REPORT DOCUMENTATION PAGE

Form Approved
OMB No. 0704-0188

1. REPORT DATE *(DD-MM-YYYY)*	2. REPORT TYPE	3. DATES COVERED *(From - To)*
01-10-2014	Final Report	April - July 2013

4. TITLE AND SUBTITLE
2013 Workplace and Equal Opportunity Survey of Active Duty Members: Overview Report

5a. CONTRACT NUMBER

5b. GRANT NUMBER

5c. PROGRAM ELEMENT NUMBER

6. AUTHOR(S)
Namrow, N.; Van Winkle, E.; Davis, E.; Masui, P.

5d. PROJECT NUMBER

5e. TASK NUMBER

5f. WORK UNIT NUMBER

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)
Defense Manpower Data Center (DMDC)
Defense Research, Surveys, and Statistics Center (RSSC)
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8. PERFORMING ORGANIZATION REPORT NUMBER
2014-040

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)
Office of Diversity Management and Equal Opportunity
4800 Mark Center Drive, Alexandria, VA 22350-4000

10. SPONSOR/MONITOR'S ACRONYM(S)

11. SPONSOR/MONITOR'S REPORT NUMBER(S)

12. DISTRIBUTION/AVAILABILITY STATEMENT
Available for public release; distribution unlimited.

13. SUPPLEMENTARY NOTES

14. ABSTRACT

The Department of Defense (DoD) continues to emphasize the need to assess the level and consequences of racial/ethnic harassment and discrimination within the Services. This overview report discusses findings from the 2013 Workplace and Equal Opportunity Survey of Active Duty Members (2013 WEOA), a source of information for evaluating and assessing race/ethnicity-relations in the Services. Though the survey covers a number of topics (e.g., retention intentions, mentoring), the principal purpose of the 2013 WEOA was to report attitudes and perceptions about personnel programs and policies, including estimates of the incident rates and consequences of racial/ethnic harassment and discrimination.

15. SUBJECT TERMS
Racial/Ethnic Issues, Diversity, Harassment, Discrimination

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT	b. ABSTRACT	c. THIS PAGE			Paul Rosenfeld
UU	UU	UU	SAR	328	19b. TELEPHONE NUMBER *(Include area code)* 571-372-0987

Defense Research, Surveys, and Statistics Center (RSSC)

2013 Workplace and Equal Opportunity Survey of Active Duty Members

Overview Report

DMDC Report No. 2014-040
October 2014

2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS

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Acknowledgments

The Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the 2013 Workplace and Equal Opportunity Survey of Active Duty Members, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). The survey program is conducted under the leadership of Dr. Paul Rosenfeld, Director, Defense Research, Surveys, and Statistics Center (RSSC).

The Office of Diversity Management and Equal Opportunity, led by Mr. Clarence A. Johnson, is the policy office contributing to this report.

DMDC's Survey Design, Analysis, & Operations Branch, under the guidance of Dr. Elizabeth P. Van Winkle, Deputy Branch Chief, is responsible for the development and analysis of this survey. The lead survey design analyst was Natalie Namrow, SRA International Inc., who designed the unique presentation of complex items used in this report. Carol Newell, Team Lead of Survey Operations, is responsible for the survey database construction and archiving. The lead operations analyst on this survey was Lisa Davis, DMDC, who used DMDC's Statistical Analysis Macros to calculate the estimates presented in this report.

DMDC's Statistical Design Branch, under the guidance of David McGrath, Branch Chief, is responsible for sampling and weighting methods used in the survey program. The lead statistical analyst on this survey was Phil Masui, DMDC, who used the DMDC Sampling Tool to design and select the sample, and developed the statistical weights based on the respondents for this survey. Eric Falk, DMDC, provided oversight and consultation on the sampling and weighting methods, as well as overall process control. Susan Reinhold and Carole Massey, DMDC, provided the data processing support.

Mary Padilla, SRA International, Inc., formatted and assembled this report using DMDC's Survey Reporting Tool. A team consisting of Natalie Namrow, Lisa Davis, Eric Falk, Carol Newell, Shoshana Magazine, Timothy Markham, Phil Masui, Jeffrey Schneider, Dr. Robert Tinney, Malikah Dorvil, Dr. Maia Hurley, Dr. Jacqueline Pflieger, and Dr. Paul Cook completed quality control for this report.

2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS

Executive Summary

The Department of Defense (DoD) continues to emphasize the need to assess the level and consequences of racial/ethnic harassment and discrimination within the Services. This overview report discusses findings from the *2013 Workplace and Equal Opportunity Survey of Active Duty Members (2013 WEOA)*, a source of information for evaluating and assessing race/ethnicity-relations in the Services. Though the survey covers a number of topics (e.g., retention intentions, mentoring), the principal purpose of the *2013 WEOA* was to report attitudes and perceptions about personnel programs and policies, including estimates of the incident rates[1] and consequences of racial/ethnic harassment and discrimination. The survey examined Service members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity in the DoD. The *2013 WEOA* included questions regarding Service members' experiences of racial/ethnic harassment and discrimination in the 12 months before survey administration. It also included questions on members' views of the effectiveness of DoD and Service-level trainings, 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.[2]

The Defense Research, Surveys, and Statistics Center (RSSC), within the Defense Manpower Data Center (DMDC), was tasked with the *WEO* surveys for the active duty and Reserve component. For over 25 years, RSSC has been DoD's lead organization for conducting impartial and unbiased scientific survey and focus group research on a number of topics of interest to the Department. The *2013 WEOA* is the third active duty survey on race/ethnicity-relations issues mandated by Title 10 U.S.C. 481(a)(2)(B) (the previous active duty surveys were administered in 2005 and 2009). Comparisons between 2009 and 2013 at the total DoD level are provided where applicable.[3]

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 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., 2013 compared to 2009), statistical tests for differences between means (i.e., average scores) are used.

[1] The purpose of the *Racial/Ethnic Harassment/Discrimination* Rate is to provide the policy offices and DoD with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination. Caution should be taken when using these estimates as an official index of criminal behavior or UCMJ violations.

[2] Additional details and breakouts of all survey items are provided in the tabulation volume (DMDC 2013b APPENDIX C).

[3] Where a survey item was new/modified in 2013, no trend is possible and is indicated.

Results annotated as higher or lower than other results within 2013 are determined significant at an alpha (α) level of .05.[4]

Survey Methodology

Statistical Sample Design

DMDC conducts cross-Service surveys that provide the DoD with accurate assessments of attitudes and opinions of the entire DoD community using standard scientific methods. DMDC's survey methodology meets industry standards that are used by government statistical agencies (e.g., Census Bureau, Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. DMDC utilizes survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).[5] Although DMDC 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 of survey results to populations. Appendix A contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including DMDC. The survey methodology used on the Workplace and Equal Opportunity surveys has remained consistent across time, which allows for comparisons across survey administrations

Data were collected for all Services between April 15 and July 22, 2013. The survey was administered via the web. Single-stage, nonproportional stratified random sampling procedures[6] were used for the *2013 WEOA*. The target population consisted of active duty members of the Army, Navy, Marine Corps, and Air Force who were below flag rank.[7] The total sample consisted of 84,034 individuals drawn from the sample frame constructed from DMDC's *Active Duty Master Edit File*. 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 Service as of the first day of the survey, April 15, 2013 (0.28% 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 Q28 and Q31) were received from 15,975 eligible DoD respondents.

[4] DMDC 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 DMDC uses the False Discovery Rate to handle multiple comparisons (DMDC 2013a APPENDIX B).

[5] 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). DMDC has conducted surveys of the military and DoD community using stratified random sampling for over 25 years.

[6] In stratified random sampling, all members of a population are categorized into homogeneous groups. For the *2013 WEOA*, groups are delineated by race/ethnicity, Service, and paygrade grouping (e.g., one group would be Black, Army, and E1-E4). 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 final analyses.

[7] The population frame was developed in November 2012 and the survey fielded in April 2013.

The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 23%.[8]

Data were weighted using standard recommended survey industry processes.[9] This form of weighting reduces bias and 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 process of weighting consists of the following steps:

- 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 do not respond to the survey. Continuing the previous example, assume 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 response rate. In this example, the base weight (10) is multiplied by the reciprocal of the response rate (2) to create a new weight of 20. The weighted sample of respondents 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 member 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 reduce bias and 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

[8] Concerns have been expressed about whether response rates such as the 23% obtained for *2013 WEOA* provide accurate results. The response rate obtained on the 2013 WEOA is similar to response rates obtained on other large-scale military personnel surveys. Ultimately, the accuracy of a survey is most dependent on whether the sample is randomly drawn and the weighting is done properly to ensure the respondents are representative of the population being studied. DMDC uses state of the art scientific statistical sampling and weighting techniques to draw conclusions from random, representative samples of the active duty population to ensure accuracy of estimations to the full active duty population. As the characteristics of the military population are known, this allows for better accuracy and reduces bias in the estimates compared to civilian populations. DMDC also conducts nonresponse analyses on select surveys to identify potential areas of nonresponse bias, minimize impact, and inform future survey iterations (APPENDIX D).

[9] Details on survey methodology are reported in DMDC (2013a APPENDIX B).

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 bias and reproduce known population totals, the weights would be adjusted by 1.21 for men and 0.5 for women, which would give unbiased estimates of the total and of women and men in the subgroup.

This executive summary provides overall rates on top-line findings. For all estimates summarized here, additional information and breakdowns can be found in the full Overview Report.

Measures of Racial/Ethnic Harassment/Discrimination

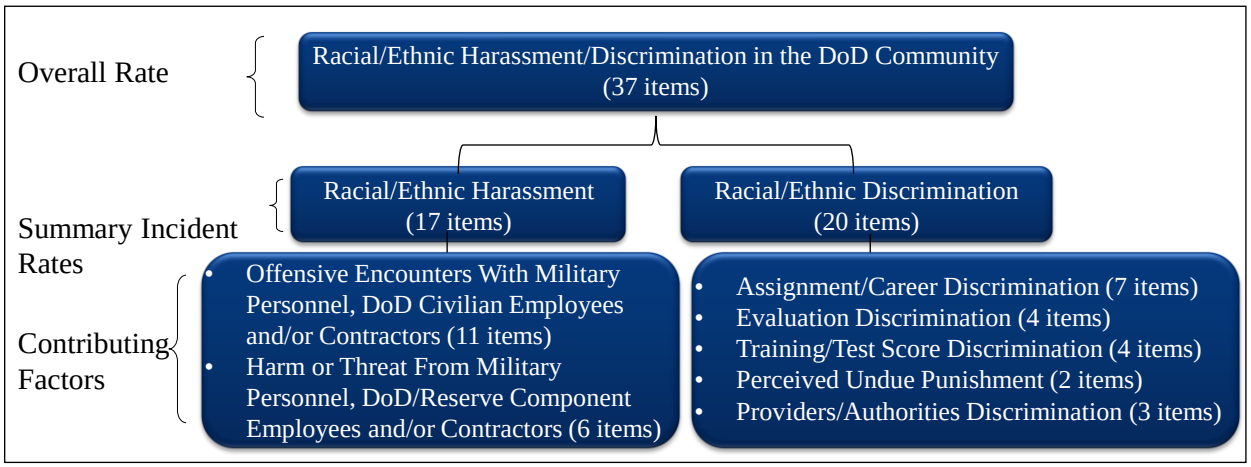
The measures used for racial/ethnic harassment/discrimination were initially developed for the *1996 Equal Opportunity Survey* (*1996 EOS*; Scarville, Button, Edwards, Lancaster, & Elig. 1999). The *1996 EOS* provided estimates of racial/ethnic-related harassment and discrimination experienced by active duty military personnel and included items that tapped a limited set of antecedents and outcomes of such experiences. Survey questions for the *1996 EOS* were developed in consultation with subject-matter experts and officials in the area of equal opportunity–including those in the federal, private, public, and military sectors; from an analysis of relevant literature–including reports and policy statements; from individual interviews with officials from organizations representing minority-group members in the military; and were adapted from existing military surveys (Elig, Edwards, & Reimer, 1997).

Items from the *1996 EOS* were modified in 2005 based on the Sexual Experiences Questionnaire (SEQ; Fitzgerald, et al, 1988; Fitzgerald, Gelfand, & Drasgow, 1995), a behavioral measure of sexual harassment used by DMDC in their gender-related surveys, to reflect racial/ethnic-related harassment and discrimination. The SEQ was included in the 1995 Form B and subsequent gender and workplace relations surveys. Following item generation, the items were refined through an iterative process of pretesting and modification. A series of focus groups were conducted for these purposes and the items, particularly those pertaining to racial/ethnic-related harassment and discrimination, were pretested to ensure that they were realistic, tapped a range of racial/ethnic experiences, and were understood by respondents. A total of 305 military personnel from all five Services participated in more than 30 focus groups at nine installations located throughout the United States (Elig, Edwards, & Reimer, 1997). The focus groups typically contained between seven to twelve members who were of the same racial/ethnic group and organizational level (e.g., Black officers). Group leaders were matched to the same racial/ethnic group as the members. Following each focus group, modifications were made to the survey and tested in subsequent focus groups (Ormerod, Bergman, Palmieri, Drasgow, & Juraska, 2001).

As depicted in Figure 4, *Racial/Ethnic Harassment/Discrimination* in the DoD Community is an overall rate comprising 37 prohibited behaviors.[10] The overall rate is divided into two summary rates, *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination*.

[10] With the assistance of the Office of Diversity Management and Equal Opportunity (ODMEO) and other subject matter experts, these 37 behaviors were agreed upon as being prohibited by the Department.

Figure 1.
2013 Measures of Race/Ethnicity-Related Behaviors



The *Racial/Ethnic Harassment* rate is an index of the degree to which members indicated they experienced race/ethnicity-related insensitivity, threats, or actual harm from another military member or a DoD civilian/contractor.[11] *Racial/Ethnic Harassment* measures the extent to which interpersonal workplace relationships are interrupted by the creation of unpleasant or hostile situations by uninvited and unwelcome verbal or physical conduct based on a person's race/ethnicity. *Racial/Ethnic Harassment* is made up of two contributing factors, *Offensive Encounters* and *Harm or Threat of Harm*.[12]

- *Offensive Encounters* measures situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused members discomfort or was insulting.[13]

- *Harm or Threat of Harm* measures perceptions of threat, vandalism, hazing, bullying, and assault stemming from members' race/ethnicity and caused by DoD personnel.[14]

[11] To be included in the rate for *Racial/Ethnic Harassment*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related harassment.
[12] *Three new subitems were included in the Racial/Ethnic Harassment rate* on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these three new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Racial/Ethnic Harassment* and *Racial/Ethnic Harassment/Discrimination* were 0.1% higher with the inclusion of these three subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the *2013 Racial/Ethnic Harassment* rate is still significantly lower than 2009 (including new subitems, 8.6% in 2013 vs. 11.9% in 2009; without including new subitems, 8.5% in 2013 vs. 11.9% in 2009).
[13] *One new subitem was included in the Offensive Encounters rate* on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with this new subitem included and without to determine if its inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Offensive Encounters* were 0.1% higher with the inclusion of this subitem compared to estimated rates without the subitem. Whether or not the subitem was included, the *2013 Offensive Encounters* rate is still significantly lower than 2009 (including new subitems, 8.5% in 2013 vs. 11.9% in 2009; without including new subitems, 8.4% in 2013 vs. 11.9% in 2009).

The *Racial/Ethnic Discrimination* rate is an index of the degree to which members indicated they experienced race/ethnicity-related discrimination from another military member or a DoD civilian/contractor.[15] *Racial/Ethnic Discrimination* measures the extent to which, in an institutional setting, differential treatment is experienced that disadvantages someone's professional career and is based on their racial/ethnic group. *Racial/Ethnic Discrimination* is made up of five contributing factors:

- *Assignment/Career Discrimination* reflects the extent to which members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

- *Evaluation Discrimination* reflects members' perceptions that their race/ethnicity influenced some aspect of their military performance evaluation.

- *Training/Test Score Discrimination* reflects the extent to which members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

- *Perceived Undue Punishment* reflects members' perceptions that their race/ethnicity influenced whether and how they were punished by the military.

- *Providers/Authorities Discrimination* reflects members' perceptions that their race/ethnicity influenced the quality of their interactions with military service providers and authorities.

To be included in the summary rates (*Racial/Ethnic Harassment* and/or *Racial/Ethnic Discrimination*), two conditions were required: 1) members had to indicate they experienced at least one of the racial/ethnic behaviors comprising the rate and 2) members had to label the behavior as racial/ethnic harassment or discrimination. Consistent subscales[16] were used to create the contributing factors and overall experience rates for 2009 and 2013.[17]

Racial/Ethnic Harassment/Discrimination in the DoD Community

As previously reviewed, to be included in the rates of racial/ethnic harassment and/or discrimination, members must have indicated experiencing one of the racial/ethnic-related behaviors *and* must have labeled the behavior(s) as harassment and/or discrimination. Figure 5

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[14] *Two new subitems were included in the Harm or Threat of Harm rate* on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Harm or Threat of Harm* were 1.1% higher with the inclusion of these subitems compared to estimated rates without these subitems. Without the inclusion of these subitems, the *2013 Harm or Threat of Harm* rate was significantly lower than 2009, whereas with the inclusion of these subitems, the rate remained unchanged (including new subitems, 3.6% in 2013 vs. 3.7% in 2009; without including new subitems, 2.5% in 2013 vs. 3.7% in 2009).

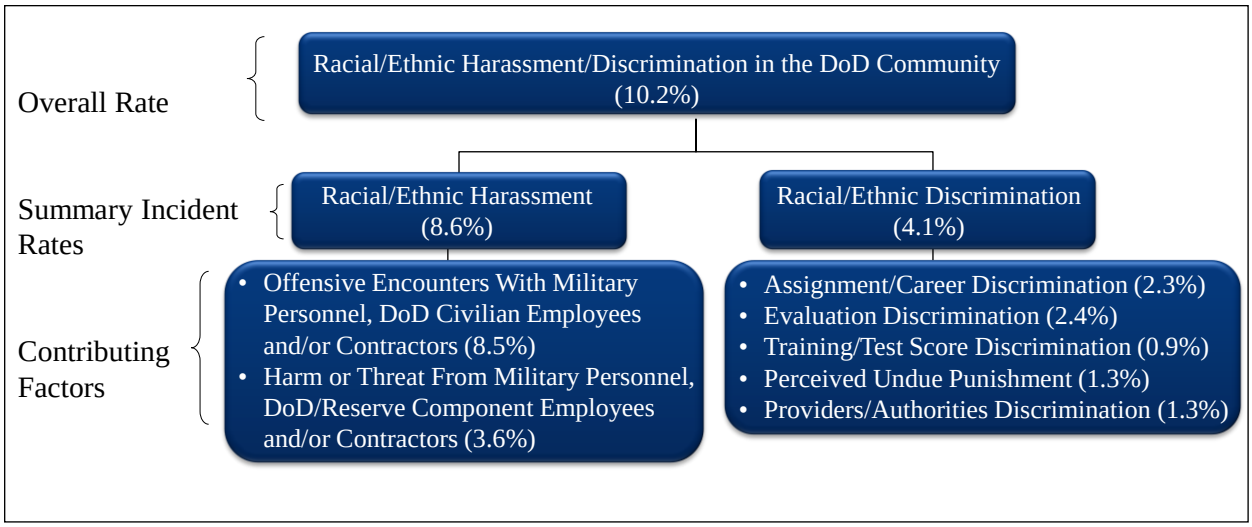
[15] To be included in the rate for *Racial/Ethnic Discrimination*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related discrimination.

