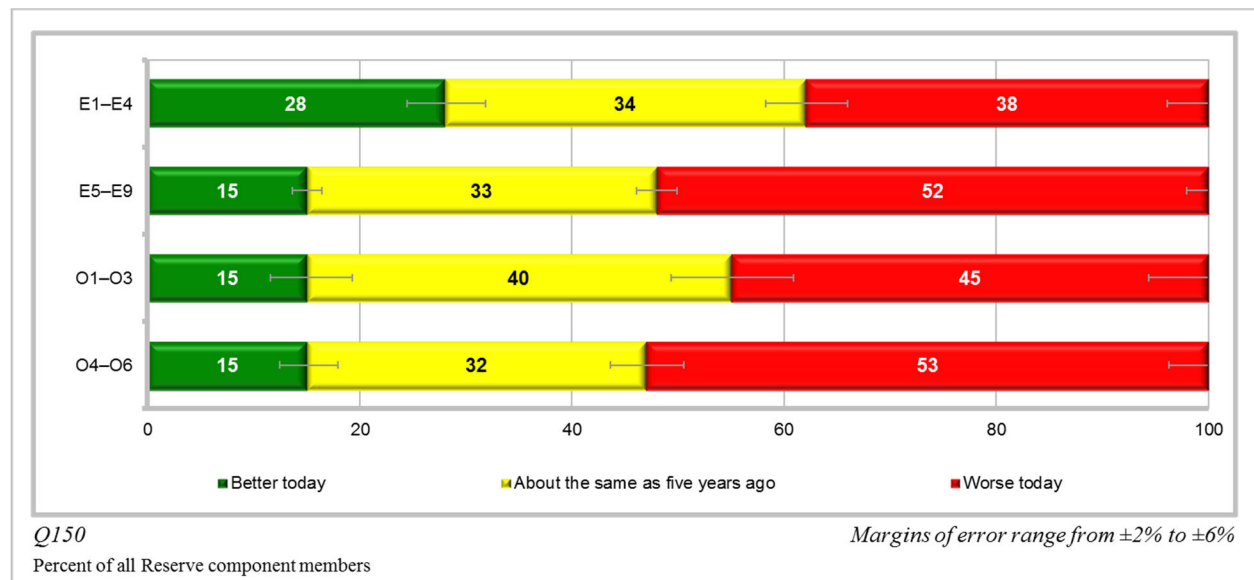
Figure 122.
Racial/Ethnic Relations in the Nation Over the Last Five Years, by Reserve Component



Better today. As shown in Figure 123, junior enlisted members (28%) were more likely to indicate that racial/ethnic relations in the nation are **better today** compared to members in other paygrades.

Worse today. Senior officers (53%) and senior enlisted members (52%) were more likely to indicate that racial/ethnic relations in the nation are **worse today** compared to members in other paygrades.

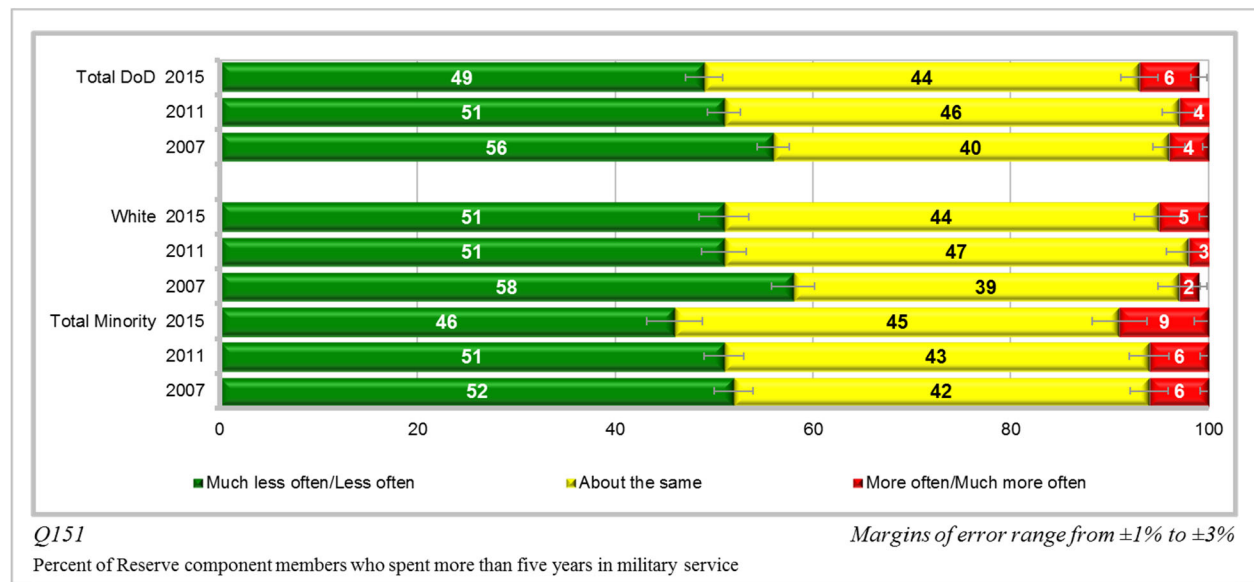
Figure 123.
Racial/Ethnic Relations in the Nation Over the Last Five Years, by Paygrade



Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Military Now Compared With the Last Five Years

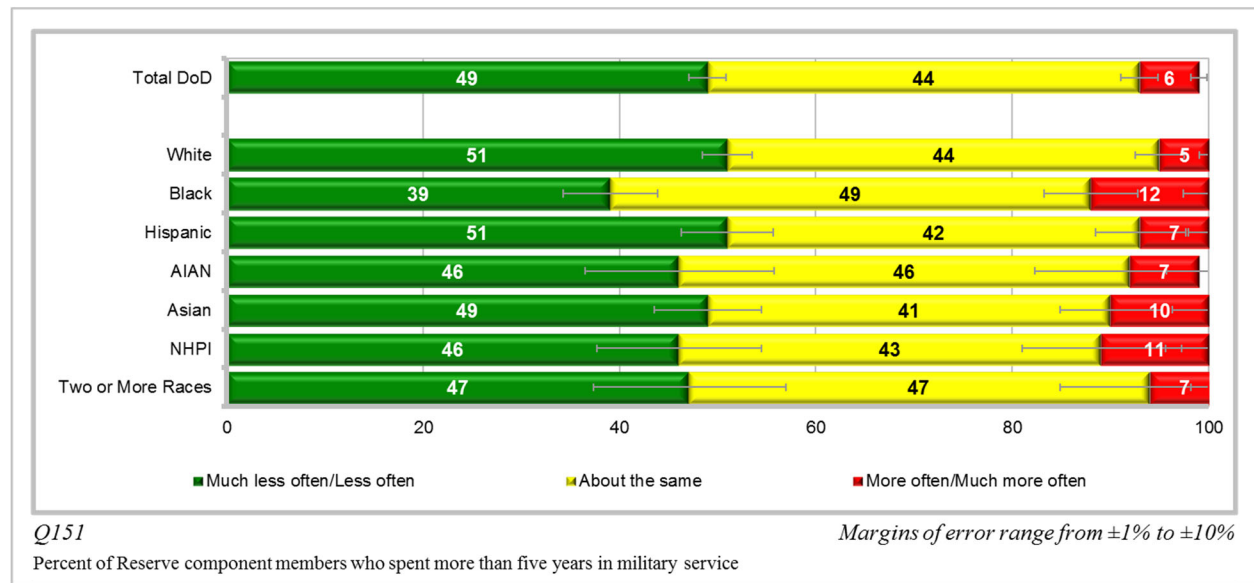
As shown in Figure 124, 6% of members indicated that racial/ethnic harassment/discrimination occurs in the military **more often** (2 percentage points higher than 2011 and 2007), whereas 49% of members indicated **less often** (statistically unchanged from 2011 and 7 percentage points lower than 2007). Overall, 44% of members indicated that racial/ethnic harassment/discrimination occurs in the military **about the same** now compared with the last five years (statistically unchanged from 2011 and 4 percentage points higher than 2007). Total Minority members (9%) were more likely to indicate that racial/ethnic harassment/discrimination occurs in the military **more often** compared to White (non-Hispanic) members (5%).