[16] *See Footnote 11 for more information.*

[17] 2005 incident rates are not included in the analysis as their calculation was too different to create a comparable trend (DMDC, 2007).

depicts the composition of the rates for the Contributing Factors, Summary Incident Rates, and overall Harassment/Discrimination in the DoD Community for the *2013 WEOA*. Additional information about rates and composite measures can be found in the main Overview Report.

Figure 2.
2013 Rates of Racial/Ethnic Experiences



Racial/Ethnic Harassment/Discrimination in the DoD Community

Racial/Ethnic Harassment/Discrimination: According to the results of the *2013 WEOA*, about one in ten members *(10.2%)*[18] experienced racial/ethnic harassment and/or discrimination in the 12 months prior to taking the survey. This is a significant decrease from 2009 *(13.9%).*[19] Minority members *(15.9%)* were more likely to experience these behaviors compared to White (non-Hispanic) members *(6.5%).* Overall, the Department saw a decline between 2009 and 2013 in experiences of racial/ethnic harassment and/or discrimination.

Racial/Ethnic Harassment: The Department's measure of *Racial/Ethnic Harassment* includes two factors: *Offensive Encounters and Harm or Threat of Harm*. Overall, 8.6%[20] of active duty members reported experiencing *Racial/Ethnic Harassment.*[21] This is a significant decrease from 2009 (11.9%). Minority members (13.3%) were more likely to indicate experiencing

[18] *See Footnote 11 for more information.*
[19] *Three new subitems were included in the Racial/Ethnic Harassment rate* on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these three new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Racial/Ethnic Harassment* and *Racial/Ethnic Harassment/Discrimination* were 0.1% higher with the inclusion of these three subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the *2013 Racial/Ethnic Harassment/Discrimination* rate is still significantly lower than 2009 (including new subitems, 10.2% in 2013 vs. 13.9% in 2009; without including new subitems, 10.1% in 2013 vs. 13.9% in 2009).
[20] *See Footnote 12 for more information.*
[21] To be included, respondents must have experienced racial-ethnic harassment behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment.

Racial/Ethnic Harassment compared to White (Non-Hispanic) members (5.5%). 2013 rates of *Racial/Ethnic Harassment* are significantly lower for both minority and White (Non-Hispanic) members.

- ***Offensive Encounters:*** Overall, 8.5%[22] of Service members indicated experiencing *Offensive Encounters*[23] in the DoD community in the 12 months prior to taking the survey (3.4 percentage points lower than 2009).

- ***Harm or Threat of Harm:*** Overall, 3.6%[24] of Service members indicated experiencing *Harm or Threat of Harm*[25] in the DoD community in the 12 months prior to taking the survey (unchanged from 2009).

Racial/Ethnic Discrimination: The Department's measure of Racial/Ethnic Discrimination includes five factors: *Assignment/Career Discrimination, Evaluation Discrimination, Training/Test Scores Discrimination, Perceived Undue Punishment,* and *Providers/Authorities* Discrimination. As opposed to harassment, which is more interpersonal, discrimination tends to be more institutional in nature with potential implications on professional advancement and career progression. Overall, 4.1% of active duty members reported experiencing *Racial/Ethnic Discrimination*.[26] This is a significant decrease from 2009 (5.9%). Minority members (6.8%) were more likely to indicate experiencing *Racial/Ethnic Discrimination* compared to White (non-Hispanic) members (2.5%). 2013 rates of *Racial/Ethnic Discrimination* are significantly lower for both minority and White (non-Hispanic) members.

- ***Assignment/Career Discrimination:*** Overall, 2.3% of Service members indicated experiencing *Assignment/Career Discrimination*[27] in the DoD community in the 12 months prior to taking the survey (1.1 percentage points lower than 2009).

- ***Evaluation Discrimination:*** Overall, 2.4% of Service members indicated experiencing *Evaluation Discrimination*[28] in the DoD community in the 12 months prior to taking the survey (1.1 percentage points lower than 2009).

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[22] *See Footnote 13 for more information.*

[23] To be included in the *Offensive Encounters* rate, Service members had to indicate they experienced *at least one* of the eleven racial/ethnic behaviors that comprise this contributing factor *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

[24] *See Footnote 14 for more information.*

[25] To be included in the *Harm or Threat of Harm* rate, Service members had to indicate they experienced at least one of the six racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

[26] To be included in the *Racial/Ethnic Discrimination rate*, respondents must have experienced racial/ethnic discrimination behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as discrimination.

[27] To be included in the *Assignment/Career Discrimination* rate, Service members had to indicate they experienced *at least one* of the seven racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

[28] To be included in the *Evaluation Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

- ***Training/Test Scores Discrimination:*** Overall, 0.9% of Service members indicated experiencing *Training/Test Scores Discrimination*[29] in the DoD community in the 12 months prior to taking the survey (0.5 percentage points lower than 2009).

- ***Perceived Undue Punishment:*** Overall, 1.3% of Service members indicated experiencing *Perceived Undue Punishment*[30] in the DoD community in the 12 months prior to taking the survey (unchanged from 2009).

- ***Providers/Authorities Discrimination:*** Overall, 1.3% of Service members indicated experiencing *Providers/Authorities Discrimination*[31] in the DoD community in the 12 months prior to taking the survey **(**unchanged from 2009**).**

Combinations of Incidents of Racial/Ethnic Harassment/Discrimination Behaviors. The majority (90% - 4 percentage points higher than 2009) of active duty members indicated they had experienced *neither harassment nor discrimination*. Of those who reported experiencing these behaviors, 6% indicated experiencing *harassment only* (2 percentage points lower than 2009); 2% indicated experiencing *discrimination only* (unchanged from 2009); and 3% indicated experiencing *both harassment and discrimination* (1 percentage point lower than 2009).[32] For all behaviors, minority members were more likely to experience racial/ethnic harassment and/or discrimination, while White (non-Hispanic) members were less likely to experience those behaviors.

"One Situation" of Racial/Ethnic Experiences

Respondents were asked to provide information on the circumstances in which race/ethnicity-related harassment and discrimination behaviors occur within the military community. Because Service members often report more than one incident, members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community in the past 12 months were asked to consider the "One Situation" that was the most bothersome (i.e., had the greatest effect) to them. To be included in these items, *members did not have to label behaviors as "racial/ethnic harassment"* or *"racial/ethnic discrimination"* as is the case to be included in the formal summary rates described in the previous section. As all 37 of the race/ethnicity-related behaviors should not happen in the military environment, are against DoD policy, and are reportable to DoD authorities, experiences of these behaviors, regardless of the member's ability to formally label them as harassment or discrimination, are of interest to the Department. Further details of how this section is measured can be found in the full Overview Report.

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[29] To be included in the *Training/Test Scores Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced in the DoD community to be racial/ethnic discrimination.

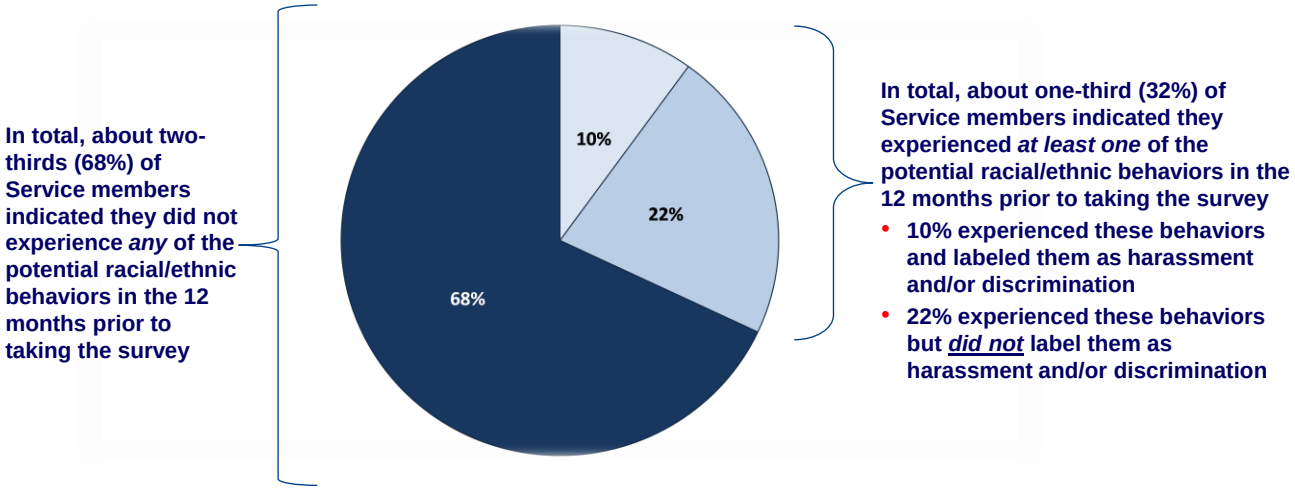
[30] To be included in the *Perceived Undue Punishment* rate, Service members had to indicate they experienced *at least one* of the two racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

[31] To be included in the *Providers/Authorities Discrimination* rate, Service members had to indicate they experienced *at least one* of the three racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

[32] These percentages are rounded estimates and therefore might not add to 100%.

With the "One Situation" in mind, members reported on the circumstances surrounding that experience. Information about the circumstances in which incidents of racial/ethnic harassment and/or discrimination occur can help DoD officials, from equal opportunity advisors (EOAs) and unit commanders to senior policy-makers, develop more effective prevention strategies and response policies. For example, the reasons why Service members choose not to report their experiences can determine whether members refrain from reporting racial/ethnic harassment and/or discrimination incidents because they resolve the problem independently or fear negative consequences for reporting, such as retaliation. This type of information can help DoD officials develop and implement programs and procedures to better address the needs of Service members. Figure 3 provides a breakdown of the formal rates of *Racial/Ethnic Discrimination* and/or *Racial/Ethnic Harassment* (i.e., 10% of Service members) as well as overall membership into the section for the "One Situation" of Racial/Ethnic Experiences (i.e., 32% of Service members). About one-fourth (22%) of members indicated they experienced at least one race/ethnicity-related behavior, but did not label the behavior as "harassment" or "discrimination." Estimates in this section are reported at the "Total DoD" level only. Additional findings and breakouts can be found in the full Overview Report.

Figure 3.
"One Situation" of Racial/Ethnic Experiences[33]



Characteristics of the "One Situation"

Detailed findings about the circumstances of the most bothersome situation in the DoD community include the location where the incident occurred, characteristics of the offender in the situation, and whether the member reported the incident. Of the 32% of members who indicated

[33] The *Racial/Ethnic Harassment/Discrimination* rate of 10.2% is rounded to 10% in the figure.

experiencing potential race/ethnicity-related behaviors,[34] the circumstances of their experience that had the greatest effect were as follows:

- ***Most bothersome behaviors experienced***: Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[35] the top three most bothersome behaviors they experienced during the "One Situation" were *offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress* (20%), *racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential* (14%), and *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/ decorations* (12%). These items were unchanged from 2009.

- ***Frequency of the behavior in the "One Situation"***: Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[36] 48% of Service members indicated the behaviors in the "One Situation" that bothered them the most occurred *once* (unchanged from 2009), 35% indicated behaviors occurred *occasionally* (unchanged from 2009), 11% indicated behaviors occurred *frequently* (unchanged from 2009), and 6% indicated behaviors were *still occurring* (new in 2013).

- ***Location of the "One Situation":*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[37] 62% of Service members indicated the situation occurred *at a military installation*, 21% indicated *some behaviors occurred at a military installation and some did not*, and 17% indicated the situation was *not at a military installation.* These items were unchanged from 2009.

  - ***"One Situation" occurred at a military installation:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[38] the majority of Service members (83%) indicated at least some of the behaviors occurred *at a military installation*, whereas 17% indicated the behaviors did *not* occur *at a military installation*. These items were unchanged from 2009.

- ***Where and when "One Situation" occurred:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[39] the majority indicated the "One Situation" occurred *at their work* (60% - unchanged from 2009) and/or *during duty hours* (63% - unchanged from 2009), while 25% indicated the behaviors occurred *while they were deployed* (7 percentage points lower than 2009), 24% indicated *in a work environment where members of their racial/ethnic background*

[34] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.
[35] *See Footnote 34 for more information.*
[36] *See Footnote 34 for more information.*
[37] *See Footnote 34 for more information.*
[38] *See Footnote 34 for more information.*
[39] *See Footnote 34 for more information.*

are uncommon (unchanged from 2009), and 21% indicated *at a military non-work location* (5 percentage points lower than 2009).

- ***Race/ethnicity of the offender:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[40] about half (49%) of Service members indicated the offender(s) was *White*, 39% indicated the offender(s) was *Black*, 32% indicated the offender(s) was *Spanish/Hispanic/Latino*, 29% indicated the offender(s) was *multiracial/ethnic individual(s)*, 22% indicated the offender(s) was *unknown race/ethnicity*, 19% indicated the offender(s) was *Asian*, 11% indicated the offender(s) was *Native Hawaiian/Pacific Islander (NHPI)*, and 9% indicated the offender(s) was *American Indian/Alaskan Native (AIAN)*.

- ***Organizational affiliation of the offender:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[41] 81% of Service members indicated the offender(s) was *military only*, 16% indicated the offender(s) was *both military and DOD/DHS civilian/contractor*, and 3% indicated the offender(s) was *DOD/DHS civilian/contractor only*.[42] These results were unchanged from 2009.

Response to the "One Situation"

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to indicate if, as a result of the "One Situation," they responded by either requesting a transfer or thinking about getting out of their Service.

- ***Requested a transfer:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[43] 9% *requested a transfer* (3 percentage points lower than 2009) in response to the most bothersome situation.

- ***Thought about getting out of their Service:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[44] 30% *thought about getting out of their Service* (unchanged from 2009) in response to the most bothersome situation.

Reporting the Situation

Service members who indicated they experienced race/ethnicity-related harassment and discrimination behaviors were asked whether they reported the situation. Service 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

[40] *See Footnote 34 for more information.*
[41] *See Footnote 34 for more information.*
[42] Those members who reported the offender(s) was *a civilian from the local community* only or the offender(s) was *unknown person(s)* only were excluded from analysis.
[43] *See Footnote 34 for more information.*
[44] *See Footnote 34 for more information.*

of command of the person who committed the behavior, special military offices responsible for handling these kinds of reports, and other persons or offices with responsibility for follow-up.

- ***Reported the situation to any military individuals or organizations:*** Of the 32% of Service members who indicated experiencing potential race/ethnicity-related behaviors,[45] 23% reported the situation to a military authority (new in 2013).

  - Of the members who indicated experiencing potential race/ethnicity-related behaviors[46] and reported to a military authority, 81% of Service members reported to *someone in their chain of command*, 61% reported to *someone in the chain of command of the person who did it*, 39% reported to *another person or office with responsibility for follow-up*, and 30% reported to *a special military office responsible for handling these kinds of reports*. This item was new in 2013.

- ***Reasons for reporting:*** Of the members who indicated experiencing potential race/ethnicity-related behaviors and reported to a military authority,[47] the majority indicated they reported the situation to *prevent it from happening to someone else* (87%) and to *prevent it from happening to them again* (82%). This item was new in 2013.

- ***Knew the outcome of their report:*** Of the members who indicated experiencing potential race/ethnicity-related behaviors and reported to a military authority,[48] 42% indicated they knew the outcome of their report. This item was new in 2013.

  - ***Findings of report:*** Of the members who indicated they knew the outcome of their report,[49] 66% indicated *yes*, their report was found to be *true*, 9% indicated *no*, their report had *not been found true*, and a quarter (25%) indicated they were *unable to determine whether their report was true or not*. This item was new in 2013.

  - ***Satisfied with reporting outcome:*** Of the members who indicated they knew the outcome of their report,[50] 40% indicated they were *satisfied* with the outcome of reporting, whereas 37% indicated they were *dissatisfied*. This item was new in 2013.

  - ***Action taken against one or more of the person(s) involved in the "One Situation":*** Of the members who indicated they knew the outcome of their report,[51] 23% indicated *yes*, official action had been taken against one or more of the person(s) who bothered them; 51% indicated *no* official action had been taken against one or more of the person(s) who bothered them; and 26% of members

[45] *See Footnote 34 for more information.*
[46] *See Footnote 34 for more information.*
[47] *See Footnote 34 for more information.*
[48] *See Footnote 34 for more information.*
[49] *See Footnote 34 for more information.*
[50] *See Footnote 34 for more information.*
[51] *See Footnote 34 for more information.*

indicated they *don't know* if official action had been taken against one or more of the person(s) who bothered them. This item was new in 2013.

- ***Action taken against them in response to their report:*** Of the members who indicated they knew the outcome of their report,[52] 11% indicated *yes*, official action had been taken against them; 77% indicated *no* official action had been taken against them; and 12% indicated they *don't know* if official action had been taken against them. This item was new in 2013.

- ***Situation was corrected:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[53] 47% indicated the situation was *corrected* (7 percentage points lower than 2009).

- ***Types of retaliation experienced:*** Of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[54] 82% indicated experiencing *neither professional nor social retaliation* as a result of the situation, 4% indicated experiencing *professional retaliation only*, 6% indicated experiencing *social retaliation only,* and 8% indicated experiencing *both professional and social retaliation*. These items were unchanged from 2009.

- ***Reasons for not reporting:*** Of the members who indicated experiencing potential race/ethnicity-related behaviors and did not report the "One Situation",[55] the top four reasons indicated for not reporting were they *thought it was not important enough to report* (44% - 8 percentage points lower than 2009), they *took care of the problem themselves* (37% - 7 percentage points lower than 2009), they *did not think anything would be done* (34% - 7 percentage points lower than 2009), and they *thought it would make their work situation unpleasant* (30% - 7 percentage points lower than 2009).

Personnel Policy and Practices, and Training

To determine the effectiveness of the Services' efforts to eliminate racial/ethnic harassment and discrimination, DMDC-RSSC explored perceptions of leadership support to 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 are examined. Service members' perceptions of DoD military equal opportunity (MEO) policies and practices, as well as whether they received EO training and its effectiveness are also presented.

Personnel Policy and Practices

Military personnel often distinguish leadership behaviors that indicate true support versus those that indicate the minimum accepted level of support. Of interest to the Department is whether Service members perceive leaders make an earnest effort to let their deeds support their words.

[52] *See Footnote 34 for more information.*
[53] *See Footnote 34 for more information.*
[54] *See Footnote 34 for more information.*
[55] *See Footnote 34 for more information.*

This includes a variety of actions ranging from perceived efforts to stop racial/ethnic harassment and/or discrimination, creating an environment where members feel reporting incidents will not impact their career, and the status of race relations in their work environment.

- ***Senior leadership of your Service makes honest efforts to stop harassment and discrimination:*** About two-thirds (67%) of members indicated *yes*, senior leadership of their Service makes honest efforts to stop harassment and discrimination; 12% indicated *no*; and 22% indicated they *don't know*. These items were unchanged from 2009.

- ***Senior leadership of your installation/ship makes honest efforts to stop harassment and discrimination:*** About two-thirds (67%) of members indicated *yes*, senior leadership of their installation/ship makes honest efforts to stop harassment and discrimination; 12% indicated *no*; and 21% indicated they *don't know*. These items were unchanged from 2009.

- ***Your immediate supervisor makes honest efforts to stop harassment and discrimination:*** About two-thirds (69%) of members indicated *yes*, their immediate supervisor makes honest efforts to stop harassment and discrimination; 13% indicated *no*; and 18% indicated they *don't know*. These items were unchanged from 2009.

- ***Perceived chances of getting promoted after reporting racial/ethnic harassment/discrimination:*** About three-fourths (77%) of members indicated if someone reported racial/ethnic harassment/discrimination, they believed their chances of being promoted would be the *same*; 6% indicated their chances would be *better*; and 18% indicated their chances would be *worse*. These items were unchanged from 2009.

- ***Military level of attention to harassment/discrimination:*** About two-thirds of Service members (68% - 7 percentage points higher than 2009) indicated the military has paid the *right amount of attention* to racial/ethnic harassment/discrimination; 20% indicated *too much attention* (unchanged from 2009); and 11% indicated *too little attention* (4 percentage points lower than 2009).

- ***Knowledge about reporting procedures:*** The large majority of members indicated they *know how to report experiences of racial/ethnic harassment at their installation/ship* (92% - unchanged from 2009), they *know how to report experiences of racial/ethnic discrimination at their installation/ship* (92% - unchanged from 2009), and the *availability of reporting hotlines is publicized enough* (82% - 3 percentage points higher than 2009).

- ***Extent members feel free from issues related to racial/ethnic harassment/discrimination in their work group:*** More than half of members indicated that, in their work group, to a *large extent* they would feel free to report racial/ethnic harassment and discrimination without fear of reprisals (57%), reports about racial/ethnic harassment and discrimination would be taken seriously (66%), policies forbidding racial/ethnic harassment and discrimination are publicized (59%),

and reporting procedures related to racial/ethnic harassment and discrimination are publicized (55%). These results were all unchanged from 2009.

  - About one-tenth or less of members indicated *not at all* feeling free to report racial/ethnic harassment and discrimination without fear of reprisals (11%), that reports about racial/ethnic harassment and discrimination would be taken seriously (7%), that policies forbidding racial/ethnic harassment and discrimination are publicized (10%), and that reporting procedures related to racial/ethnic harassment and discrimination are publicized (10%) in their work group. These results were all unchanged from 2009.

  - Less than half (45% - unchanged from 2009) of members indicated they do *not at all* feel people would be able to get away with racial/ethnic harassment and discrimination in their work group; 17% (unchanged from 2009) indicated *large extent*.

- ***Opinions of race relations:*** About three-fourths (74% - 3 percentage points higher than 2009) of members indicated race relations in their work group were *excellent/very good*, whereas about two-thirds of members indicated race relations at their installation/ship (69% - unchanged from 2009) and in their Service (65% - 4 percentage points higher than 2009) were *excellent/very good*; about half (55% - 6 percentage points higher than 2009) indicated race relations in the local community around their installation were *excellent/very good*.

  - Less than one-fifth of members indicated race relations in their work group (7% - 2 percentage points lower than 2009), at their installation/ship (8% - 2 percentage points lower than 2009), in their Service (9% - 3 percentage points lower than 2009), and in the local community around their installation (16% - 5 percentage points lower than 2009) were *fair/poor*.

Training

Members were asked if they had received training in the past 12 months on topics related to racial/ethnic harassment and 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 discrimination.

- ***Received training:*** The large majority (89% - 5 percentage points higher than 2009) of members indicated having received training on racial/ethnic harassment and discrimination in the 12 months prior to taking the survey.

- ***Agreement with content provided by training:*** Of the 89% of members who indicated having training on racial/ethnic issues, members most commonly agreed the training they received *teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole* (87%), *provides a good understanding of what words/actions are racial/ethnic harassment/discrimination* (86%), *identifies behaviors that are offensive to others and should not be tolerated*

(86%), and *provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences* (86%). These items were all unchanged from 2009.

- ***Effectiveness of training in actually reducing/preventing harassment/discrimination behaviors:*** Of the 89% of members who indicated receiving training on racial/ethnic harassment and discrimination, 37% indicated their training was *very effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination (5 percentage points higher than 2009); 41% indicated the training was *moderately effective* (unchanged from 2009); 15% indicated it was *slightly effective* (unchanged from 2009); and 7% indicated it was *not at all effective* (unchanged from 2009).

Social Perceptions

Service members were asked to indicate their comfort or acceptance of a diverse racial and religious work group. These questions offer a perspective of how members feel when interacting with those who are culturally and religiously diverse.

- ***Extent members feel comfortable with cross race/ethnicity interactions:*** The majority (80% - unchanged from 2009) of members indicated feeling comfortable interacting with people from different racial/ethnic groups to a *large extent*, whereas about two-thirds (69% - new item in 2013) indicated feeling comfortable interacting with people who have different religious beliefs, and about half (53% - new item in 2013) indicated feeling comfortable being open about their religious beliefs with other Service members to a *large extent.*

  – Fewer members indicated *not at all* feeling comfortable interacting with people from different racial/ethnic groups (3% - unchanged from 2009), interacting with people who have different religious beliefs than them (8% - new item in 2013), and being open about their religious beliefs with other Service members (12% - new item in 2013).

- ***Problems with cross race/ethnicity interactions:*** About three-fourths of members indicated *not at all* feeling pressure from Service members of their race/ethnicity to not to socialize with members of other racial/ethnic groups (74% - unchanged from 2009), or feeling pressure from Service members to avoid socializing with members who have different religious beliefs (75% - new item in 2013), whereas about half of members indicated *not at all* feeling the need to watch what they say when interacting with people from different racial/ethnic groups (45% - 14 percentage points lower than 2009), or feeling the need to watch their behavior when interacting with people from different racial/ethnic groups (51% - 13 percentage points lower than 2009).

  – Less than 15% of members indicated to a *large extent* feeling pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups (7% - unchanged from 2009), feeling the need to watch what they say when interacting with people from different racial/ethnic groups (13% - 5

percentage points higher than 2009), feeling the need to watch their behavior when interacting with people from different racial/ethnic groups (12% - 5 percentage points higher than 2009), and feeling pressure from Service members to avoid socializing with members who have different religious beliefs (5% - new item in 2013).

- ***Agreement with discriminatory ideals of other organizations***: Nearly one-fifth (17%) of members indicated they were more likely to agree with discriminatory ideals of other organizations that *point out the dangers of racial/ethnic diversity*, 13% indicated they were more likely to agree with discriminatory ideals of other organizations that *warn of the dangers of interactions between people of different races/ethnicities*, and 9% indicated they were more likely to agree with discriminatory ideals of other organizations that *support the separation of people based on race/ethnicity*. These items were unchanged from 2009.

Perceived Military/Civilian Comparisons

Six questions assessed perceptions of how race relations in the nation and the military have changed over time. The findings provide general perceptions of whether Service members thought that race relations have improved in the military and in the nation compared with the last five years. Analyses for race relations in the military over the last five years were limited to those Service members with at least five years of military service.

Perceived Race Relations in the Nation

- ***Occurrence of racial/ethnic harassment and discrimination in the nation now compared with the last 5 years***: Over one-third (39%) of members indicated racial/ethnic harassment and discrimination in the nation occurs *less often* now versus the last 5 years, whereas 17% indicated *more often*. This item was new item in 2013.

- ***Racial/ethnic relations in the nation over the last 5 years:*** Over one-third (39% - 15 percentage points lower than 2009) of members indicated race/ethnic relations in our nation are *better today* compared to 5 years ago, whereas 15% *(*5 percentage points higher than 2009) indicated race relations are *worse today*.

- ***Opportunities in the nation over the last 5 years for people of their racial/ethnic background:*** One-third (33% - 8 percentage points lower than 2009) of members, indicated opportunities in the nation for people of their racial/ethnic background have gotten *better* over the last 5 years, whereas 15% (4 percentage points higher than 2009) indicated opportunities have gotten *worse*.

Perceived Race Relations in the Military

- ***Occurrence of racial/ethnic harassment and discrimination in the military now compared with the last 5 years***: About half (51% - 7 percentage points lower than 2009) of members with a least five years of service, indicated racial/ethnic

harassment and discrimination in the military occurs *less often* now versus the last 5 years, whereas 5% (2 percentage points higher than 2009) indicated *more often*.

- ***Racial/ethnic relations in the military over the last 5 years:*** Almost half (47% - 6 percentage points lower than 2009) of members with at least five years of service, indicated race/ethnic relations in the military are *better today* compared to 5 years ago, whereas 4% (unchanged from 2009) indicated race/ethnic relations are *worse today*.

- ***Opportunities in the military over the last 5 years for people of their racial/ethnic background:*** About one-third (32% - 4 percentage points lower than 2009) of members with a least five years of service, indicated opportunities in the military for people of their racial/ethnic background have gotten *better* over the last 5 years, whereas 7% (unchanged from 2009) indicated opportunities in the military have gotten *worse*.

Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Installation/Ship and in the Local Community Around Their Installation

In response to concerns about hate crimes and gang activities involving active duty 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 installation/ship or in the local community around their installation. Findings are reported for Service members who indicated problems to a *very large extent* or *large extent*, which are combined into a single category of "large extent."

- The large majority of members indicated no problems with these issues at their installation/ship. Specifically, members indicated *racist/extremist organizations or individuals* (87%), *hate crimes* (88%), and/or *gangs* (87%) were *not at all* a problem at their installation/ship. Less than 5% did report problems at their installation/ship, with members indicating *racist/extremist organizations or individuals* (2%), *hate crimes* (2%), and/or *gangs* (3%) were a problem to a *large extent*. These items were unchanged from 2009.

- The large majority of active duty members reported no problems with *racist/extremist organizations/individuals, hate crimes*, and/or *gangs* in the local community around their installation. More than two-thirds of members indicated *racist/extremist organizations or individuals* (74% - 5 percentage points higher than 2009), *hate crimes* (76% - 5 percentage points higher than 2009) and/or *gangs* (68% - 7 percentage points higher than 2009) were *not at all* a problem in the local community around their installation. Less than one-tenth of members indicated *racist/extremist organizations or individuals* (3% - unchanged from 2009), *hate crimes* (3% - unchanged from 2009), and/or *gangs* (5% - 3 percentage points lower than 2009) were a problem to a *large extent*.

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2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS

Chapter 1: Introduction

The Department of Defense (DoD) continues to emphasize the need to assess the level and consequences of racial/ethnic harassment and discrimination within the Department and the Services. The Defense Research, Surveys, and Statistics Center (RSSC), within the Defense Manpower Data Center (DMDC), was tasked with the Workplace and Equal Opportunity surveys for active duty and Reserve component. For over 25 years, RSSC has been DoD's lead organization for conducting impartial and unbiased scientific survey and focus group research on a number of topics of interest to the Department. This overview report discusses findings from the *2013 Workplace and Equal Opportunity Survey of Active Duty Members (2013 WEOA)*, a source of information for evaluating and assessing race/ethnicity-relations in the Services. The *2013 WEOA* is the third active duty survey on race/ethnicity-relation issues mandated by Title 10 U.S.C. 481(a)(2)(B) (the previous active duty surveys were administered in 2005 and 2009).

This overview report and accompanying appendices provide information on the prevalence rates of racial/ethnic harassment and discrimination;[56] and personnel policies, practices, and trainings related to racial/ethnic harassment and discrimination. The *2013 WEOA* was fielded from April to July 2013. Completed surveys were received from 15,975 eligible respondents. The overall weighted response rate was 23%.[57]

This overview report provides results of the 2013 survey for active duty members.[58] Statistically significant differences between racial/ethnic groups, Services, and paygrades are provided where applicable. Comparisons between 2009 and 2013 at the total DoD level are also provided where applicable.[59] Statistical comparisons are determined significant at an alpha (α) level of .05.[60]

[56] The purpose of the *Racial/Ethnic Harassment/Discrimination* rate is to provide DoD and its policy offices with an overall estimate of active duty members who experienced behaviors associated with racial/ethnic harassment and/or discrimination. Caution should be taken when using these estimates as an official index of criminal behavior or UCMJ violations.

[57] Concerns have been expressed about whether response rates such as the 23% obtained for *2013 WEOA* provide accurate results. The response rate obtained on the *2013 WEOA* is similar to response rates obtained on other large-scale military personnel surveys. Ultimately, the accuracy of a survey is most dependent on whether the sample is randomly drawn and the weighting is done properly to ensure the respondents are representative of the population being studied. DMDC uses state of the art scientific statistical sampling and weighting techniques to draw conclusions from random, representative samples of the active duty population to ensure accuracy of estimations to the full active duty population. As the characteristics of the military population are known, this allows for better accuracy and reduces bias in the estimates compared to civilian populations. DMDC also conducts nonresponse analyses on select surveys to identify potential areas of nonresponse bias, minimize impact, and inform future survey iterations (APPENDIX D).

[58] Additional details and breakouts of all survey items are provided in the tabulation volume (DMDC 2013b APPENDIX C).

[59] Where a survey item was new/modified in 2013, no trend is possible and is indicated.

[60] DMDC 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 DMDC uses the False Discovery Rate to handle multiples comparisons (DMDC 2013a APPENDIX B).

This chapter provides an overview of the survey content and how the survey was analyzed for this report. Additionally, an overview of the survey methodology is provided.

Overview of Report

Survey Content by Chapter

Though the survey covers a number of topics (e.g., retention intention, mentoring), the principal purpose of the *2013 WEOA* was to report attitudes and perceptions about personnel programs and policies, including estimates of the incident rates and consequences of racial/ethnic harassment and/or discrimination. The survey examined Service members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity in the DoD. The *2013 WEOA* included questions regarding Service members' experiences of racial/ethnic harassment and/or discrimination in the 12 months before survey administration. It also included questions on members' views of the effectiveness of DoD and Service-level trainings, policies, and programs to prevent and respond to incidents of racial/ethnic harassment and/or discrimination, as well as their perceptions of progress the military and the nation have made in eliminating such incidents.

Topics covered in this report are organized into six chapters:

- Chapter 2 presents perceptions of race relations and Service members' self-reports on experiences of racial/ethnic harassment or discrimination behaviors directed at them. This chapter includes the 12 month incident rates of racial/ethnic harassment and/or discrimination.

- Chapter 3 covers details about Service members' most bothersome experience of race/ethnicity-related harassment and/or discrimination. Results are presented for the types of incidents experienced, where the incident occurred, and the characteristics of offenders in the most bothersome situation. Also described in this chapter are Service members' experiences with reporting unwanted race/ ethnicity-related harassment and/or discrimination behaviors, including reasons for reporting, satisfaction with reporting, and reasons for not reporting incidents of racial/ethnic harassment and/or discrimination behaviors.

- Chapter 4 presents perceptions of the effectiveness of the Services' efforts to eliminate racial/ethnic harassment and/or discrimination. This includes members' views on current racial/ethnic policies and leadership practices, as well as the received and perceived effectiveness of training on racial/ethnic harassment and/or discrimination.

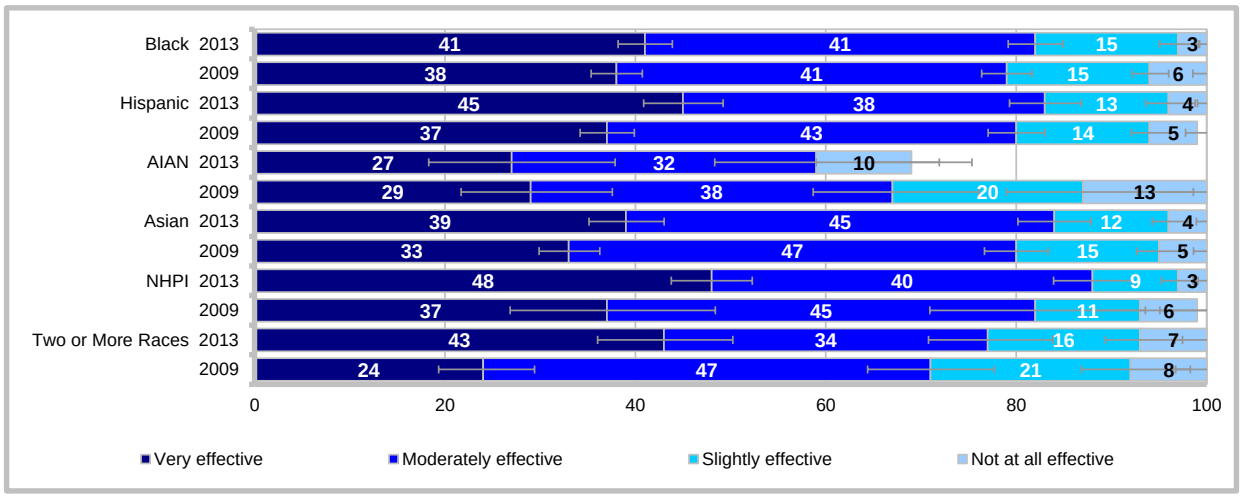
- Chapter 5 presents perceptions of cross race/ethnicity interactions within their work group, as well as general perceptions of differences between the military and the nation on race/ethnic-relations.

- Chapter 6 presents perceptions of racist and extremist groups (e.g., hate groups and gangs), as directed by Title 10 U.S.C. 481(a)(2)(B).

Presentation of Results

Each finding in the *2013 WEOA 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 Services' 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.

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 seen in the example Figure below, there is a small space between the bar chart and the end of the chart for Hispanic 2009 estimates. This is due to rounding. As seen in the bar chart for AIAN 2013, the estimate for *slightly effective* is NR, and therefore it is not reported in the chart.



WEOA 2013 Q60 *Margins of error range from ±1% to ±15%*

An "NR" presentation protects the Department, and the reader, from reporting out potentially inaccurate findings due to instability of the specific estimate. The cause of instability is due to high variability (large relative standard error) usually associated with small cell size. However, in some cases it may be due to large relative standard errors. DMDC-RSSC considers imprecise (or unstable) estimates as 'not reportable' (NR) when the number of respondents contributing to the estimate is small or the variance of the estimate is too large. For example, if a survey item containing a Likert Scale (e.g., scale of 1-5) completed by 20 people resulted in 50% (10 people) indicating "1" and 50% (10 people) indicating "5," the resulting estimate for the average population score would be "3." However, this average would not accurately reflect the true

value of the population due to high variability in responses (i.e., responses were at the extreme ends of the scale) or until enough respondents completed the survey. This estimate would be removed by the DMDC statistical tool, due to an elevated relative standard error, and would be replaced with "NR."

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 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., 2013 compared to 2009), statistical tests for differences between means are used. Results annotated as higher or lower than other results within 2013 are determined significant at an alpha (α) level of .05.[61]

Reporting Groups

Survey results are reported by minority status, race/ethnicity, Service, and paygrade. Significant paygrade comparisons are included in footnotes to ease readability of the report. Consistent with OMB's race/ethnicity reporting requirements, *2013 WEOA* results are reported at the most disaggregated level possible while preserving the reliability and confidentiality of data. Respondents are classified into seven mutually exclusive racial/ethnic reporting categories consistent with requirements of the Office of Management and Budget (Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 1997).

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

[61] DMDC 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 DMDC uses the False Discovery Rate to handle multiple comparisons (DMDC 2013a APPENDIX B).

Minority members refer to all persons marking any racial/ethnic group except for persons who marked only White, non-Hispanic.

The Service categories include Army, Navy, Marine Corps, and Air Force.