Figure 124.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Military Now Compared With the Last Five Years, by Total DoD and Minority Status



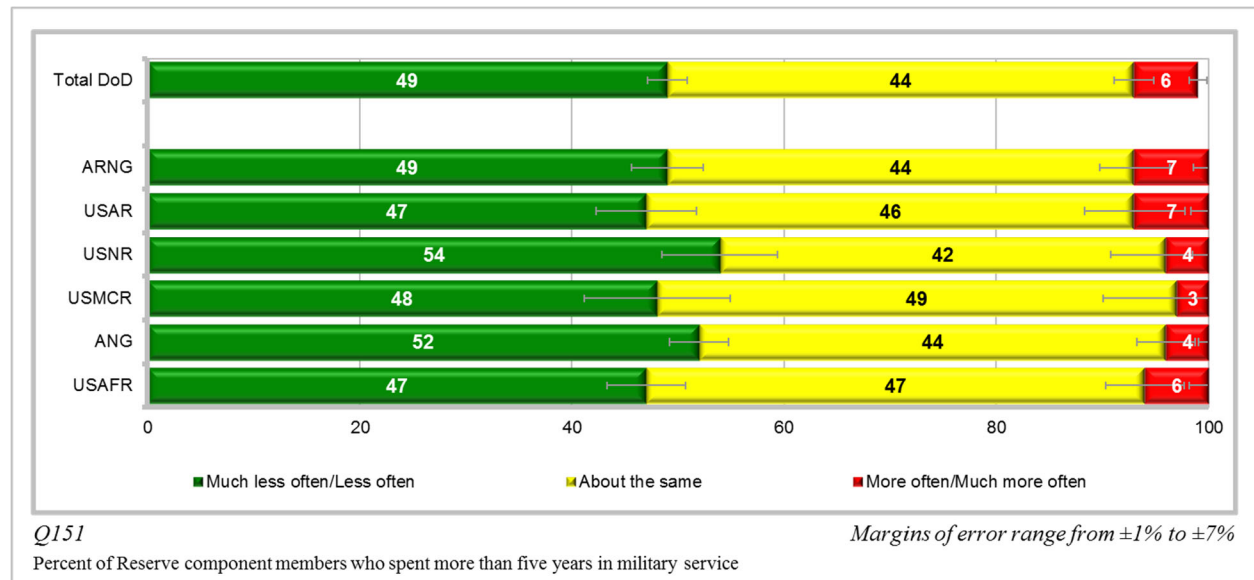
Much more often. As shown in Figure 125, Black members (12%) were more likely to indicate that racial/ethnic harassment/discrimination occurs in the military **more often** than in the last five years compared to members of other racial/ethnic groups.

Figure 125.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Military Now Compared With the Last Five Years, by Race/Ethnicity



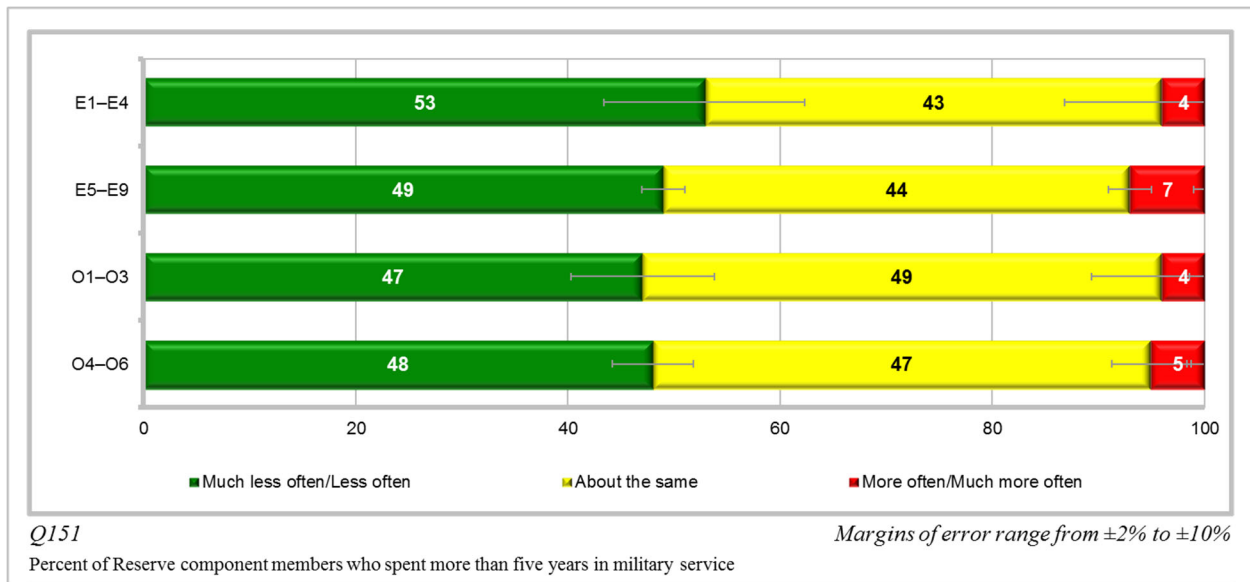
As shown in Figure 126, there were no statistically significant differences between components.

Figure 126.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Military Now Compared With the Last Five Years, by Reserve Component



Much more often. As shown in Figure 127, senior enlisted members (7%) were more likely to indicate that racial/ethnic harassment/discrimination occurs in the military **more often** than in the last five years compared to members in other paygrades.

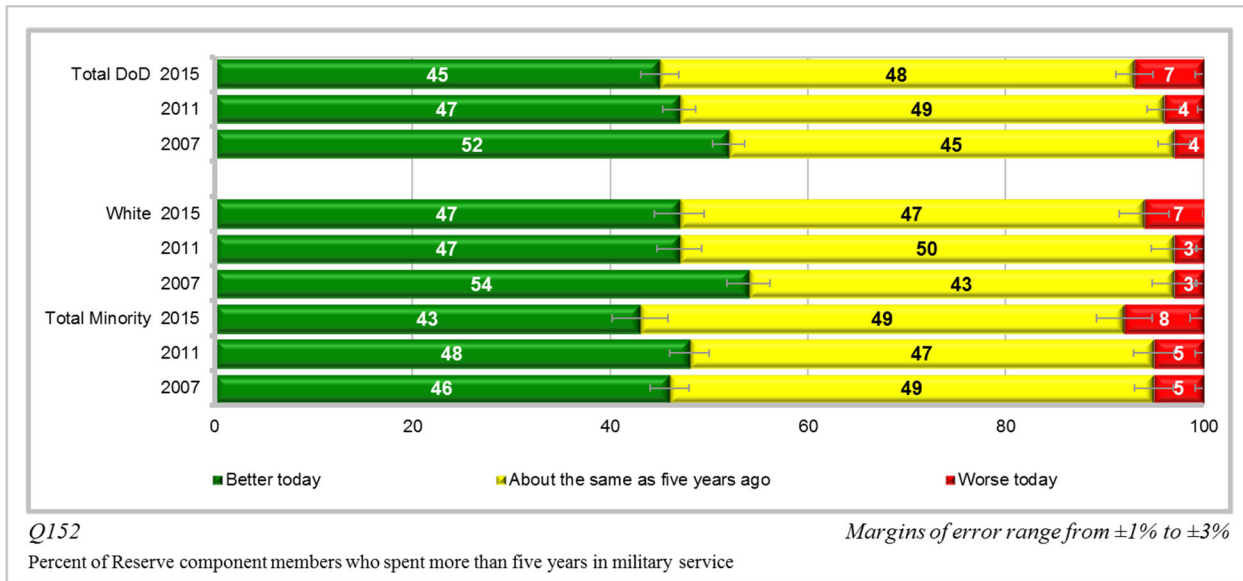
Figure 127.
Occurrence of Racial/Ethnic Harassment and Racial/Ethnic Discrimination in the Military Now Compared With the Last Five Years, by Paygrade



Racial/Ethnic Relations in the Military Over the Last Five Years

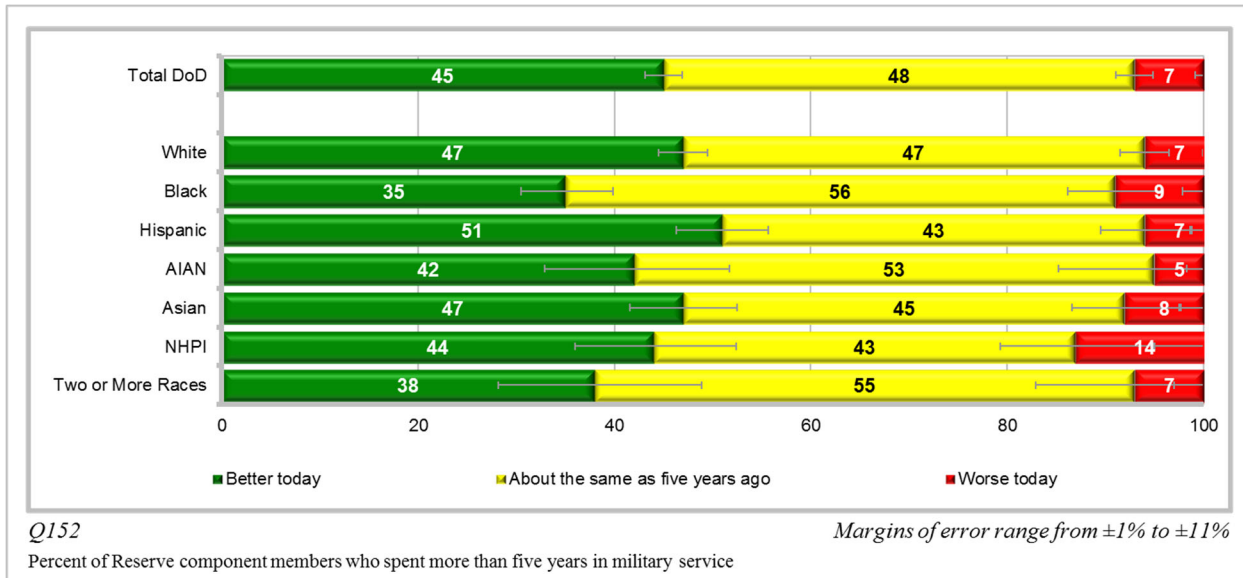
As shown in Figure 128, 45% of members indicated that racial/ethnic relations in the military are **better today** than five years ago (statistically unchanged from 2011 and 7 percentage points lower than 2007), whereas 7% indicated it is **worse today** (3 percentage points higher than 2011 and 2007). There were no statistically significant differences between White (non-Hispanic) members and Total Minority members.

Figure 128.
Racial/Ethnic Relations in the Military Over the Last Five Years, by Total DoD and Minority Status



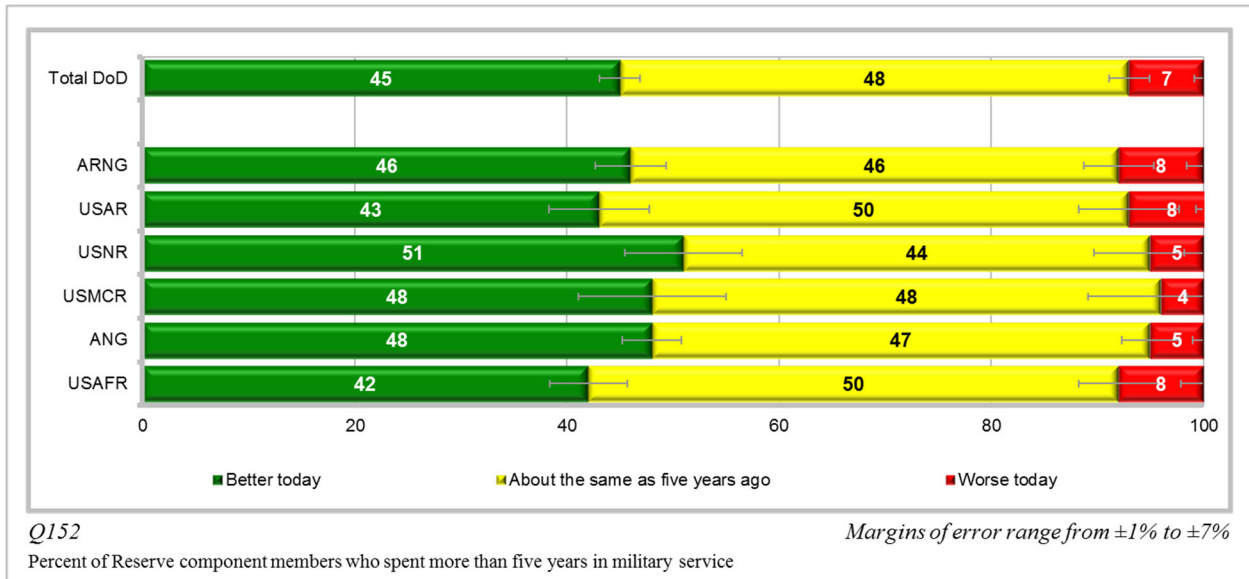
As shown in Figure 129, there were no statistically significant differences between racial/ethnic groups.