The paygrade categories include junior enlisted (E1-E4), senior enlisted (E5-E9), junior officers (O1-O3), and senior officers (O4-O6). Differences between paygrades for rates and percentages are included at the Total DoD level in footnotes.

Survey Methodology

Statistical Sample Design

DMDC conducts cross-Service surveys that provide the DoD with accurate assessments of attitudes and opinions of the entire DoD community using standard scientific methods. DMDC'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. DMDC utilizes survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).[62] Although DMDC 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 frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including DMDC. The survey methodology used on the Equal Opportunity surveys has remained consistent across time, which allows for comparisons across survey administrations.

The survey administration process for the *2013 WEOA* began on April 15, 2013, when the survey opened online and announcement emails were sent to sample members. An announcement letter was mailed out on April 15, 2013. The announcement 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 email and postal reminders were sent to encourage participation. The survey was administered via the web. Data were collected for all Services between April 15 and July 22, 2013.

Single-stage, nonproportional stratified random sampling procedures[63] were used for the *2013 WEOA*. The target population consisted of active duty members of the Army, Navy, Marine Corps, and Air Force who were below general or flag grades.[64] The total sample consisted of 84,034 individuals drawn from the sample frame constructed from DMDC's *Active Duty Master*

[62] 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). DMDC has conducted surveys of the military and DoD community using stratified random sampling for over 25 years.

[63] In stratified random sampling, all members of a population are categorized into homogeneous groups. For the *2013 WEOA*, groups are delineated by race/ethnicity, Service, and paygrade grouping (e.g., one group would be Black, Army, and E1-E4). 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 final analyses.

[64] The population frame was developed in November 2012 and the survey fielded in April 2013.

Edit File. 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 Service as of the first day of the survey, April 15, 2013 (0.28% of sample). Completed surveys (defined as 50% or more of the survey questions asked of all participants were answered, including at least one valid response on critical questions Q28 and Q31) were received from 15,975 eligible DoD respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 23%.[65]

Data were weighted using an industry standard process.[66] This form of weighting reduces bias and 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 process of weighting consists of the following steps:

- 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 do 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 response rate. In this example, the base weight (10) is multiplied by the reciprocal of the response rate (2) to create a new weight of 20. The weighted sample of respondents 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 person in the sample 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 reduce bias and 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

[65] See footnote 57, p. 1 of the report.
[66] Details on survey methodology are reported in DMDC (2013a APPENDIX B).

weighted estimates from the respondents was 7,000 men and 3,000 women. To reduce this bias and reproduce known population totals, the weights would be adjusted by 1.21 for men and 0.5 for women, which would give unbiased estimates of the total and of women and men in the subgroup.

The remainder of the report details top-level findings from the *2013 WEOA*.

Chapter 2: Racial/Ethnic Experiences

Measures of Racial/Ethnic Harassment/Discrimination

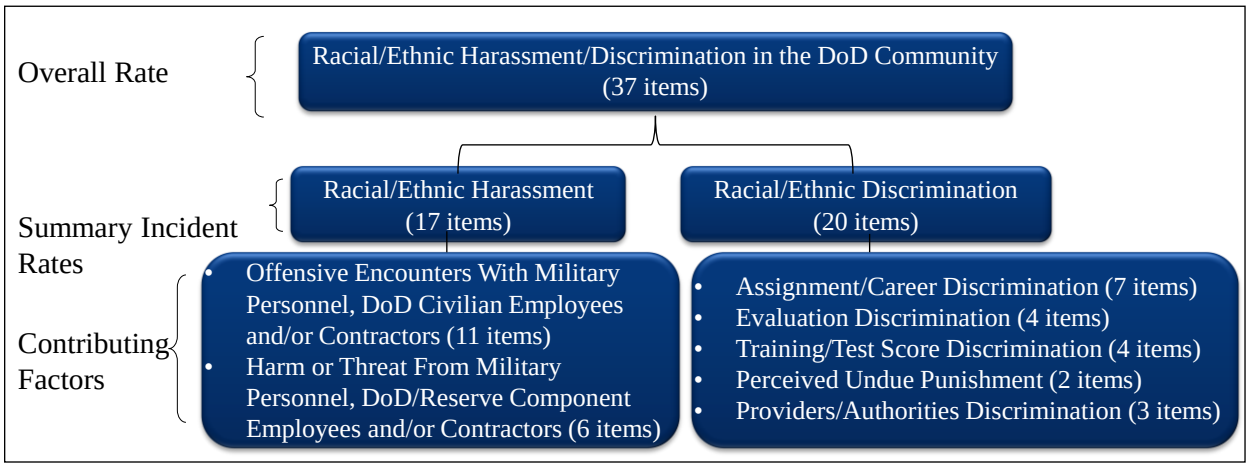
The measures used for racial/ethnic harassment/discrimination were initially developed for the *1996 Equal Opportunity Survey* (*1996 EOS*; Scarville, Button, Edwards, Lancaster, & Elig, 1999). The *1996 EOS* provided estimates of racial/ethnic-related harassment and discrimination experienced by active duty military personnel and included items that tapped a limited set of antecedents and outcomes of such experiences. Survey questions for the *1996 EOS* were developed in consultation with subject-matter experts and officials in the area of equal opportunity–including those in the federal, private, public, and military sectors; from an analysis of relevant literature–including reports and policy statements; from individual interviews with officials from organizations representing minority-group members in the military; and were adapted from existing military surveys (Elig, Edwards, & Reimer, 1997).

Items from the *1996 EOS* were modified in 2005 to reflect racial/ethnic harassment and discrimination based on the Sexual Experiences Questionnaire (SEQ; Fitzgerald, et al, 1988; Fitzgerald, Gelfand, & Drasgow, 1995), a behavioral measure of sexual harassment used by DMDC in their gender-related surveys. The SEQ was included in the 1995 Form B and subsequent gender and workplace relations surveys. Following item generation, the items were refined through an iterative process of pretesting and modification. A series of focus groups were conducted for these purposes and the items, particularly those pertaining to racial/ethnic-related harassment and discrimination, were pretested to ensure that they were realistic, tapped a range of racial/ethnic experiences, and were understood by respondents. A total of 305 military personnel from all five Services participated in more than 30 focus groups at nine installations located throughout the United States (Elig, Edwards, & Reimer, 1997). The focus groups typically contained between seven to twelve members who were of the same racial/ethnic group and organizational level (e.g., Black officers). Group leaders were matched to the same racial/ethnic group as the members. Following each focus group, modifications were made to the survey and tested in subsequent focus groups (Ormerod, Bergman, Palmieri, Drasgow, & Juraska, 2001).

This report includes rates of *Racial/Ethnic Harassment* and *Discrimination* in the DoD community experienced during the past 12 months.[67]

[67] The purpose of the *Racial/Ethnic Harassment/Discrimination* rate is to provide DoD and its policy offices with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination, and not as an official "crime index." There have been recommendations for the Department to measure unwanted behaviors via crime victimization surveys. In 2014, DMDC began initial conversations with the sponsoring policy office to determine if the current measure of Racial/Ethnic Harassment/Discrimination continued to meet their needs. Modifications to the measure may occur in future survey iterations if the needs of the Department change.

Figure 4.
2013 Measures of Race/Ethnicity-Related Behaviors



As depicted in Figure 4, *Racial/Ethnic Harassment/Discrimination* in the DoD Community is an overall rate comprising 37 prohibited behaviors.[68] The overall rate is divided into two summary rates, *Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination*. Generally, harassment behaviors occur on an interpersonal level, whereas discrimination behaviors are more institutional in nature.

The *Racial/Ethnic Harassment* rate is an index of the degree to which members indicated they experienced race/ethnicity-related insensitivity, threats, or actual harm from another military member or a DoD civilian/contractor.[69] *Racial/Ethnic Harassment* measures the extent to which interpersonal workplace relationships are interrupted by the creation of unpleasant or hostile situations by uninvited and unwelcome verbal or physical conduct based on a person's race/ethnicity. *Racial/Ethnic Harassment* is made up of two contributing factors, *Offensive Encounters* and *Harm or Threat of Harm*.[70]

[68] With the assistance of the Office of Diversity Management and Equal Opportunity (ODMEO) and other subject matter experts, these 37 behaviors were agreed upon as prohibited by the Department.
[69] To be included in the rate for *Racial/Ethnic Harassment*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related harassment.
[70] Three new subitems were included in the *Racial/Ethnic Harassment* rate on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these three new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Racial/Ethnic Harassment* and *Racial/Ethnic Harassment/Discrimination* were 0.1% higher with the inclusion of these three subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the *2013 Racial/Ethnic Harassment/Discrimination* rate is still significantly lower than 2009 (including new subitems, 10.2% in 2013 vs. 13.9% in 2009; without including new subitems, 10.1% in 2013 vs. 13.9% in 2009).

- *Offensive Encounters* measures situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused members discomfort or was insulting.[71]

- *Harm or Threat of Harm* measures perceptions of threat, vandalism, hazing, bullying, and assault stemming from members' race/ethnicity and caused by DoD personnel.[72]

The *Racial/Ethnic Discrimination* rate is an index of the degree to which members indicated they experienced race/ethnicity-related discrimination within the workplace.[73] *Racial/Ethnic Discrimination* measures the extent to which, in an institutional setting, differential treatment is experienced that disadvantages someone's professional career and is based on their racial/ethnic group. *Racial/Ethnic Discrimination* is made up of five contributing factors:

- *Assignment/Career Discrimination* reflects the extent to which members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

- *Evaluation Discrimination* reflects members' perceptions that their race/ethnicity influenced some aspect of their military performance evaluation.

- *Training/Test Score Discrimination* reflects the extent to which members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

- *Perceived Undue Punishment* reflects members' perceptions that their race/ethnicity influenced whether and how they were punished by the military.

- *Providers/Authorities Discrimination* reflects members' perceptions that their race/ethnicity influenced the quality of their interactions with military service providers and authorities.

To be included in the summary rates (*Racial/Ethnic Harassment* and/or *Racial/Ethnic Discrimination*), two conditions were required: 1) members had to indicate they <u>experienced</u> at

[71] One new subitem was included in the *Offensive Encounters* measure on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with this new subitem included and without to determine if its inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Offensive Encounters* were 0.1% higher with the inclusion of this subitem compared to estimated rates without the subitem. Whether or not the subitem was included, the *2013 Racial/Ethnic Harassment* rate is still significantly lower than 2009 (including new subitems, 8.6% in 2013 vs. 11.9% in 2009; without including new subitems, 8.5% in 2013 vs. 11.9% in 2009).

[72] Two new subitems were included in the *Harm or Threat of Harm* measure on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Harm or Threat of Harm* were 1.1% higher with the inclusion of these subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the *2013 Racial/Ethnic Harassment* rate is still significantly lower than 2009 (including new subitems, 8.6% in 2013 vs. 11.9% in 2009; without including new subitems, 8.5% in 2013 vs. 11.9% in 2009).

[73] To be included in the rate for *Racial/Ethnic Discrimination*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related discrimination.

least one of the racial/ethnic behaviors comprising the rate in the last 12 months and 2) members had to label the behavior as either racial/ethnic harassment or discrimination. The same subscales[74] were used to create the contributing factors and overall experience rates for 2009 and 2013.[75]

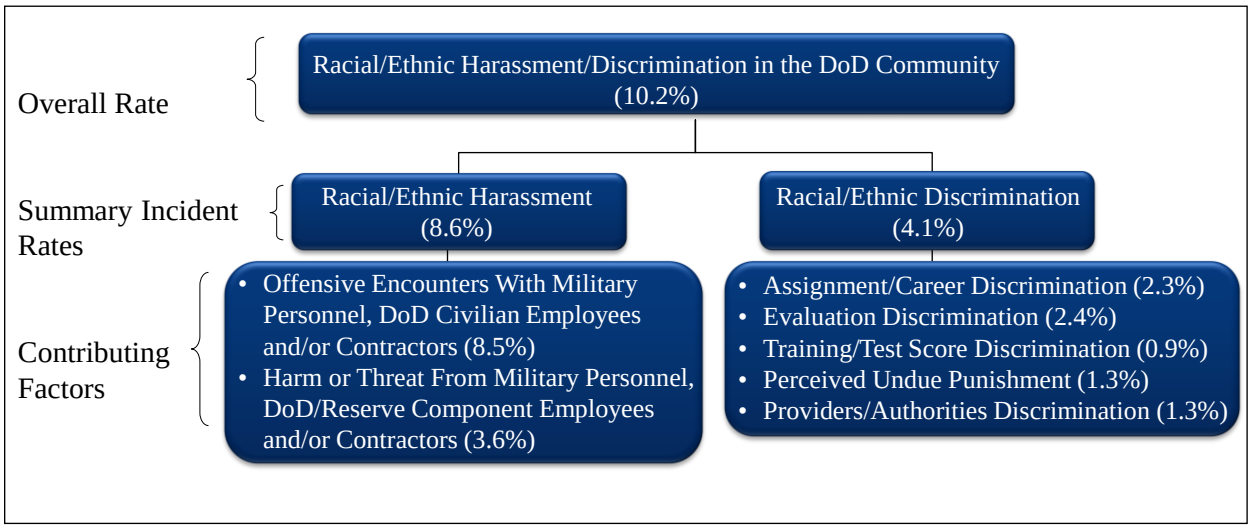
Racial/Ethnic Harassment/Discrimination in the DoD Community

This chapter reviews the rates of racial/ethnic harassment and/or discrimination in the 12 months prior to members taking the survey. To be included, members must have indicated experiencing one of racial/ethnic-related behaviors *and* must have labeled the behaviors as harassment and/or discrimination. Figure 5 depicts the composition of the rates for the Contributing Factors, Summary Incident, and the overall Harassment/Discrimination in the DoD Community for the *2013 WEOA*.[76]

Racial/Ethnic Harassment/ Discrimination in the DoD Community	
2009	**2013**
DoD: 13.9%	DoD: 10.2%

Note. Three new subitems were included in the *Racial/Ethnic Harassment* rate on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these three new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Racial/Ethnic Harassment/Discrimination* were 0.1% higher with the inclusion of these three subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the 2013 *Racial/Ethnic Harassment/Discrimination* rate is still significantly lower than 2009 (including new subitems, 10.2% in 2013 vs. 13.9% in 2009; without including new subitems, 10.1% in 2013 vs. 13.9% in 2009).

Figure 5.
2013 Rates of Racial/Ethnic Experiences



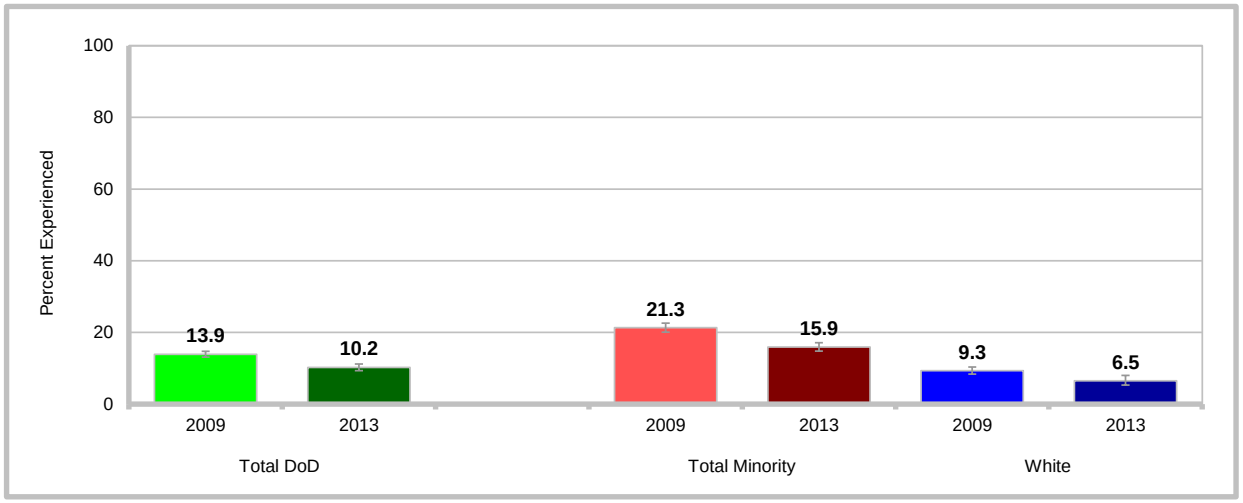
According to the results of the *2013 WEOA*, about one in ten members (10.2%) experienced *Racial/Ethnic Harassment/Discrimination* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as harassment and/or discrimination. Minority members (15.9%) were more likely to experience these behaviors compared to White (non-

[74] See footnote 70, p. 10 of the report.
[75] 2005 incident rates are not included in the trend analysis as their calculation was too different to create a comparable trend (DMDC, 2007).
[76] 2013 rates are calculated to the 10th decimal place in order to provide the Department with added precision on these critical items.

Hispanic) members (6.5%). Overall, the Department saw a decline between 2009 and 2013 in experiences of racial/ethnic harassment and/or discrimination. Specific rates and comparisons follow.

Racial/Ethnic Harassment/Discrimination

Figure 6.
Racial/Ethnic Harassment/Discrimination in the DoD Community



WEOA 2013 Q28, Q29, Q31, Q32 *Margins of error range from ±0.9% to ±1.5%*

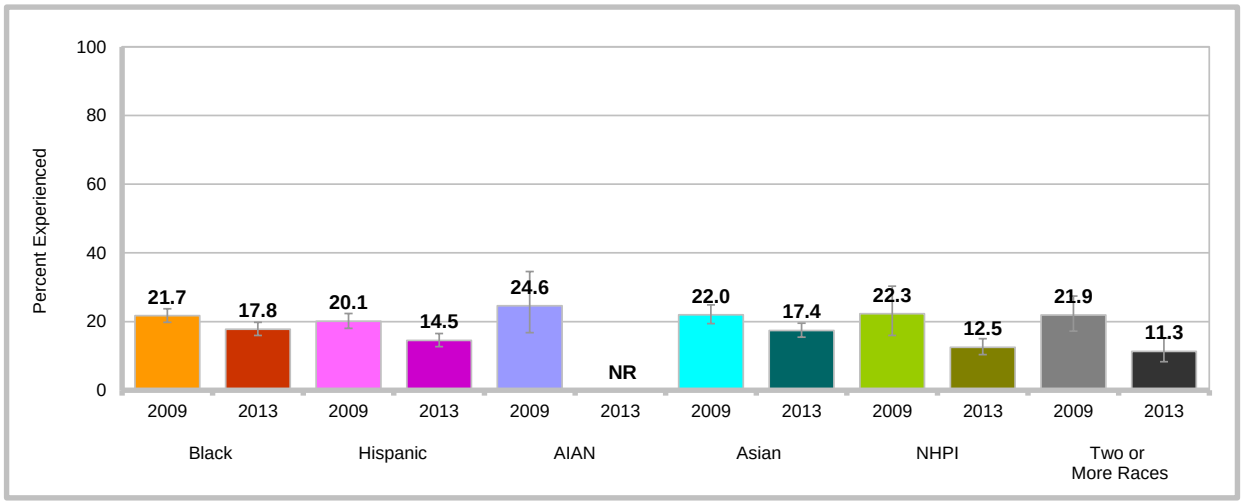
Percent of all active duty members

As seen in Figure 6, 10.2%[77] of Service members in 2013 indicated they experienced *Racial/Ethnic Harassment/Discrimination* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as harassment and/or discrimination (3.7 percentage points lower than 2009).[78] Minority members (15.9% - 5.4 percentage points lower than 2009) were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination*, whereas White (non-Hispanic) members (6.5% - 2.8 percentage points lower than 2009) were less likely.