Figure 129.
Racial/Ethnic Relations in the Military Over the Last Five Years, by Race/Ethnicity



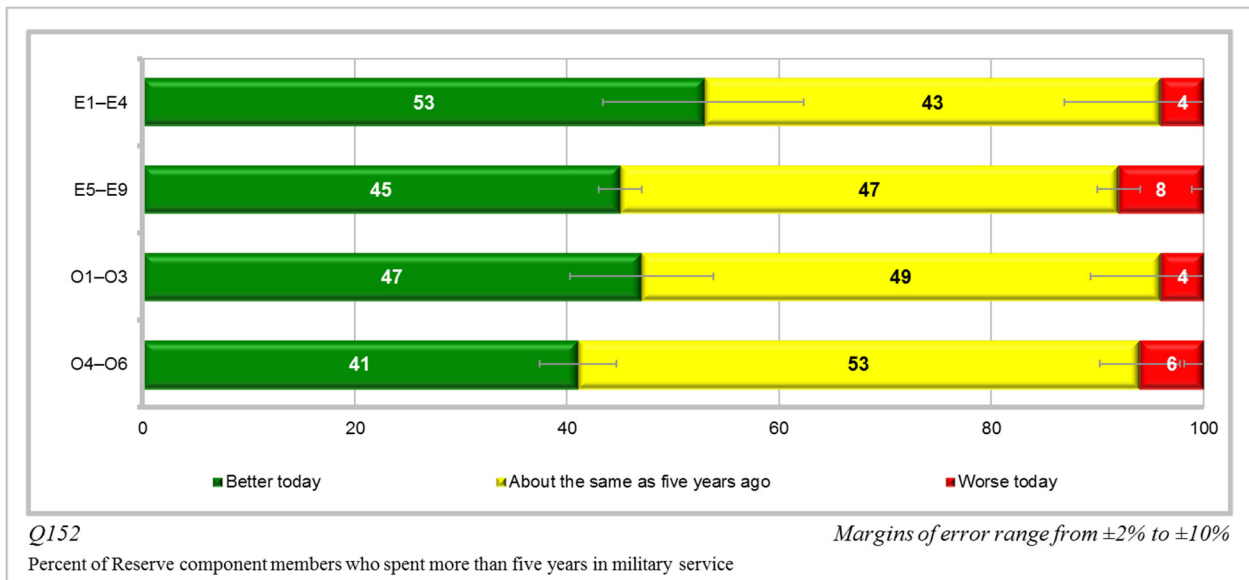
As shown in Figure 130, there were no statistically significant differences between components.

Figure 130.
Racial/Ethnic Relations in the Military Over the Last Five Years, by Reserve Component



Worse today. As shown in Figure 131, senior enlisted members (8%) were more likely to indicate that racial/ethnic relations in the military are **worse today** than five years ago compared to members in other paygrades.

Figure 131.
Racial/Ethnic Relations in the Military Over the Last Five Years, by Paygrade



Collectively, results indicate a shift in members’ overall outlook on race relations in the nation and military. Specifically, members indicated perceiving race relations in the nation and the

military to be somewhat worse compared to five years ago. However, members indicated perceiving race relations in the military to be better than race relations in the nation overall.

Chapter 7: Race/Ethnicity-Related Organizations

This chapter discusses perceived problems with extremist organizations, hate crimes/activities, and gangs at members' military duty stations and in the local community around their military duty stations.

Since the 1960s, the DoD has published formal policies that prohibit Service member participation in hate crimes/activities and extremist organizations. DoD Instruction 1325.06, *Handling Dissident and Protest Activities Among Members of the Armed Forces*, states that military personnel must reject active participation in organizations that espouse supremacist, extremist, or criminal gang causes; not attempt to create illegal discrimination based on race, creed, color, sex, religion, or national origin; not advocate the use of force or violence; and not otherwise engage in efforts to deprive individuals of their civil rights (DoD, 2012b). Senior DoD officials have stressed DoD's continuing commitment to eliminate extremist activity in the military (Department of the Army, 2009).

Gangs may differ from extremist organizations and hate crimes/activities in their focus on criminal activities versus personal affronts based on race/ethnicity. Gang members who join the military can disrupt good order and discipline, increase criminal activity on and off military installations, and compromise installation security and force protection. The DoD is, therefore, committed to continually assessing these issues in the WEO surveys. The existence of gangs in areas surrounding military installations and the interaction of gang members with Reserve component and active duty Service members can pose a threat to members' well-being and a potential for disruption of military performance and cohesion.

Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Military Duty Station

In response to concerns about hate crimes and gang activities involving military personnel, members were asked about the extent to which they perceived **racist/extremist organizations or individuals, hate crimes**, and/or **gangs** to be problematic at their military duty station. In this section, findings are reported for members who indicated problems to a *very large extent* or *large extent*, which are collapsed into a single category of "*large extent*." This question was asked in the 2007 and 2011 administration of the survey, and therefore, trends from 2015 to those years are available.

As shown in Table 59, the large majority of members indicated that they perceived **racist/extremist organizations or individuals, hate crimes**, and/or **gangs** were **not at all** a problem at their military duty station. Perceptions about **racist/extremist organizations or individuals** being **not at all** a problem were down 5 percentage points from 2011 and 3 percentage points from 2007. Perceptions about **hate crimes** being **not at all** a problem were down 4 percentage points from 2011 and 3 percentage points from 2007. Perceptions about **gangs** being **not at all** a problem were down 3 percentage points from 2011 and statistically unchanged from 2007.

Overall, 5% of members indicated that they perceived **racist/extremist organizations or individuals, hate crimes, and/or gangs** to be a problem to a **large extent** at their military duty station. Perceptions about **racist/extremist organizations or individuals** and **hate crimes** being a problem to a **large extent** were each up 4 percentage points from 2011 and 2007, and perceptions about **gangs** being a problem to a **large extent** were up 3 percentage points from 2011 and 2007.

Table 60, Table 61, and Table 62 provide breakouts for race/ethnicity, component, and paygrade.

Table 59.

Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Military Duty Station, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: red; margin-right: 5px; margin-left: 5px;"></div> Higher Response Large Extent </div>	Total DoD	Non-Hispanic White	Total Minority
Not at All			
Are hate crimes a problem?	90%	92%	85%
Are gangs a problem?	88%	90%	85%
Are racist/extremist organizations or individuals a problem?	86%	90%	81%
<i>Margins of Error</i>	±2%	±2-3%	±2-3%
Large Extent			
Are hate crimes a problem?	5%	4%	7%
Are gangs a problem?	5%	4%	7%
Are racist/extremist organizations or individuals a problem?	5%	4%	6%
<i>Margins of Error</i>	±2%	±2%	±2%

Note. 2015 WEOR Q133.

Table 60.
Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Military Duty Station, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px;"></div> Higher Response Large Extent </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Not at all								
Are hate crimes a problem?	90%	92%	83%	88%	93%	80%	84%	84%
Are gangs a problem?	88%	90%	85%	86%	91%	81%	83%	86%
Are racist/extremist organizations or individuals a problem?	86%	90%	76%	85%	84%	76%	81%	82%
<i>Margins of Error</i>	±2%	±2-3%	±4-5%	±4%	±4-12%	±4%	±9-10%	±9%
Large Extent								
Are hate crimes a problem?	5%	4%	8%	6%	3%	8%	6%	5%
Are gangs a problem?	5%	4%	8%	6%	4%	8%	5%	6%
Are racist/extremist organizations or individuals a problem?	5%	4%	8%	5%	3%	8%	6%	3%
<i>Margins of Error</i>	±2%	±2%	±3%	±2-3%	±3-6%	±3%	±4-5%	±4-5%

Note. 2015 WEOR Q133.

Table 61.
Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Military Duty Station, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px;"></div> Higher Response Large Extent </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
Not at All						
Are hate crimes a problem?	89%	88%	90%	90%	93%	92%
Are gangs a problem?	87%	87%	90%	89%	93%	89%
Are racist/extremist organizations or individuals a problem?	86%	84%	88%	89%	90%	89%
<i>Margins of Error</i>	±3%	±4%	±3%	±4%	±2%	±2-4%
Large Extent						
Are hate crimes a problem?	6%	5%	4%	6%	2%	2%
Are gangs a problem?	6%	6%	5%	5%	2%	2%
Are racist/extremist organizations or individuals a problem?	6%	5%	4%	5%	3%	3%
<i>Margins of Error</i>	±3%	±3%	±2%	±3-4%	±2%	±1%

Note. 2015 WEOR Q133.

Table 62.
Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Military Duty Station, by Paygrade

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px; margin-top: 5px;"></div> Higher Response Large Extent </div>	E1–E4	E5–E9	O1–O3	O4–O6
Not at All				
Are hate crimes a problem?	86%	92%	94%	92%
Are gangs a problem?	86%	90%	90%	89%
Are racist/extremist organizations or individuals a problem?	83%	88%	90%	90%
<i>Margins of Error</i>	±3-4%	±2%	±3-4%	±3%
Large Extent				
Are hate crimes a problem?	8%	3%	3%	2%
Are gangs a problem?	8%	3%	2%	2%
Are racist/extremist organizations or individuals a problem?	8%	3%	3%	2%
<i>Margins of Error</i>	±3%	±1%	±2-3%	±2%

Note. 2015 WEOR Q133.

Respondents who indicated that there were problems at their military duty station to a *large extent* or *very large extent* were asked to specify the problems that exist at their military duty station. Using the software program NVivo, an initial qualitative analysis was performed on all open-ended responses. Respondents indicated perceiving that these groups were *present at their military duty station* or that some *members were affiliated* with these organizations.

- ***Perception of gangs present at military duty station***
 - “Gangs. Gangs at the installation permeate through all conventional combat forces on the installation.”
 - Two or more racial groups, USAR
 - “There are over 118 gangs in the [LOCATION REDACTED] area.”
 - Black, ANG
- ***Member affiliation with gangs***
 - “Two of the soldiers in my unit were affiliated with a gang. I stood there while they talked about some of the stuff they have done.” — White, USAR
 - “Junior enlisted members with criminal gang affiliation.”
 - White, USNR

Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community Around Their Military Duty Station

The following sections summarize findings about members' perceptions of racist/extremist organizations, hate crimes, and gang activities *in the local community around their military duty station*. Although activities in the local community are outside the purview of ODEI, the DoD has a vested interest in assessing problems in these locations. Extremism, hate crimes, and gang activities that are perpetrated or experienced by members are a concern for DoD, regardless of whether they occur at a military duty station or in the local community near a military duty station. Concerns of Reserve component members for their, or their families,' personal safety from racist/extremist organizations, hate crimes, and gang activities may hurt readiness and impact member well-being. In this section, findings are reported for members who indicated problems to a *very large extent* or *large extent*, which are collapsed into a single category of "large extent."

As shown in Table 63, less than one-tenth of members indicated that **racist/extremist organizations or individuals** (4%), **hate crimes** (4%), and/or **gangs** (7%) were a problem to a **large extent** in the local community around their military duty station. The majority of members indicated that they perceived **racist/extremist organizations or individuals** (70%) and **hate crimes** (71%) were **not at all** a problem in the local community around their military duty station, whereas a little less than two-thirds indicated that they perceived **gangs** (63%) were **not at all** a problem.

Table 64, Table 65, and Table 66 provide breakouts for race/ethnicity, component, and paygrade.

Table 63.
Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community Around Their Military Duty Station, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px;"></div> Higher Response Large Extent </div> <th>Total DoD</th> <th>Non-Hispanic White</th> <th>Total Minority</th>	Total DoD	Non-Hispanic White	Total Minority
Not at All			
Are hate crimes a problem?	71%	70%	73%
Are racist/extremist organizations or individuals a problem?	70%	69%	71%
Are gangs a problem?	63%	60%	68%
<i>Margins of Error</i>	±2%	±3%	±3%
Large Extent			
Are hate crimes a problem?	4%	3%	5%
Are racist/extremist organizations or individuals a problem?	4%	4%	5%
Are gangs a problem?	7%	6%	7%
<i>Margins of Error</i>	±1-2%	±2%	±2%

Note. 2015 WEOR Q134.

Table 64.
Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community Around Their Military Duty Station, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: #FF0000; margin-right: 5px; margin-left: 5px;"></div> Higher Response Large Extent </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Not at all								
Are hate crimes a problem?	71%	70%	73%	75%	72%	70%	74%	71%
Are racist/extremist organizations or individuals a problem?	70%	69%	70%	74%	67%	66%	73%	65%
Are gangs a problem?	63%	60%	71%	68%	58%	67%	72%	59%
<i>Margins of Error</i>	±2%	±3%	±4%	±5%	±8-10%	±4-5%	±11-12%	±8-9%
Large Extent								
Are hate crimes a problem?	4%	3%	6%	5%	3%	6%	5%	5%
Are racist/extremist organizations or individuals a problem?	4%	4%	6%	4%	3%	6%	5%	4%
Are gangs a problem?	7%	6%	6%	8%	10%	8%	7%	6%
<i>Margins of Error</i>	±1-2%	±2%	±2-3%	±3-4%	±3-7%	±2-3%	±5-6%	±4-5%

Note. 2015 WEOR Q134.

Table 65.
Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community Around Their Military Duty Station, by Reserve Component

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: #FF0000; margin-right: 5px; margin-left: 5px;"></div> Higher Response Large Extent </div>	ARNG	USAR	USNR	USMCR	ANG	USAFR
Not at all						
Are hate crimes a problem?	76%	71%	65%	74%	63%	66%
Are racist/extremist organizations or individuals a problem?	74%	71%	62%	72%	61%	63%
Are gangs a problem?	70%	63%	53%	64%	52%	53%
<i>Margins of Error</i>	±3-4%	±5%	±5-6%	±6%	±3%	±4-5%
Large Extent						
Are hate crimes a problem?	3%	5%	4%	4%	3%	3%
Are racist/extremist organizations or individuals a problem?	4%	6%	4%	3%	4%	4%
Are gangs a problem?	5%	8%	7%	8%	8%	6%
<i>Margins of Error</i>	±2%	±3-4%	±2-3%	±2-4%	±2%	±2%

Note. 2015 WEOR Q134.