[77] Three new subitems were included in the *Racial/Ethnic Harassment* rate on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these three new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Racial/Ethnic Harassment* and *Racial/Ethnic Harassment/Discrimination* were 0.1% higher with the inclusion of these three subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the *2013 Racial/Ethnic Harassment/Discrimination* rate is still significantly lower than 2009 (including new subitems, 10.2% in 2013 vs. 13.9% in 2009; without including new subitems, 10.1% in 2013 vs. 13.9% in 2009).

[78] There were no significant differences between paygrades for experiencing *Racial/Ethnic Harassment/Discrimination*.

Figure 7.
Racial/Ethnic Harassment/Discrimination in the DoD Community, by Minority Racial/Ethnic Group



WEOA 2013 Q28, Q29, Q31, Q32 *Margins of error range from ±2.1% to ±10.0%*

Percent of all active duty members

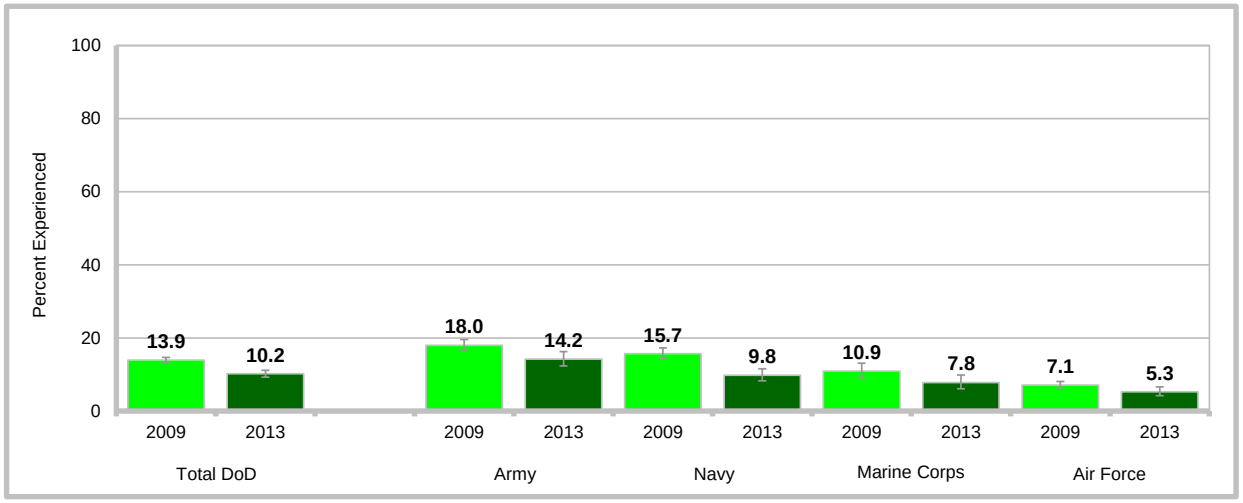
In Figure 7, differences are shown between individual racial/ethnic groups who experienced *Racial/Ethnic Harassment/Discrimination*.[79] Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, members of Two or More Races (11.3%) and NHPI members (12.5%) were less likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* compared to other racial/ethnic groups.

- Compared to 2009, the percentage of those who experienced *Racial/Ethnic Harassment/Discrimination* was lower in 2013 for Black members (17.8% - 3.9 percentage points lower than 2009), Hispanic members (14.5% - 5.6 percentage points lower than 2009), and members of Two or More Races (11.3% - 10.6 percentage points lower than 2009).

[79] To be included, respondents must have experienced racial/ethnic behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment and/or discrimination.

Figure 8.
Racial/Ethnic Harassment/Discrimination in the DoD Community, by Service



WEOA 2013 Q28, Q29, Q31, Q32 *Margins of error range from ±0.9% to ±2.2%*

Percent of all active duty members

In Figure 8, rates of *Racial/Ethnic Harassment/Discrimination* across the Services are shown.[80] Significant differences are as follows:

- In 2013, Army members (14.2%) were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination*, whereas Air Force members (5.3%) were less likely.

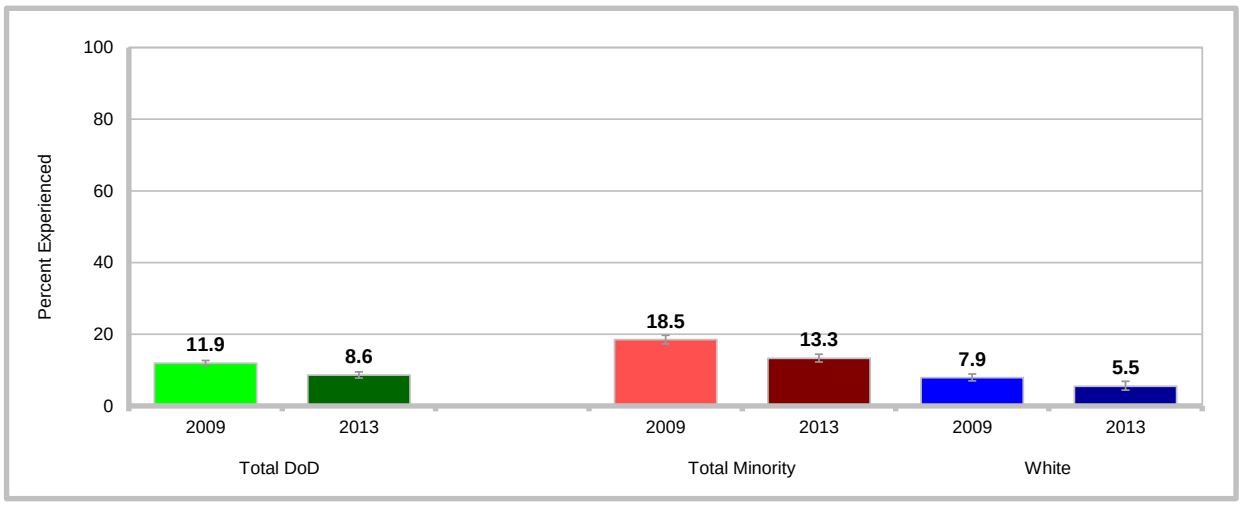
- Compared to 2009, the percentage of those who experienced *Racial/Ethnic Harassment/Discrimination* was lower in 2013 for Army members (14.2% - 3.8 percentage points lower than 2009) and Navy members (9.8% - 5.9 percentage points lower than 2009).

Racial/Ethnic Harassment

The Department's measure of *Racial/Ethnic Harassment* includes two factors: *Offensive Encounters* and *Harm or Threat of Harm*. Overall, 8.6% of active duty members reported experiencing *Racial/Ethnic Harassment*.[81] This is a significant decrease from 2009 (11.9%). Minority members were more likely to indicate experiencing *Racial/Ethnic Harassment* compared to White (non-Hispanic) members. The 2013 rates of *Racial/Ethnic Harassment* were significantly lower for minority members and White (non-Hispanic) members compared to 2009. Specific rates and comparisons follow.

[80] To be included, respondents must have experienced racial/ethnic behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment and/or discrimination.
[81] To be included, respondents must have experienced racial/ethnic harassment behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment.

Figure 9.
Racial/Ethnic Harassment



WEOA 2013 Q28, Q29 *Margins of error range from ±0.8% to ±1.4%*

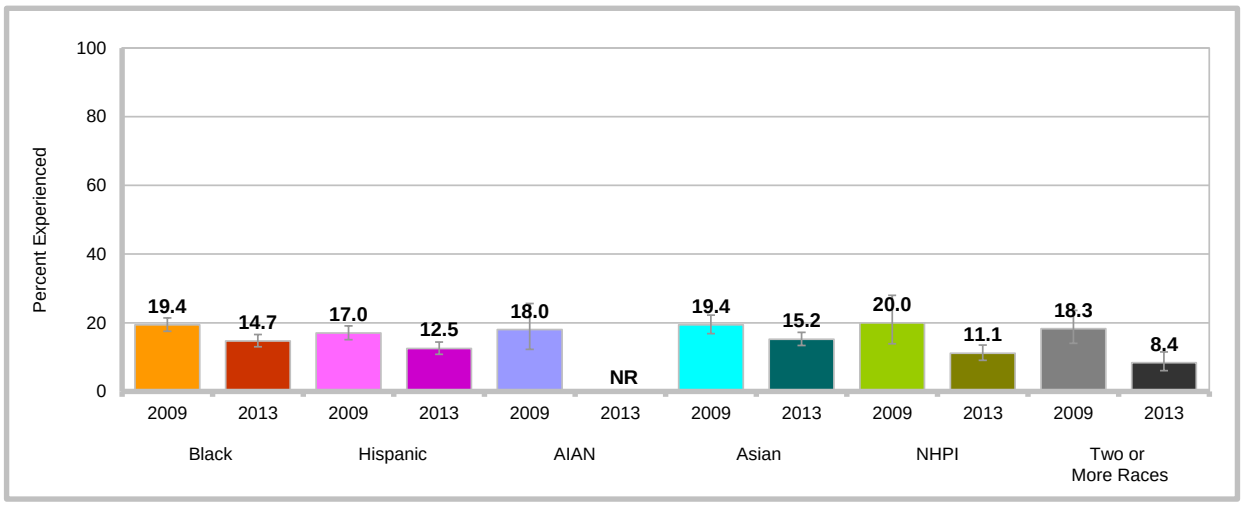
Percent of all active duty members

Overall, as seen in Figure 9, 8.6%[82] of Service members indicated they experienced *Racial/Ethnic Harassment* in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as harassment (3.3 percentage points lower than 2009).[83] Minority members (13.3% - 5.2 percentage points lower than 2009) were more likely to indicate experiencing *Racial/Ethnic Harassment* in the DoD community, whereas White (non-Hispanic) members (5.5% - 2.4 percentage points lower than 2009) were less likely.

[82] Three new subitems were included in the *Racial/Ethnic Harassment* rate on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these three new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Racial/Ethnic Harassment* and *Racial/Ethnic Harassment/Discrimination* were 0.1% higher with the inclusion of these three subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the *2013 Racial/Ethnic Harassment* rate is still significantly lower than 2009 (including new subitems, 8.6% in 2013 vs. 11.9% in 2009; without including new subitems, 8.5% in 2013 vs. 11.9% in 2009).

[83] In 2013, senior officers (O4-O6; 4.8%) were less likely to indicate experiencing *Racial/Ethnic Harassment* in the DoD community.

Figure 10.
Racial/Ethnic Harassment, by Minority Racial/Ethnic Group



WEOA 2013 Q28, Q29 *Margins of error range from ±1.9% to ±8.0%*

Percent of all active duty members

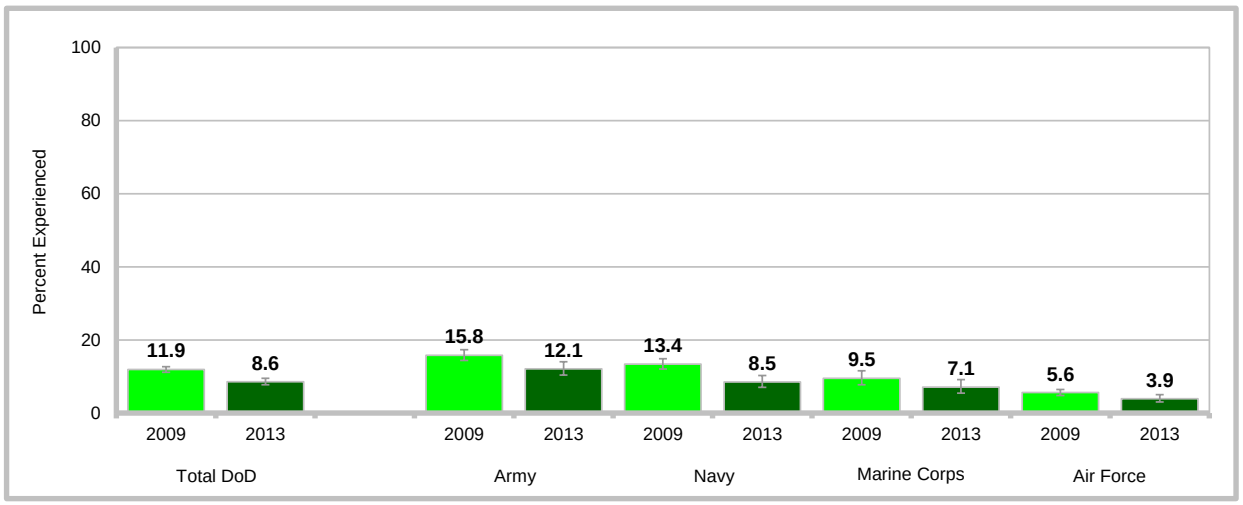
In Figure 10, differences are shown between individual racial/ethnic groups who experienced *Racial/Ethnic Harassment*.[84] Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, members of Two or More Races (8.4%) were less likely to indicate experiencing *Racial/Ethnic Harassment* in the DoD community compared to other racial/ethnic groups.

- Compared to 2009, the percentage of those who experienced *Racial/Ethnic Harassment* was lower in 2013 for Black members (14.7% - 4.7 percentage points lower than 2009), Hispanic members (12.5% - 4.5 percentage points lower than 2009), and members of Two or More Races (8.4% - 9.9 percentage points lower than 2009).

[84] To be included, respondents must have experienced racial/ethnic harassment behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment.

Figure 11.
Racial/Ethnic Harassment, by Service



WEOA 2013 Q28, Q29 *Margins of error range from ±0.8% to ±2.1%*

Percent of all active duty members

In Figure 11, rates of *Racial/Ethnic Harassment* across the Services are shown.[85] Significant differences are as follows:

- In 2013, Army members (12.1%) were more likely to indicate experiencing *Racial/Ethnic Harassment* in the DoD community, whereas Air Force members (3.9%) were less likely.

- Compared to 2009, the percentage of those who experienced *Racial/Ethnic Harassment* was lower in 2013 for Army members (12.1% - 3.7 percentage points lower than 2009), Navy members (8.5% - 4.9 percentage points lower than 2009), and Air Force members (3.9% - 1.7 percentage points lower than 2009).

Contributing Factors to Racial/Ethnic Harassment

To better understand members' experiences of *Racial/Ethnic Harassment*, DMDC broke down the rate by both contributing factors: *Offensive Encounters* (11 items) and *Harm or Threat of Harm* (6 items). Specific rates and comparisons for these factors follow.

Offensive Encounters

The incident rate for Service members' experiences of *Offensive Encounters*, a contributing factor of *Racial/Ethnic Harassment*, was assessed by 11 items in the survey as shown in Figure 12. Each item described a situation in which members stated that DoD personnel engaged in

[85] To be included, respondents must have experienced racial/ethnic harassment behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment.

racially/ethnically insensitive or harassing behavior that caused the Service member discomfort or was insulting.[86]

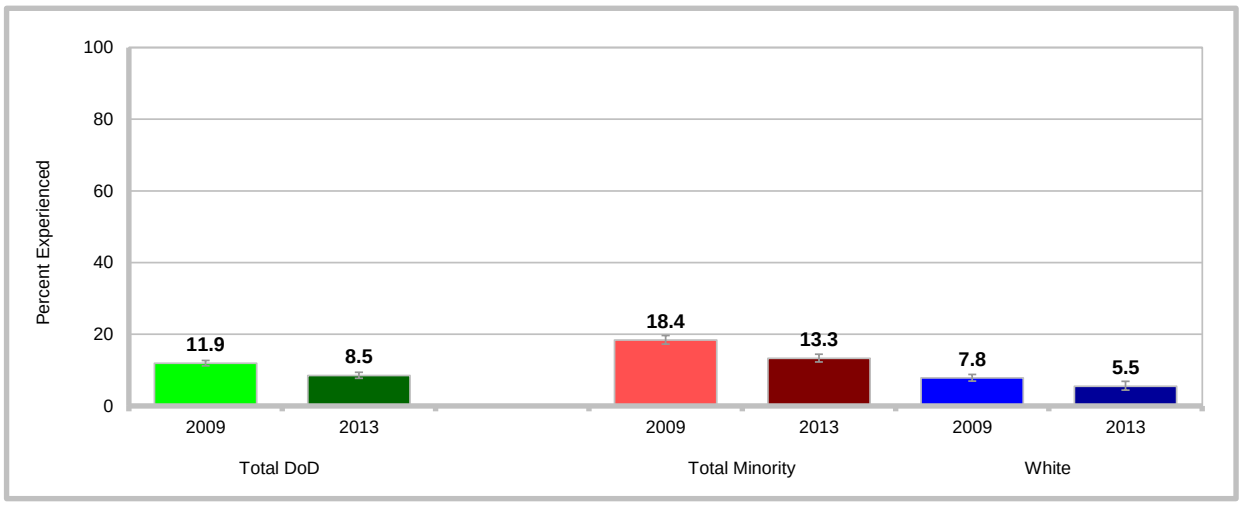
Figure 12.
Survey Items Assessing Offensive Encounters

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve)
- on- or off-duty
- on- or off-installation; and/or

DoD/DHS Civilian Employees and/or Contractors
- In your military workplace or on your installation/ship...
  - Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
  - Told stories or jokes which were racist or depicted your race/ethnicity negatively?
  - Were condescending to you because of your race/ethnicity?
  - Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?
  - Displayed tattoos or wore distinctive clothes which were racist?
  - Did not include you in social activities because of your race/ethnicity?
  - Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
  - Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?
  - Made offensive remarks about your accent or language skills?
  - Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
  - Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

[86] To be included in the *Offensive Encounters* rate, Service members had to indicate they experienced *at least one* of the eleven racial/ethnic behaviors that comprise this contributing factor *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

Figure 13.
Offensive Encounters



WEOA 2013 Q28, Q29 *Margins of error range from ±0.8% to ±1.4%*

Percent of all active duty members

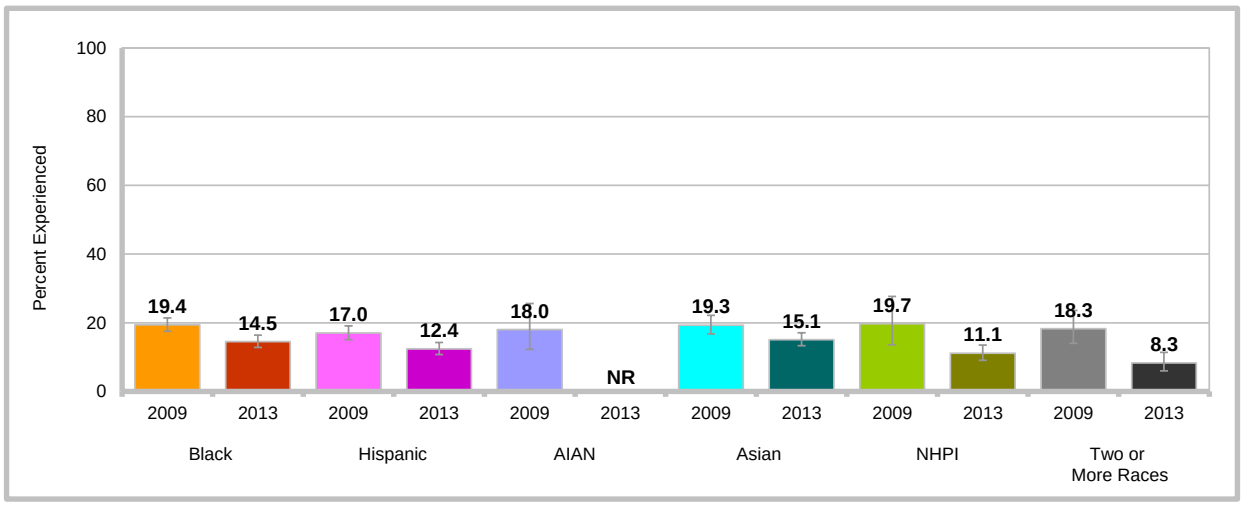
Overall, as seen in Figure 13, 8.5%[87] of Service members indicated experiencing *Offensive Encounters*,[88] a subscale of *Racial/Ethnic Harassment*, in the DoD community in the 12 months prior to taking the survey (3.4 percentage points lower than 2009).[89] Minority members (13.3% - 5.1 percentage points lower than 2009) were more likely to indicate experiencing *Offensive Encounters*, whereas White (non-Hispanic) members (5.5% - 2.3 percentage points lower than 2009) were less likely.

[87] One new subitem was included in the *Offensive Encounters* rate on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with this new subitem included and without to determine if its inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Offensive Encounters* were 0.1% higher with the inclusion of this subitem compared to estimated rates without the subitem. Whether or not the subitem was included, the *2013 Offensive Encounters* rate is still significantly lower than 2009 (including new subitems, 8.5% in 2013 vs. 11.9% in 2009; without including new subitems, 8.4% in 2013 vs. 11.9% in 2009).

[88] To be included in the *Offensive Encounters* rate, Service members had to indicate they experienced *at least one* of the eleven racial/ethnic behaviors that comprise this contributing factor *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

[89] In 2013, senior officers (O4-O6; 4.7%) were less likely to indicate experiencing *Offensive Encounters.*

Figure 14.
Offensive Encounters, by Minority Racial/Ethnic Group



WEOA 2013 Q28, Q29 *Margins of error range from ±1.9% to ±8.0%*

Percent of all active duty members

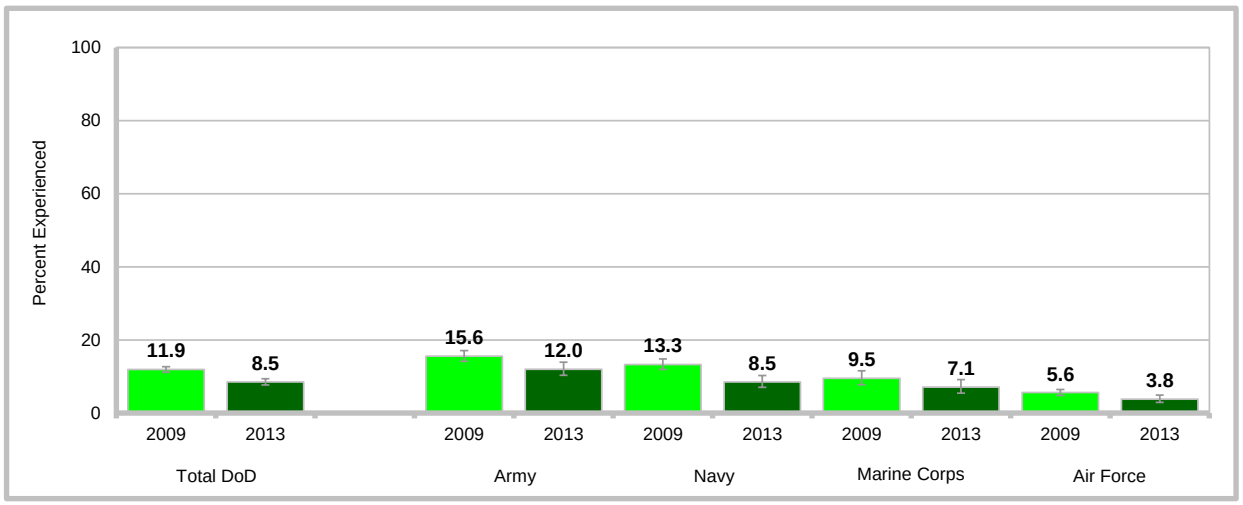
In Figure 14, differences are shown between individual racial/ethnic groups who experienced *Offensive Encounters*.[90] Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, members of Two or More Races (8.3%) were less likely to indicate experiencing *Offensive Encounters* compared to other racial/ethnic groups.

- Compared to 2009, the percentage of those who experienced *Offensive Encounters* was lower in 2013 for Black members (14.5% - 4.9 percentage points lower than 2009), Hispanic members (12.4% - 4.6 percentage points lower than 2009), and members of Two or More Races (8.3% - 10.0 percentage points lower than 2009).

[90] To be included in the *Offensive Encounters* rate, Service members had to indicate they experienced *at least one* of the eleven racial/ethnic behaviors that comprise this contributing factor *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

Figure 15.
Offensive Encounters, by Service



WEOA 2013 Q28, Q29 *Margins of error range from ±0.8% to ±2.1%*

Percent of all active duty members

In Figure 15, rates of *Offensive Encounters* across the Services are shown.[91] Significant differences are as follows:

- In 2013, Army members (12.0%) were more likely to indicate experiencing *Offensive Encounters*, whereas Air Force members (3.8%) were less likely.

- Compared to 2009, the percentage of those who experienced *Offensive Encounters* was lower in 2013 for Army members (12.0% - 3.6 percentage points lower than 2009), Navy members (8.5% - 4.8 percentage points lower than 2009), and Air Force members (3.8% - 1.8 percentage points lower than 2009).

Harm or Threat of Harm

The incident rate for Service members' experiences of *Harm or Threat of Harm*, a contributing factor of *Racial/Ethnic Harassment*, was assessed by 6 items in the survey as shown in Figure 16. Each item described a situation in which members experienced instances of threats, vandalism, and assault that were related to their race/ethnicity and were caused by members of the DoD community.[92]

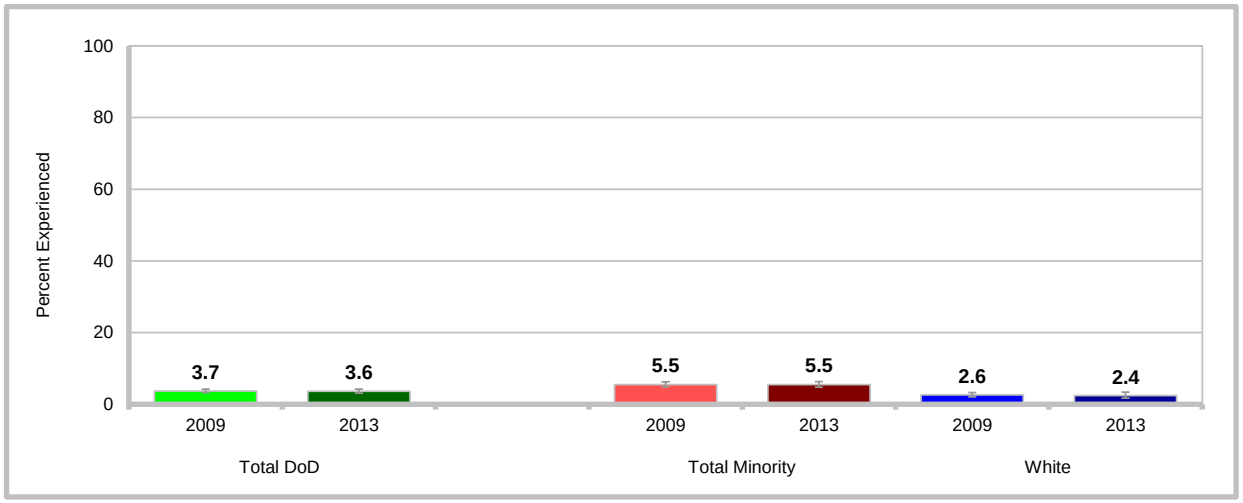
[91] To be included in the *Offensive Encounters* rate, Service members had to indicate they experienced *at least one* of the eleven racial/ethnic behaviors that comprise this contributing factor *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.
[92] To be included in the *Harm or Threat of Harm* rate, Service members had to indicate they experienced *at least one* of the six racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

Figure 16.
Survey Items Assessing Harm or Threat of Harm

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve)
- on- or off-duty
- on- or off-installation; and/or

DoD/DHS Civilian Employees and/or Contractors
- In your military workplace or on your installation/ship...
  - Vandalized your property because of your race/ethnicity?
  - Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?
  - Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?
  - Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
  - Physically threatened or intimidated you because of your race/ethnicity?
  - Assaulted you physically because of your race/ethnicity?

Figure 17.
Harm or Threat of Harm



WEOA 2013 Q28, Q29 *Margins of error range from ±0.5% to ±1.0%*

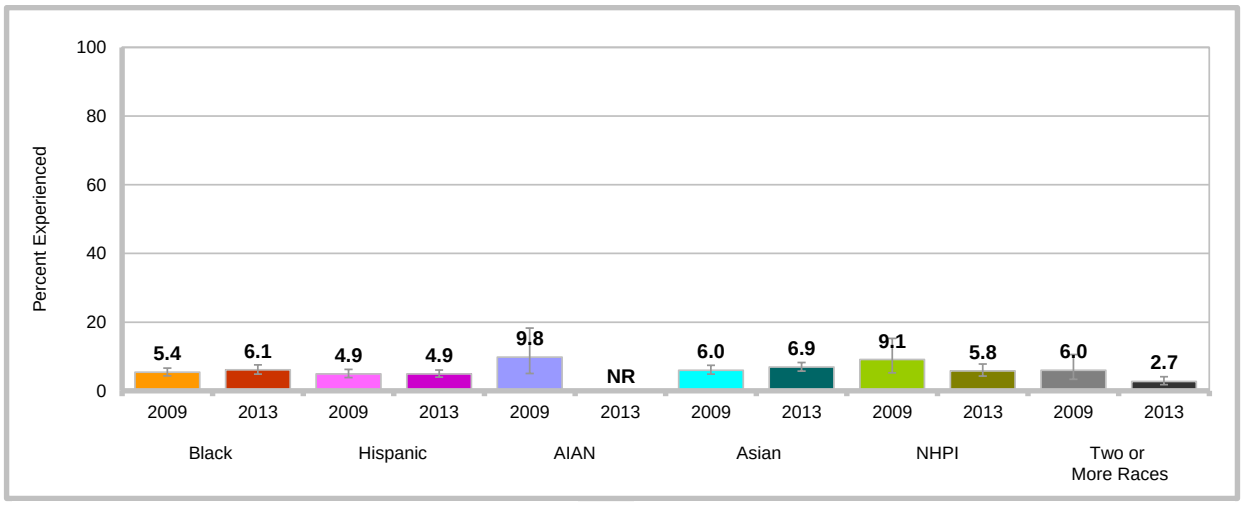
Percent of all active duty members

Overall, as seen in Figure 17, 3.6%[93] of Service members indicated experiencing *Harm or Threat of Harm*,[94] a subscale of *Racial/Ethnic Harassment*, in the DoD community in the 12

[93] Two new subitems were included in the *Harm or Threat of Harm* rate on the *2013 WEOA* and trends should be interpreted with caution. DMDC conducted analyses both with these new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for

months prior to taking the survey (unchanged from 2009).[95] Minority members (5.5% - unchanged from 2009) were more likely to indicate experiencing *Harm or Threat of Harm*, whereas White (non-Hispanic) members (2.4% - unchanged from 2009) were less likely.

Figure 18.
Harm or Threat of Harm, by Minority Racial/Ethnic Group



WEOA 2013 Q28, Q29 *Margins of error range from ±1.2% to ±8.5%*

Percent of all active duty members

In Figure 18, differences are shown between individual racial/ethnic groups who experienced *Harm or Threat of Harm*.[96] Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, members of Two or More Races (2.7%) were less likely to indicate experiencing *Harm or Threat of Harm* compared to other racial/ethnic groups.
- There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

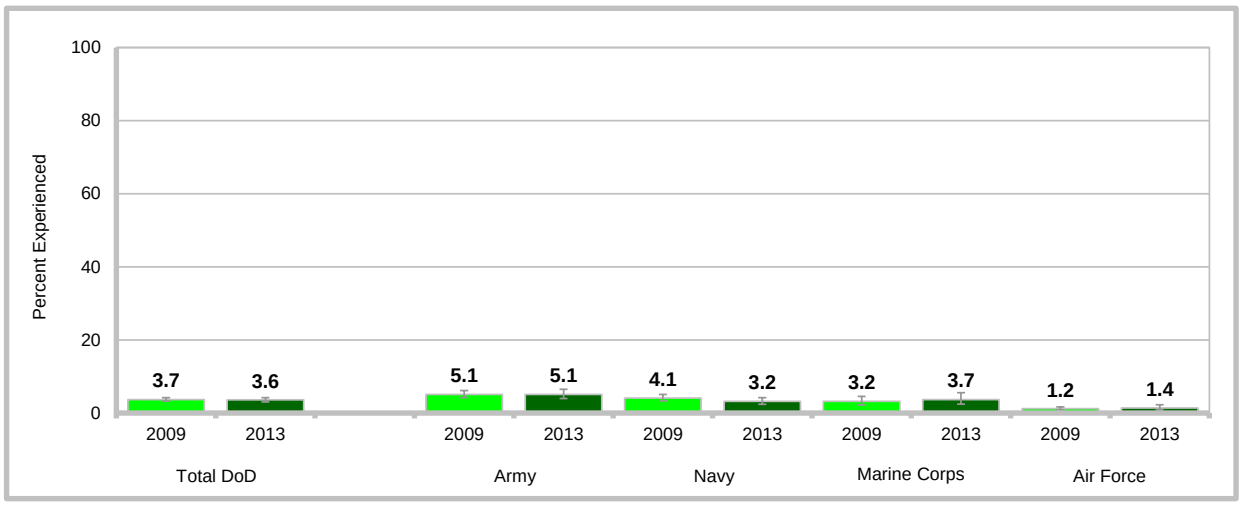
Harm or Threat of Harm were 1.1% higher with the inclusion of these subitems compared to estimated rates without these subitems. Without the inclusion of these subitems, the *2013 Harm or Threat of Harm* rate was significantly lower than 2009, whereas with the inclusion of these subitems, the rate remained unchanged (including new subitems, 3.6% in 2013 vs. 3.7% in 2009; without including new subitems, 2.5% in 2013 vs. 3.7% in 2009).

[94] To be included in the *Harm or Threat of Harm* rate, Service members had to indicate they experienced *at least one* of the six racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

[95] In 2013, junior enlisted members (E1-E4; 4.7%) were more likely to indicate experiencing *Harm or Threat of Harm.*

[96] To be included in the *Harm or Threat of Harm* rate, Service members had to indicate they experienced *at least one* of the six racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.

Figure 19.
Harm or Threat of Harm, by Service



WEOA 2013 Q28, Q29 *Margins of error range from ±0.5% to ±1.9%*

Percent of all active duty members

In Figure 19, rates of *Harm or Threat of Harm* across the Services are shown.[97] Significant differences are as follows:

- In 2013, Army members (5.1%) were more likely to indicate experiencing *Harm or Threat of Harm*, whereas Air Force members (1.4%) were less likely.

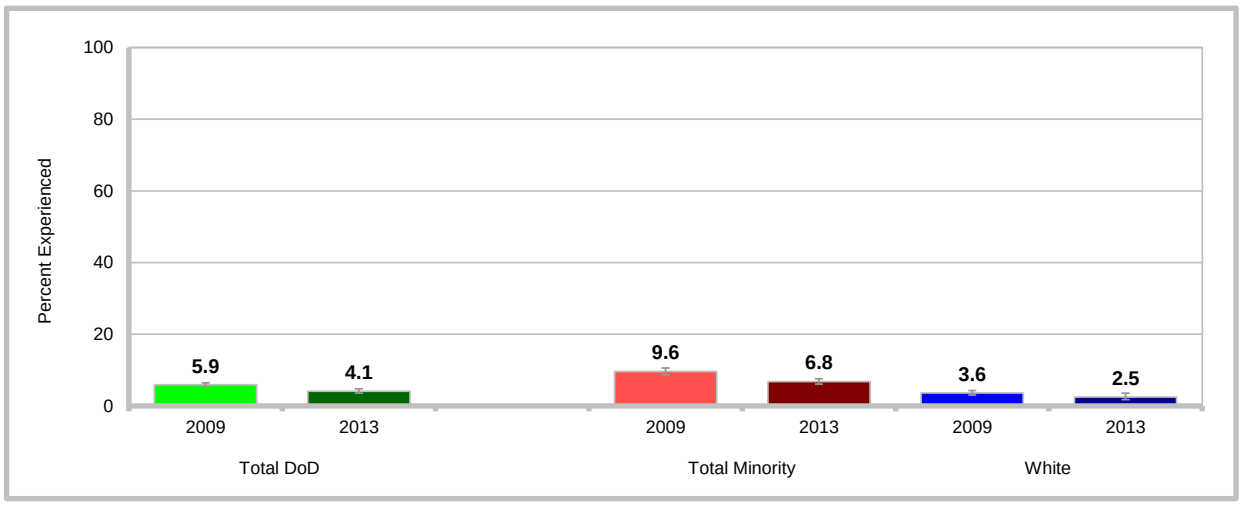
- There were no significant differences for Services in 2013 compared to 2009.

Racial/Ethnic Discrimination

The survey's measure of Racial/Ethnic Discrimination includes five factors: *Assignment/Career Discrimination*, *Evaluation Discrimination*, *Training/Test Scores Discrimination*, *Perceived Undue Punishment*, and *Providers/Authorities* Discrimination. As opposed to harassment which is more interpersonal, discrimination tends to be more institutional in nature with potential implications for professional advancement and career progression. Overall, 4.1% of active duty members reported experiencing Racial/Ethnic Discrimination.[98] This is a significant decrease from 2009 (5.9%). Minority members were more likely to indicate experiencing *Racial/Ethnic Discrimination* compared to White (non-Hispanic) members. The 2013 rates of Racial/Ethnic Discrimination were significantly lower for minority members compared to 2009. Specific rates and comparisons follow.

[97] To be included in the *Harm or Threat of Harm* rate, Service members had to indicate they experienced *at least one* of the six racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 17 harassment behaviors experienced to be racial/ethnic harassment.
[98] To be included in the *Racial/Ethnic Discrimination* rate, respondents must have experienced racial/ethnic discrimination behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as discrimination.