Table 66.
Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community Around Their Military Duty Station, by Paygrade

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008000; margin-right: 5px;"></div> Higher Response Not at All <div style="width: 15px; height: 15px; background-color: #ff0000; margin-right: 5px; margin-top: 5px;"></div> Higher Response Large Extent </div>	E1–E4	E5–E9	O1–O3	O4–O6
Not at All				
Are hate crimes a problem?	76%	69%	73%	61%
Are racist/extremist organizations or individuals a problem?	75%	66%	68%	57%
Are gangs a problem?	70%	59%	60%	47%
<i>Margins of Error</i>	±4%	±2%	±6%	±4%
Large Extent				
Are hate crimes a problem?	5%	3%	2%	2%
Are racist/extremist organizations or individuals a problem?	6%	4%	2%	2%
Are gangs a problem?	6%	7%	4%	9%
<i>Margins of Error</i>	±3%	±1-2%	±2%	±2-3%

Note. 2015 WEOR Q134.

Similar to the previous section, members who indicated that there were problems in the local community around their military duty station to a *large extent* or *very large extent* were asked to specify the problems that exist. Gang-specific problems were the most frequently mentioned issues that members indicated perceiving in the local community around their military duty station. This aligns with the slightly higher estimate (7%) for gangs being a problem to a large extent in the local community around their military duty station than at their military duty station (5%). Members often indicated that the gang-related problems included issues related to *high crime rates and violence* (e.g., armed robberies, theft, vandalism, drive-by shootings) or issues with *drugs or human trafficking*. Examples of these gang-related issues include the following comments:

- **High crime rates and violence**
 - *“Within the area, there are several different gangs. There have also been crimes that have occurred with the theft of material from the Command.”* — Asian, USNR
 - *“My local community around my military duty location has a high crime rate, and violent crimes do occur on a regular basis. The area is also a high drug area, and gangs are a problem. We strongly encourage the buddy system leaving our facility as well as traveling around the community.”* — White, ARNG
 - *“In the surrounding community there is a lot of gang-related crime (drugs, rape, assault, shootings, stabbing, prostitution, murder).”* — Hispanic, ANG
- **Drugs or human trafficking**
 - *“Significant drug trafficking/gang involvement within areas of the city in which my duty station is located.”* — White, USAFR
 - *“Gangs, drug running, and human trafficking/kidnapping are all huge problems at the installation due to the proximity of the installation and major interstates.”* — White, USNR
 - *“Illegal immigration, human trafficking, drug smuggling, and gangs.”* — Hispanic, ANG

Analysis of Problematic Locations

Analysis of comments provided by respondents on the 2011 WEOR revealed that, of the three issues examined (relating to extremist groups, hate crimes, and gangs), problems, specifically with gangs, were more likely to be a function of their installation’s location (Namrow, Hylton, & Gaither, 2014). Primary themes from the comments highlighted the relationship between the location of the installation with emphasis on issues related to crime, violence, and drugs. To understand where these activities were taking place in 2015, OPA analyzed the documented location of respondents who indicated that there was a problem with any of the three issues.

In order to protect the privacy of the respondents, OPA only reports out location by the Census-derived locations.⁵⁴ Overall, 5% of members indicated that there were problems to a *large extent* or *very large extent* at their military duty station. As shown in Table 67, some variation was observed based on geographic location, with 11% of members from outside the continental United States (OCONUS)⁵⁵ indicating that there were problems to a *large extent* or *very large extent* at their military duty station compared to 6% in the Northeast, 5% in the South and Midwest, and 4% in the West.

Similarly, 5% of members indicated that there were problems to a *large extent* or *very large extent* in the local community around their military duty station. Also shown in Table 67, some variation was observed based on geographic location, with 7% of members from outside the continental United States (OCONUS) indicating that there were problems to a *large extent* or *very large extent* in the local community around their military duty station compared to 6% in the South, 5% in the West, and 4% in the Northeast and Midwest.

⁵⁴ “West” includes the following states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, New Mexico, Nevada, Oregon, Utah, Washington, and Wyoming; “Midwest” includes the following states: Iowa, Illinois, Indiana, Kansas, Michigan, Minnesota, Missouri, North Dakota, Nebraska, Ohio, South Dakota, and Wisconsin; “Northeast” includes the following states: Connecticut, Massachusetts, Maine, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; and “South” includes the following states: Alabama, Arkansas, District of Columbia, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

⁵⁵ Responses were rolled up into the four regions, with the territories and missing data falling into the “Other” (e.g., Guam, Puerto Rico) category.

Table 67.

Percent of Members Who Indicated There Was a Problem to a Large or Very Large Extent for Total DoD by Geographic Location

	Indicated problem to a <i>Large</i> or <i>Very large extent</i>
At their military duty station...	Percent of Members
West	4%
Midwest	5%
Northeast	6%
South	5%
Other ^a	11%
Total	5%
In the local community around their military duty station...	Percent of Members
West	5%
Midwest	4%
Northeast	4%
South	6%
Other ^a	7%
Total	5%

Note. 2015 WEOR Q133, Q134.

^a Responses were rolled up into the four regions, with the territories and missing data falling into the “Other” (e.g., Guam, Puerto Rico) category.

Agreement With Discriminatory Ideals of Other Organizations

To gauge perceptions about potentially problematic groups, members were asked whether they agree with the ideals of organizations that might have principles that misalign with DoD’s guidance on race relations. As shown in Table 68, members indicated that they agreed with the ideals of organizations that *support the separation of people based on race/ethnicity* (8%), *warn of the dangers of interactions between people of different races/ethnicities* (13%), and/or *point out the dangers of racial/ethnic diversity* (17%). Collectively, 19% of members indicated that they agreed with at least one of the ideals of organizations that endorse discriminatory or segregationist statements regarding race/ethnicity.

Table 69, Table 70, and Table 71 provide breakouts for race/ethnicity, component, and paygrade.

Table 68.
Agreement With Discriminatory Ideals of Other Organizations, by Total DoD and Minority Status

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: purple; margin-right: 5px;"></div> Higher Response <div style="width: 15px; height: 15px; background-color: yellow; margin-right: 5px; margin-left: 5px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Total Minority
Agreement with ideals of organizations that point out the dangers of racial/ethnic diversity	17%	14%	20%
Agreement with ideals of organizations that warn of the dangers of interactions between people of different races/ethnicities	13%	11%	15%
Agreement with ideals of organizations that support the separation of people based on race/ethnicity	8%	6%	11%
<i>Margins of Error</i>	±2%	±2-3%	±2-3%

Note. 2015 WEOR Q132.

Table 69.
Agreement With Discriminatory Ideals of Other Organizations, by Race/Ethnicity

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: purple; margin-right: 5px;"></div> Higher Response <div style="width: 15px; height: 15px; background-color: yellow; margin-right: 5px; margin-left: 5px;"></div> Lower Response </div>	Total DoD	Non-Hispanic White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Agreement with ideals of organizations that point out the dangers of racial/ethnic diversity	17%	14%	24%	16%	20%	23%	28%	19%
Agreement with ideals of organizations that warn of the dangers of interactions between people of different races/ethnicities	13%	11%	16%	13%	17%	21%	20%	16%
Agreement with ideals of organizations that support the separation of people based on race/ethnicity	8%	6%	11%	9%	13%	17%	16%	10%
<i>Margins of Error</i>	±2%	±2-3%	±4-5%	±4%	±9-10%	±4%	±10-12%	±9-10%

Note. 2015 WEOR Q132.