Figure 20.
Racial/Ethnic Discrimination



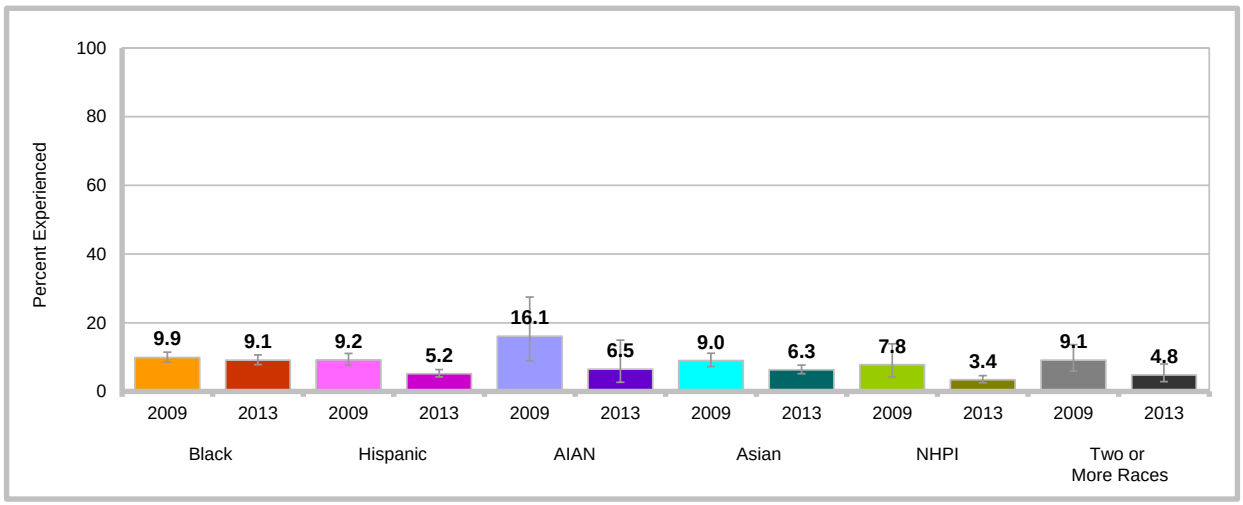
WEOA 2013 Q31, Q32 *Margins of error range from ±0.6% to ±1.1%*

Percent of all active duty members

Overall, as seen in Figure 20, 4.1% of Service members indicated experiencing *Racial/Ethnic Discrimination*[99] in the DoD community in the 12 months prior to taking the survey and labeled these behaviors as discrimination (1.8 percentage points lower than 2009).[100] Minority members (6.8% - 2.8 percentage points lower than 2009) were more likely to indicate experiencing *Racial/Ethnic Discrimination* in the DoD community, whereas White (non-Hispanic) members (2.5% - unchanged from 2009) were less likely.

[99] To be included respondents must have experienced racial/ethnic discrimination behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as discrimination.
[100] In 2013, there were no significant differences between paygrades for experiencing *Racial/Ethnic Discrimination* in the DoD community.

Figure 21.
Racial/Ethnic Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q31, Q32 *Margins of error range from ±1.2% to ±11.5%*

Percent of all active duty members

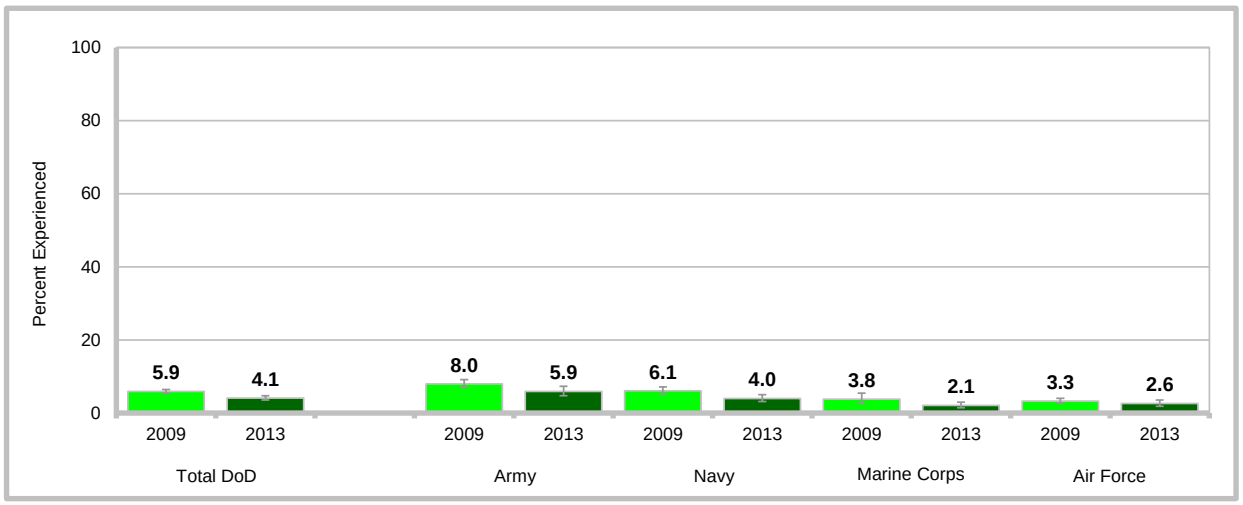
In Figure 21, differences are shown between individual racial/ethnic groups who experienced *Racial/Ethnic Discrimination*.[101] Significant differences are as follows:

- In 2013, Black members (9.1%) were more likely to indicate experiencing *Racial/Ethnic Discrimination* in the DoD community, whereas NHPI members (3.4%) and Hispanic members (5.2%) were less likely.

- Compared to 2009, the percentage of those who experienced *Racial/Ethnic Discrimination* was lower in 2013 for Hispanic members (5.2% - 4.0 percentage points lower than 2009).

[101] To be included respondents must have experienced racial/ethnic discrimination behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as discrimination.

Figure 22.
Racial/Ethnic Discrimination, by Service



WEOA 2013 Q31, Q32 *Margins of error range from ±0.6% to ±1.7%*

Percent of all active duty members

In Figure 22, rates of *Racial/Ethnic Discrimination* across the Services are shown.[102] Significant differences are as follows:

- In 2013, Army members (5.9%) were more likely to indicate experiencing *Racial/Ethnic Discrimination* in the DoD community, whereas Marine Corps members (2.1%) and Air Force members (2.6%) were less likely.

- Compared to 2009, the percentage of those who experienced *Racial/Ethnic Discrimination* was lower in 2013 for Navy members (4.0% - 2.1 percentage points lower than 2009).

Contributing Factors to Racial/Ethnic Discrimination

To better understand members' experiences of *Racial/Ethnic Discrimination*, DMDC broke down the rate by its five contributing factors: *Assignment/Career Discrimination*, *Evaluation Discrimination*, *Training/Test Scores Discrimination*, *Perceived Undue Punishment*, and *Providers/Authorities Discrimination*. Specific rates and comparisons for these factors follow.

Assignment/Career Discrimination

The incident rate for Service members' experiences of *Assignment/Career Discrimination*, a contributing factor of *Racial/Ethnic Discrimination*, was assessed by seven items in the survey as shown in Figure 23. Each item described a situation in which members perceived an aspect of

[102] To be included respondents must have experienced racial/ethnic discrimination behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as discrimination.

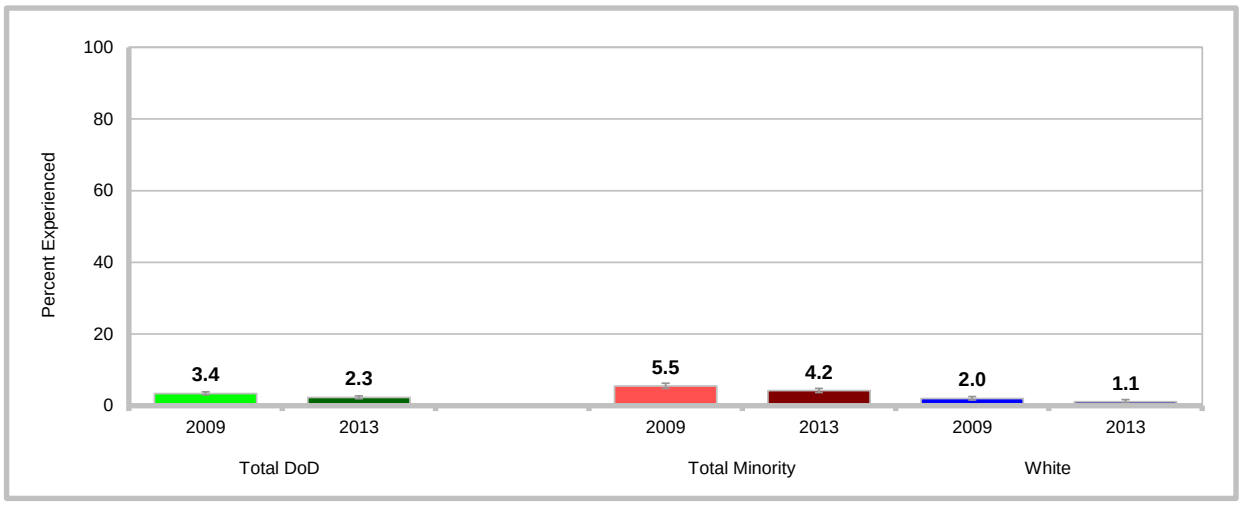
their current military assignment or career progression was hampered because of their race/ethnicity.[103]

Figure 23.
Survey Items Assessing Assignment/Career Discrimination

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

- Your current military assignment has not made use of your job skills.
- Your current military assignment is not good for your career if you continue in the military.
- You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.
- You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.
- You did not learn until it was too late of opportunities that would help your military career.
- You were unable to get straight answers about your military promotion possibilities.
- You were excluded by your military peers from social activities important to military career development and being kept informed.

Figure 24.
Assignment/Career Discrimination



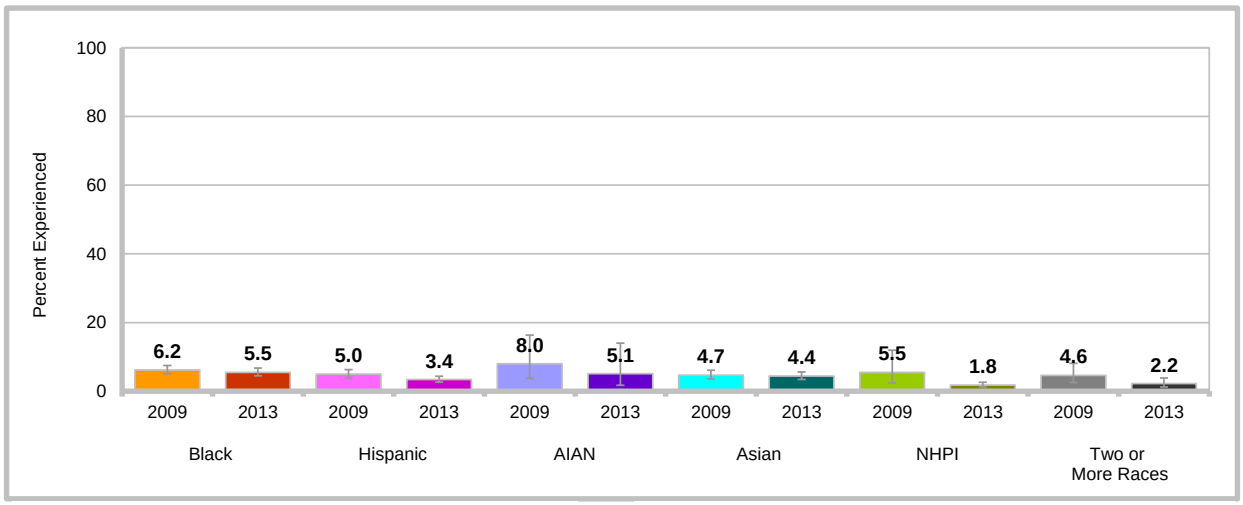
WEOA 2013 Q31, Q32 *Margins of error range from ±0.5% to ±0.8%*

Percent of all active duty members

[103] To be included in the *Assignment/Career Discrimination* rate, Service members had to indicate they experienced *at least one* of the seven racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

As seen in Figure 24, 2.3% of Service members indicated experiencing *Assignment/Career Discrimination*,[104] a subscale of *Racial/Ethnic Discrimination*, in the DoD community in the 12 months prior to taking the survey (1.1 percentage points lower than 2009).[105] Minority members (4.2% - 1.3 percentage points lower than 2009) were more likely to indicate experiencing *Assignment/Career Discrimination*, whereas White (non-Hispanic) members (1.1% - unchanged from 2009) were less likely.

Figure 25.
Assignment/Career Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q31, Q32 *Margins of error range from ±0.8% to ±9.0%*

Percent of all active duty members

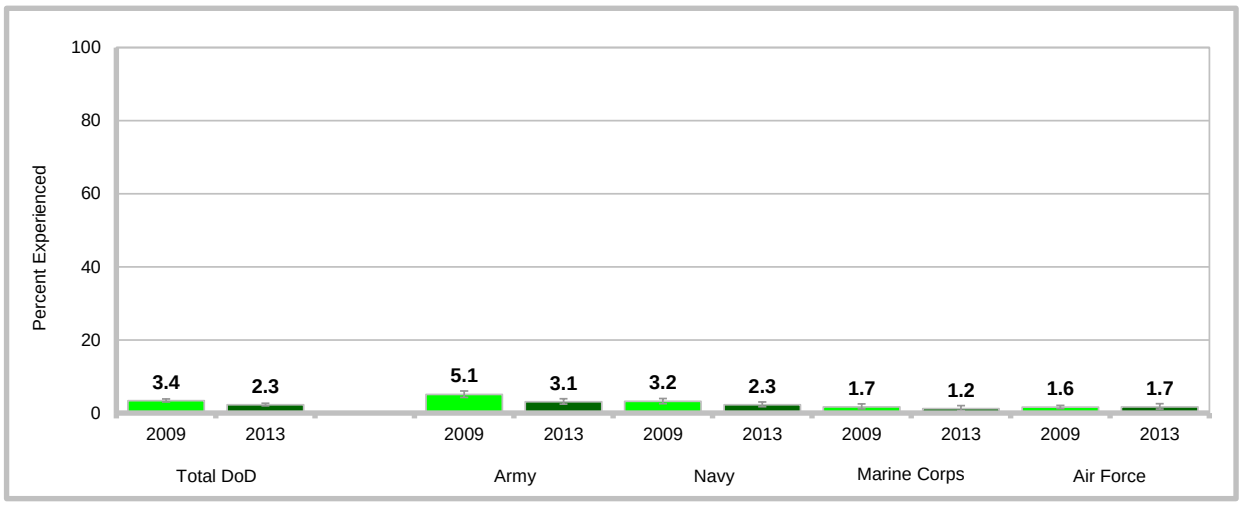
In Figure 25, differences are shown between individual racial/ethnic groups who experienced *Assignment/Career Discrimination*.[106] Significant differences are as follows:

- In 2013, Black members (5.5%) were more likely to indicate experiencing *Assignment/Career Discrimination*, whereas NHPI members (1.8%) and members of Two or More Races (2.2%) were less likely.

- There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

[104] To be included in the *Assignment/Career Discrimination* rate, Service members had to indicate they experienced *at least one* of the seven racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[105] In 2013, there were no significant differences between paygrades for experiencing *Assignment/Career Discrimination.*
[106] To be included in the *Assignment/Career Discrimination* rate, Service members had to indicate they experienced *at least one* of the seven racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

Figure 26.
Assignment/Career Discrimination, by Service



WEOA 2013 Q31, Q32 *Margins of error range from ±0.5% to ±1.0%*

Percent of all active duty members

In Figure 26, rates of *Assignment/Career Discrimination* across the Services are shown.[107] Significant differences are as follows:

- In 2013, Army members (3.1%) were more likely to indicate experiencing *Assignment/Career Discrimination*, whereas Marine Corps members (1.2%) were less likely.

- Compared to 2009, the percentage of those who experienced *Assignment/Career Discrimination* was lower in 2013 for Army members (3.1% - 2.0 percentage points lower than 2009).

Evaluation Discrimination

The incident rate for Service members' experiences of *Evaluation Discrimination*, a contributing factor of *Racial/Ethnic Discrimination*, was assessed by four items in the survey as shown in Figure 27. Each item described a situation in which members perceived that their race/ethnicity was a factor in others' judgments about their military performance (e.g., evaluations or awards).[108]

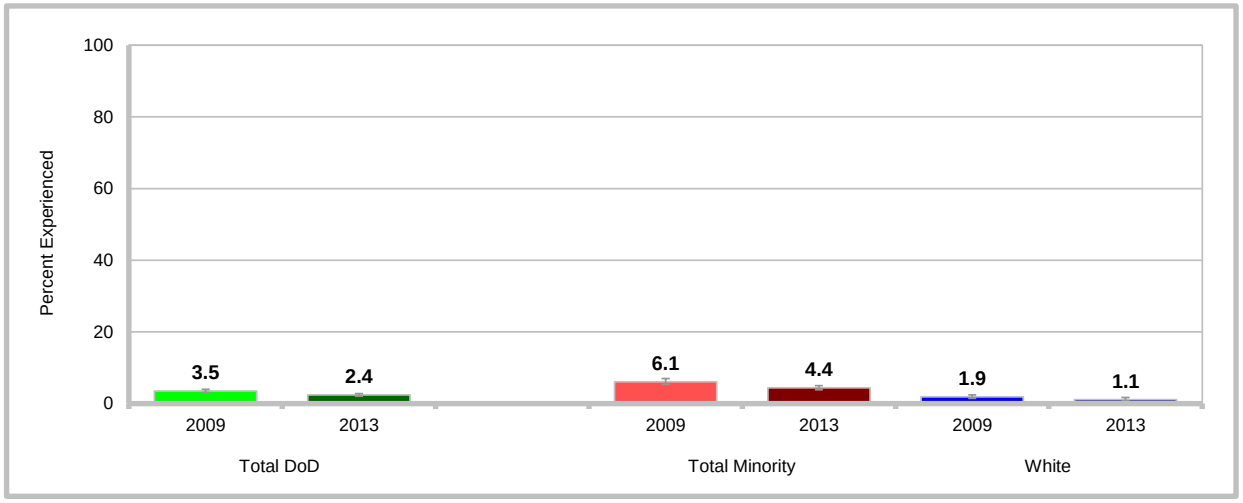
[107] To be included in the *Assignment/Career Discrimination* rate, Service members had to indicate they experienced *at least one* of the seven racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[108] To be included in the *Evaluation Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

Figure 27.
Survey Items Assessing Evaluation Discrimination

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

- You were rated lower than you deserved on your last military evaluation.
- Your last military evaluation contained unjustified negative comments.
- You were held to a higher performance standard than others in your military job.
- You did not get a military award or decoration given to others in similar circumstances.