Table 70.
Agreement With Discriminatory Ideals of Other Organizations, by Reserve Component

Higher Response Lower Response	ARNG	USAR	USNR	USMCR	ANG	USAFR
Agreement with ideals of organizations that point out the dangers of racial/ethnic diversity	19%	16%	13%	17%	15%	12%
Agreement with ideals of organizations that warn of the dangers of interactions between people of different races/ethnicities	15%	13%	9%	13%	11%	9%
Agreement with ideals of organizations that support the separation of people based on race/ethnicity	9%	8%	7%	9%	7%	6%
<i>Margins of Error</i>	±3%	±3-4%	±3-4%	±4-5%	±2-3%	±2-3%

Note. 2015 WEOR Q132.

Table 71.
Agreement With Discriminatory Ideals of Other Organizations, by Paygrade

Higher Response Lower Response	E1-E4	E5-E9	O1-O3	O4-O6
Agreement with ideals of organizations that point out the dangers of racial/ethnic diversity	20%	17%	9%	7%
Agreement with ideals of organizations that warn of the dangers of interactions between people of different races/ethnicities	16%	12%	7%	6%
Agreement with ideals of organizations that support the separation of people based on race/ethnicity	10%	7%	4%	4%
<i>Margins of Error</i>	±3-4%	±1-2%	±3%	±2%

Note. 2015 WEOR Q132.

Chapter 8: Discussion and Continuing Assessment

Summary of Findings

Overall, about one in seven Reserve component members (14.8%) indicated experiencing racial/ethnic harassment and/or discrimination in the 12 months before taking the survey. Total Minority members (20.6%) were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination*, whereas White (non-Hispanic) members (11.1%) were less likely. In regards to type of behavior(s) experienced, 12.8% of members indicated experiencing *Racial/Ethnic Harassment*, and 3.9% of members indicated experiencing *Racial/Ethnic Discrimination* in the 12 months before taking the survey. Overall, there appears to be a consistent finding that members who indicated experiencing race/ethnicity-related behaviors differed in their perceptions of workplace climate than members who did not experience these behaviors. Additionally, the impact on sense of attitude, job performance, and motivation was greater for members who indicated experiencing *Racial/Ethnic Discrimination* than members who indicated experiencing *Racial/Ethnic Harassment*.

Experiencing inappropriate race/ethnicity-related behaviors in the workplace can be stressful, and those who are more vulnerable to experiencing these behaviors may benefit from access to services that mitigate impact. Results from the *2015 WEOR* provided evidence to support the notion that members who experience race/ethnicity-related behaviors differ in their levels of access to protective factors (e.g., training, mentorship, good supervisors). Access to these protective factors is lowest for members who have experienced discrimination-based behaviors.

Although the principal purpose of the survey was to assess and provide estimates and consequences of racial/ethnic harassment and discrimination, the *2015 WEOR* also examined members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity in the DoD. It also included questions on members' views of the effectiveness of DoD and component-level training, policies, and programs to prevent and respond to incidents of racial/ethnic harassment and discrimination, as well as their perceptions of any progress the military and the nation have made in eliminating such incidents. The following findings discuss these themes and offer opportunities to address them.

“One Situation” of Racial/Ethnic Workplace Behaviors. Of members who experienced race/ethnicity-related behaviors in the past 12 months, 44% indicated that the most offensive behavior occurred *occasionally*, and 39% indicated that the behavior occurred *once*. Eighty-five percent indicated that the behavior occurred *on a military installation*, 79% indicated that the behavior occurred *during duty hours*, 76% indicated that the behavior occurred *at their military work*, and 14% indicated that the behavior occurred *while they were deployed*. Of members who experienced inappropriate race/ethnicity-related behaviors in the past 12 months, the majority (84%) indicated that the organizational affiliation of the offender was *military only*, 63% indicated that the offender was *White (non-Hispanic)*, and 59% indicated that the offender was a *military coworker*.

Reporting the “One Situation.” Among members who experienced race/ethnicity-related behaviors in the past 12 months, 28% reported the one situation to a DoD authority. Of these members, the majority reported the situation *to prevent it from happening again* (92%), *to transfer themselves or the offender out of their unit* (92%), *to reduce any impact on their evaluation or promotion* (90%), or *to prevent it from happening to someone else* (87%). Among members who experienced inappropriate race/ethnicity-related behaviors and did not report them to a DoD authority, the top four reasons that were indicated for not reporting include they *thought it was not important enough to report* (49%), they *took care of the problem themselves* (47%), they *thought it would make their work situation unpleasant* (45%), or they *did not think anything would be done* (41%).

Perceptions of the Racial/Ethnic Climate in the Military. Overall, in 2015, members were more likely than in 2011 and 2007 to indicate that they felt the *senior leadership of their National Guard/Reserve component, senior leadership of their installation/ship, and their immediate military supervisor* made honest and reasonable efforts to stop racial/ethnic harassment and racial/ethnic discrimination. However, findings from the 2015 WEOR revealed that there has been a slight shift in members’ overall outlook on race relations in the military and a large shift in their outlook of the nation; members perceive race relations to be somewhat worse. Yet, members overall perceive race relations in the military to be better than race relations in the nation.

Race/Ethnicity-Related Organizations. Few members indicated that extremist groups, hate crimes, and gangs (5% for each) were a problem to a *large* or *very large extent* at their military duty station. A slightly greater number (4%–7%) indicated that these concerns were a problem in the community around their military duty station.

Continuing Assessment

The results of 2015 WEOR that are presented in this report represent the culmination of an extensive survey effort to assist DoD in evaluating and assessing race/ethnicity-related relations in the Reserve components. The findings from this assessment are beneficial in revealing what is working for Reserve component members who experience inappropriate race/ethnicity-related behaviors, what can be improved, and overall perceptions about race relations in the military.

The 2015 WEOR is part of a quadrennial cycle designed to provide comparable results across survey years to evaluate and assess race/ethnicity-relations. Based on findings from the 2015 WEOR, continued focus on efforts to maintain positive trends seen in perceptions of leadership while vigilantly striving to address the areas that remain a concern (e.g., extremist groups/gangs near military duty station) might be beneficial to DoD. Future administrations of the WEO surveys will continue to provide information about rates and overall perceptions and will help determine how successful efforts addressing issues raised on these surveys have been.

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**Appendix A.
Frequently Asked Questions**

Frequently Asked Questions

2015 Workplace and Equal Opportunity Survey of Reserve Component Members (2015 WEOR) Office of People Analytics (OPA)

The Office of People Analytics (OPA) conducts comprehensive research and analyses to support the information needs of the Department of Defense (DoD). One way to meet this need is through surveys. OPA conducts Joint-Service surveys including the Status of Forces surveys, QuickCompass surveys, and Health & Readiness surveys for DoD on a variety of topics of interest to the Department. This survey, the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members (WEOR)*, is the third DoD-wide Reserve component survey of racial/ethnic issues. The following details some common questions about the survey content and methods used to conduct the *2015 WEOR*.

1. What is the Workplace and Equal Opportunity Survey of Reserve Component Members?

- The *2015 WEOR* fulfills the Congressional mandate outlined in Title 10 U. S. Code Section 481 for Joint Service quadrennial assessments of race/ethnic issues. The Department is committed to eliminating unlawful discrimination and harassment within the Armed Forces and seeks to estimate past year prevalence rates of these experiences among members as part of this effort. The *2015 WEOR* was designed with input from the DoD Office for Diversity, Equity, and Inclusion (ODEI)⁵⁶ representatives.

2. What was the population of interest for the 2015 WEOR?

- The population of interest for the *2015 WEOR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR)⁵⁷ Title 10 and Title 32), or Individual Mobilization Augmentee (IMA) programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR), (1) who were drawn from the August 2015 *Reserve Component's Common Personnel Data System (RCCPDS)* and, (2) were below flag rank.
- The sample consisted of 80,194 individuals drawn from the sample frame constructed from DMDC's *RCCPDS*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the survey, December 28, 2015 (.0036 of sample). Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical questions Q31–Q43 or Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102) were received from

⁵⁶ Formerly the Office of Diversity Management and Equal Opportunity (ODMEO).

⁵⁷ Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

13,536 eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 19%.

3. The 2015 WEOR uses “sampling” and “weighting.” Why are these methods used and what do they do?

- Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the 2015 WEOR, this allows OPA to generalize to the full population of Reserve component members that meet the criteria listed above. This methodology meets industry standards used by government statistical agencies including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. OPA subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).⁵⁸

4. Why don't the responses you received match the composition of the military population as a whole? For example, 13% of your respondents were Asian. How can you say your estimates represent the total National Guard/Reserve population when Asians make up 7.5% of the Reserve components?⁵⁹ Aren't the data skewed?

- The composition of the respondent sample (i.e., the surveys we receive back) is not always supposed to exactly match the composition of the total population. This is intentional and is the most efficient design to make estimates for small subgroups (e.g., Asian). When conducting a large-scale survey, response rates vary for different groups of the population. These groups can also vary on core questions of interest to DoD, which can introduce “bias” to the data if not appropriately weighted. For example, if only a small percentage of responses to the 2015 WEOR came from minority members, we may not get a good idea of the experiences for this group. In order to make more precise estimates for minorities, OPA starts by oversampling known small reporting groups (e.g., Asian officers) and groups known to have low response rates. In order to construct accurate estimates weighted to the full population of military members, OPA ensures during the sample design stage that we will receive enough respondents within all of the sub-groups of interest to make statistically accurate estimates. Many of these race groups comprise very small proportions of members. This is the case with AIAN, NHPI, and members of Two or More Races. Therefore, OPA sampled more of these races to gather adequate numbers in the sample. It is intentional that proportionally more of these races would receive invitations to take the survey than other races in order for OPA to accomplish this goal. This follows standard scientific survey sampling practices.

⁵⁸ AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (http://aapor.org/Best_Practices1/4081.htm#best3). OPA has conducted surveys of the military and DoD community using stratified random sampling for 20 years.

⁵⁹ DoD 2015. 2015 Demographics: Profile of the military community.

5. Are these estimates valid with only a 19% response rate?

- Response rates to the 2015 WEOR are consistent with response rate levels and trends for the previous 2011 WEOR and other Reserve component and active duty surveys conducted by OPA. Experts in the field have found that surveys with similar response rates, or lower, are able to produce reliable estimates.⁶⁰ While nonresponse bias due to low response rates is always a concern, OPA has knowledge, based on administrative records, of the characteristics typical of both survey respondents and survey nonrespondents, and uses this information to make statistical adjustments that compensate for survey nonresponse and reduce bias in estimates. This important advantage improves the quality of population-based estimates from OPA surveys that other researchers rarely have.

6. How does OPA determine the sample size for a survey?

- OPA uses administrative records (e.g., demographic data) for the Reserve component population both at the sample design stage as well as during the statistical weighting process to account for survey non-response and post-stratification to known distributions for key characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., minority status and component). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., USAR, Black). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., USAR, E1-E3, and Black) contributes toward the survey estimates proportional to the known size of the subgroup.
- In general, this technique has a proven record of providing accurate estimates for total populations. Most recently, national election polls used responses from a small sample of individuals, typically around 2,000 or less, to accurately estimate to the U.S. voting population as a whole. A quick reference for this is on the website for the National Council on Public Polls Evaluations of the 2010 and 2012 elections.⁶¹ In contrast, OPA collected approximately 13,536 survey responses to accurately estimate to the eligible National Guard/Reserve population of 801,699.

⁶⁰ For example, Robert Groves, the former Director of the Census Bureau, stated, "...despite low response rates, probability sampling retains the value of unbiased sampling procedures from well-defined sampling frames." Groves, R. M. (2006). "Nonresponse Rates and Nonresponse Bias in Household Surveys." *Public Opinion Quarterly*, 70(5), pp. 646-675. <http://poq.oxfordjournals.org/content/70/5/646.short>

⁶¹ Poll information is hyperlinked or can be found here for 2012: <http://www.ncpp.org/files/Presidential%20National%20Polls%202012%200103%20Full.pdf>. Those surveys which contain margins of error (MOE) were scientifically conducted and typically have lower error despite often having fewer respondents compared to the other surveys.

7. Some of the estimates provided in the report show “NR” or “Not Reportable.” What does this mean?

- The estimates become “Not Reportable” when they do not meet the criteria for statistically reliable reporting. This can happen for a number of reasons including high variability or too few respondents. This process helps ensure that the estimates we provide in our analyses and reports are accurate and precise.

8. How was the privacy of respondent maintained?

- Prior to taking the survey, respondents are required to navigate toward a web screen which describes the Privacy Act statement and information about informed consent. Respondents are also provided with a link to a FAQ web screen which includes details about how their privacy will be safeguarded in accordance with the Privacy Act of 1974, and that all data will be reported in the aggregate and no individual data will be reported.

9. How were the harassment and discrimination measures created and validated?

- OPA recommended in 2014 that the Department redesign the measure of racial/ethnic harassment/discrimination to better align with military EO policy. The RAND Corporation was contracted by OPA and ODEI to construct a new measure of racial/ethnic harassment and/or racial/ethnic discrimination by modifying the current Congressionally approved measure of gender discrimination and harassment used in the *2014 RAND Military Workplace Survey* and *2015 Workplace and Gender Relations Survey of Reserve Component Members* to apply to experiences based on race/ethnicity. Beginning in 2015, the prior measure of racial/ethnic harassment and racial/ethnic discrimination was replaced with this new metric.
- RAND’s new metric incorporates experiences of behaviors and follow-up criteria to derive estimated past year prevalence rates. Prior to the survey fielding, there was no policy or DoD-wide definition regarding Racial/Ethnic Harassment and Discrimination. While ODEI and the Department are currently working to develop policy for the military and civilian workplace, there are no clear legal standards in place that are appropriate to use in developing a crime victimization rate for these constructs. Therefore, the construction of estimated past year prevalence rates include a roll-up of behaviors only; no additional follow-up criteria are incorporated in the measurement to determine estimated past year prevalence rates for race/ethnicity-related harassment, race/ethnicity-related discrimination, and race/ethnicity-related harassment/discrimination.
- The metric is intended to be a new baseline for the measurement of racial/ethnic harassment/discrimination; trending to prior years will not be possible as this new measure differs too much from the previous one. To be included in the overall estimated past year prevalence rate, a member must indicate experiencing an inappropriate workplace behavior in the 12 months prior to taking the survey and/or

experiencing a work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey.

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