Figure 28.
Evaluation Discrimination

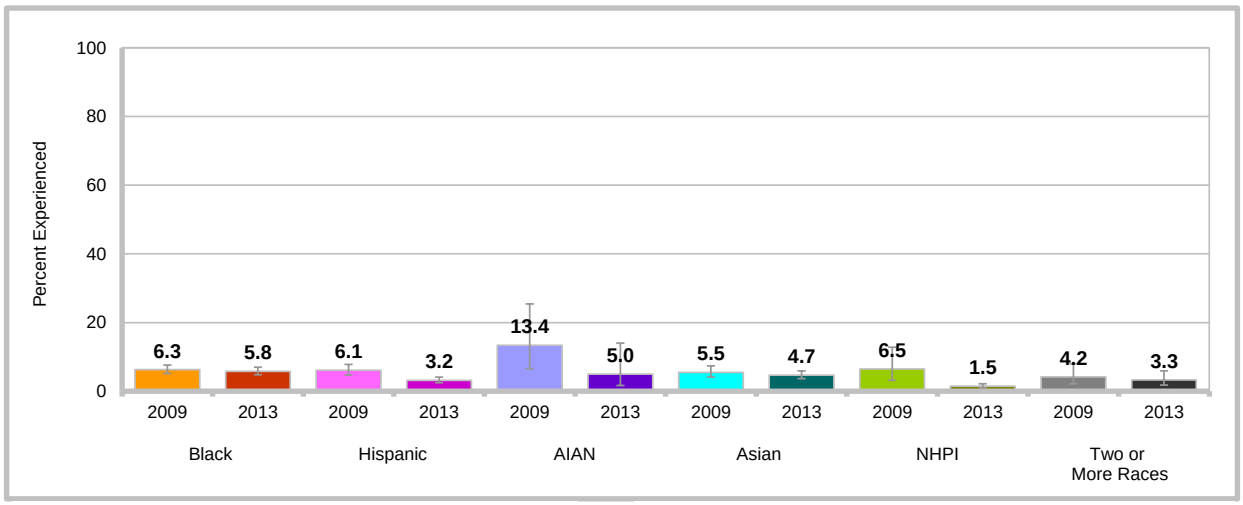


WEOA 2013 Q31, Q32 *Margins of error range from ±0.4% to ±0.9%*

Percent of all active duty members

Overall, as seen in Figure 28, 2.4% of Service members indicated experiencing *Evaluation Discrimination,*[109] a subscale of *Racial/Ethnic Discrimination*, in the DoD community in the 12 months prior to taking the survey (1.1 percentage points lower than 2009).[110] Minority members (4.4% - 1.7 percentage points lower than 2009) were more likely to indicate experiencing *Evaluation Discrimination*, whereas White (non-Hispanic) members (1.1% - unchanged from 2009) were less likely.

Figure 29.
Evaluation Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q31, Q32 *Margins of error range from ±0.7% to ±12.1%*

Percent of all active duty members

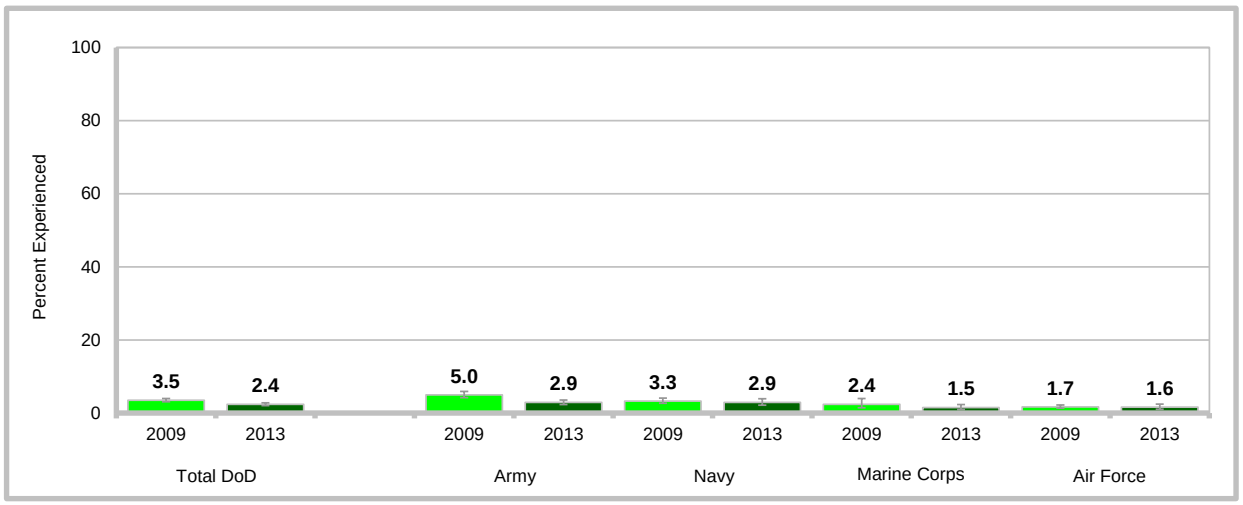
In Figure 29, differences are shown between individual racial/ethnic groups who experienced *Evaluation Discrimination*.[111] Significant differences are as follows:

- In 2013, Black members (5.8%) were more likely to indicate experiencing *Evaluation Discrimination*, whereas NHPI members (1.5%) and Hispanic members (3.2%) were less likely.

- Compared to 2009, the percentage of those who experienced *Evaluation Discrimination* was lower in 2013 for Hispanic members (3.2% - 2.9 percentage points lower than 2009).

[109] To be included in the *Evaluation Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[110] In 2013, there were no significant differences between paygrades for experiencing *Evaluation Discrimination.*
[111] To be included in the *Evaluation Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

Figure 30.
Evaluation Discrimination, by Service



WEOA 2013 Q31, Q32 *Margins of error range from ±0.4% to ±1.6%*

Percent of all active duty members

In Figure 30, rates of *Evaluation Discrimination* across the Services are shown.[112] Significant differences are as follows:

- In 2013, Marine Corps members (1.5%) were less likely to indicate experiencing *Evaluation Discrimination* compared to other Services.

- Compared to 2009, the percentage of those who experienced *Evaluation Discrimination* was lower in 2013 for Army members (2.9% - 2.1 percentage points lower than 2009).

Training/Test Scores Discrimination

The incident rate for Service members' experiences of *Training/Test Scores Discrimination*, a contributing factor of *Racial/Ethnic Discrimination*, was assessed by four items in the survey as shown in Figure 31. Each item described a situation in which members perceived that their race/ethnicity caused them to not have access to training opportunities or to not receive the military training scores they deserved.[113]

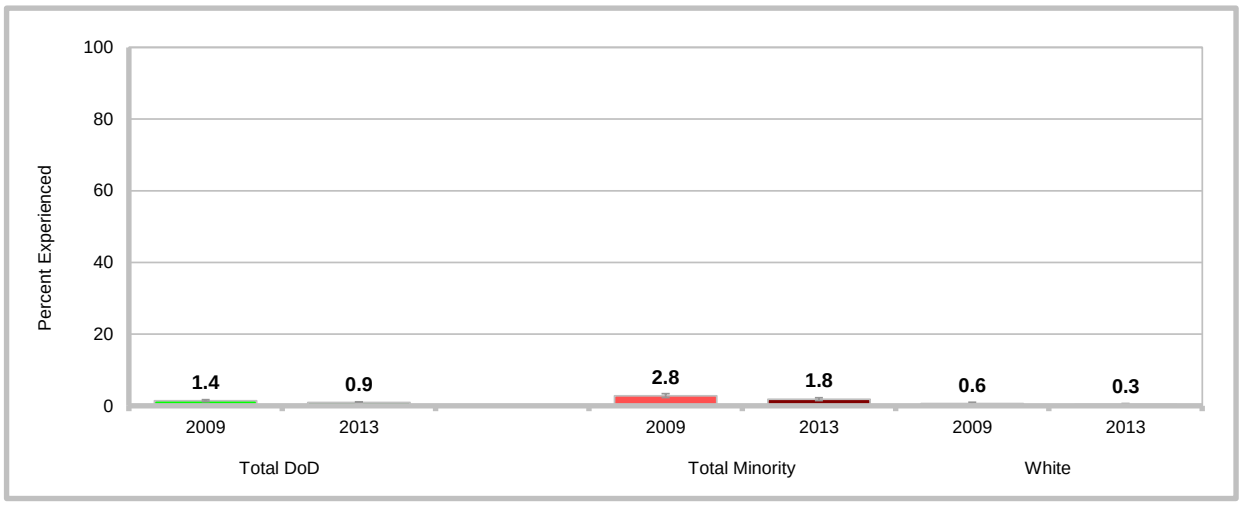
[112] To be included in the *Evaluation Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[113] To be included in the *Training/Test Scores Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced in the DoD community to be racial/ethnic discrimination.

Figure 31.
Survey Items Assessing Training/Test Scores Discrimination

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

- You were not able to attend a major school needed for your military specialty.
- You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.
- You received lower grades than you deserved in your military training.
- You did not get a military job assignment that you wanted because of scores that you got on tests.

Figure 32.
Training/Test Scores Discrimination

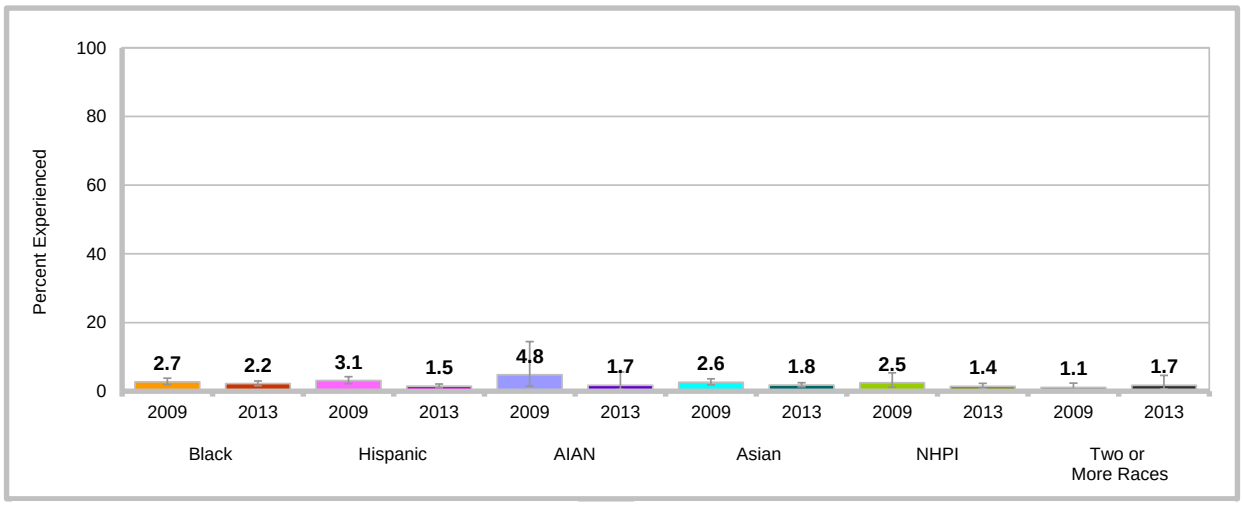


WEOA 2013 Q31, Q32 *Margins of error range from ±0.3% to ±0.6%*

Percent of all active duty members

Overall, as seen in Figure 32, 0.9% of Service members indicated experiencing *Training/Test Scores Discrimination,*[114] a subscale of *Racial/Ethnic Discrimination*, in the DoD community in the 12 months prior to taking the survey (0.5 percentage points lower than 2009).[115] Minority members (1.8% - 1.0 percentage point lower than 2009) were more likely to indicate experiencing *Training/Test Scores Discrimination*, whereas White (non-Hispanic) members (0.3% - unchanged from 2009) were less likely.

Figure 33.
Training/Test Scores Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q31, Q32 *Margins of error range from ±0.7% to ±9.7%*

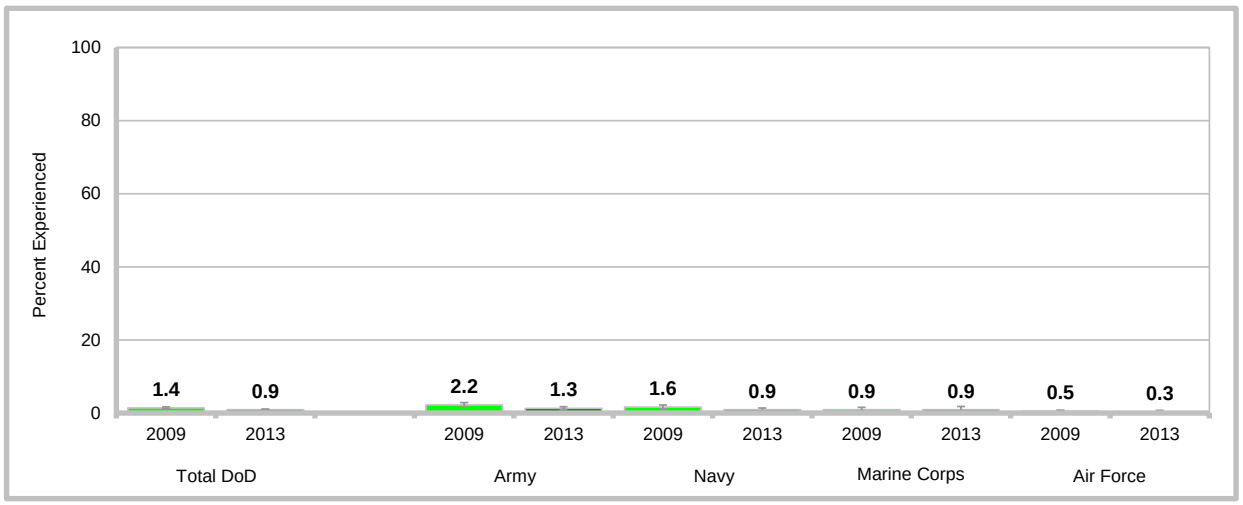
Percent of all active duty members

In Figure 33, differences are shown between individual racial/ethnic groups who experienced *Training/Test Scores Discrimination*.[116] Significant differences are as follows:

- In 2013, there were no significant differences between racial/ethnic groups who indicated experiencing *Training/Test Scores Discrimination.*
- Compared to 2009, the percentage of those who experienced *Training/Test Scores Discrimination* was lower in 2013 for Hispanic members (1.5% - 1.6 percentage points lower than 2009).

[114] To be included in the *Training/Test Scores Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced in the DoD community to be racial/ethnic discrimination.
[115] In 2013, there were no significant differences between paygrades for experiencing *Training/Test Scores Discrimination.*
[116] To be included in the *Training/Test Scores Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced in the DoD community to be racial/ethnic discrimination.

Figure 34.
Training/Test Scores Discrimination, by Service



WEOA 2013 Q31, Q32 *Margins of error range from ±0.3% to ±0.9%*

Percent of all active duty members

In Figure 34, rates of *Training/Test Scores Discrimination* across the Services are shown.[117] Significant differences are as follows:

- In 2013, Army members (1.3%) were more likely to indicate experiencing *Training/Test Scores Discrimination*, whereas Air Force members (0.3%) were less likely.

- There were no significant differences for Services in 2013 compared to 2009.

Perceived Undue Punishment

The incident rate for Service members' experiences of *Perceived Undue Punishment*, a contributing factor of *Racial/Ethnic Discrimination*, was assessed by two items in the survey as shown in Figure 35. Each item described a situation in which members perceived that their race/ethnicity contributed to differential experiences when they received nonjudicial punishment (NJP) or were tried by courts-martial.[118]

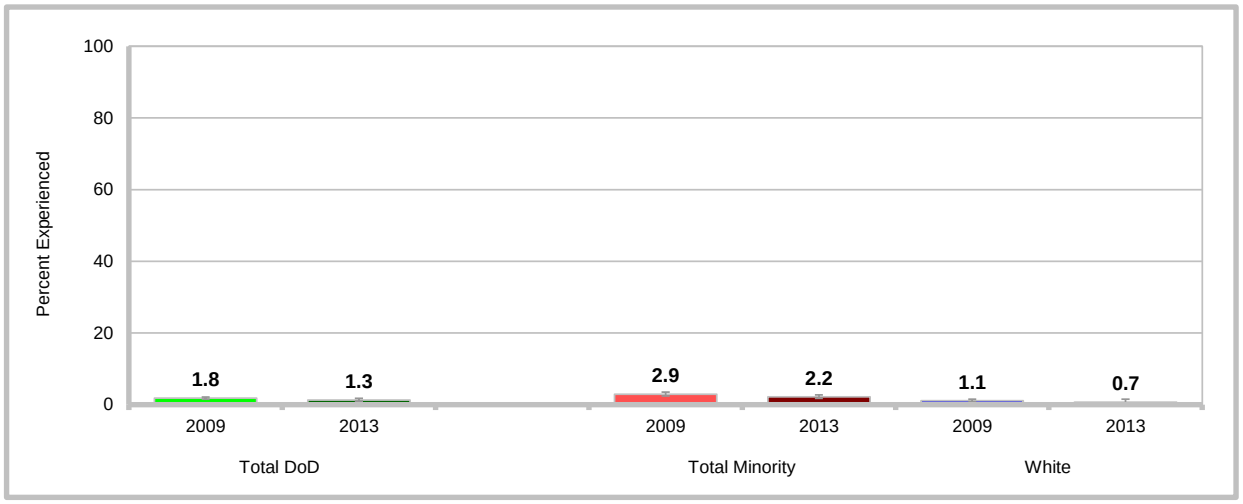
[117] To be included in the *Training/Test Scores Discrimination* rate, Service members had to indicate they experienced *at least one* of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced in the DoD community to be racial/ethnic discrimination.
[118] To be included in the *Perceived Undue Punishment* rate, Service members had to indicate they experienced *at least one* of the two racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

Figure 35.
Survey Items Assessing Perceived Undue Punishment

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

- You were taken to nonjudicial punishment or court martial when you should not have been.
- You were punished at your military job for something that others did without being punished.

Figure 36.
Perceived Undue Punishment

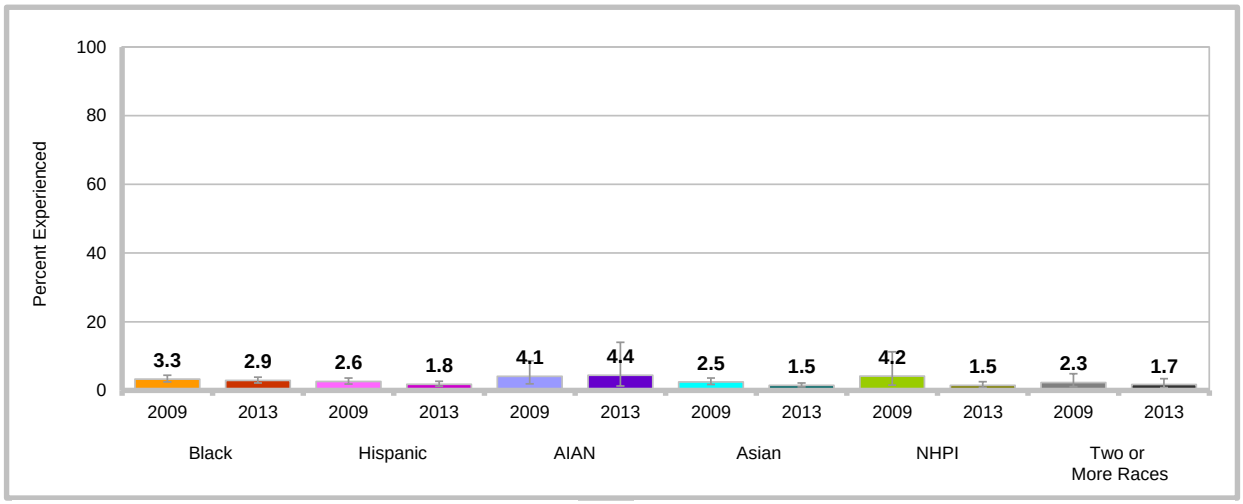


WEOA 2013 Q31, Q32 *Margins of error range from ±0.4% to ±0.9%*

Percent of all active duty members

Overall, as seen in Figure 36, 1.3% of Service members indicated experiencing *Perceived Undue Punishment*,[119] a subscale of *Racial/Ethnic Discrimination*, in the DoD community in the 12 months prior to taking the survey (unchanged from 2009).[120] Minority members (2.2% - unchanged from 2009) were more likely to indicate experiencing *Perceived Undue Punishment*, whereas White (non-Hispanic) members (0.7% - unchanged from 2009) were less likely.

Figure 37.
Perceived Undue Punishment, by Minority Racial/Ethnic Group



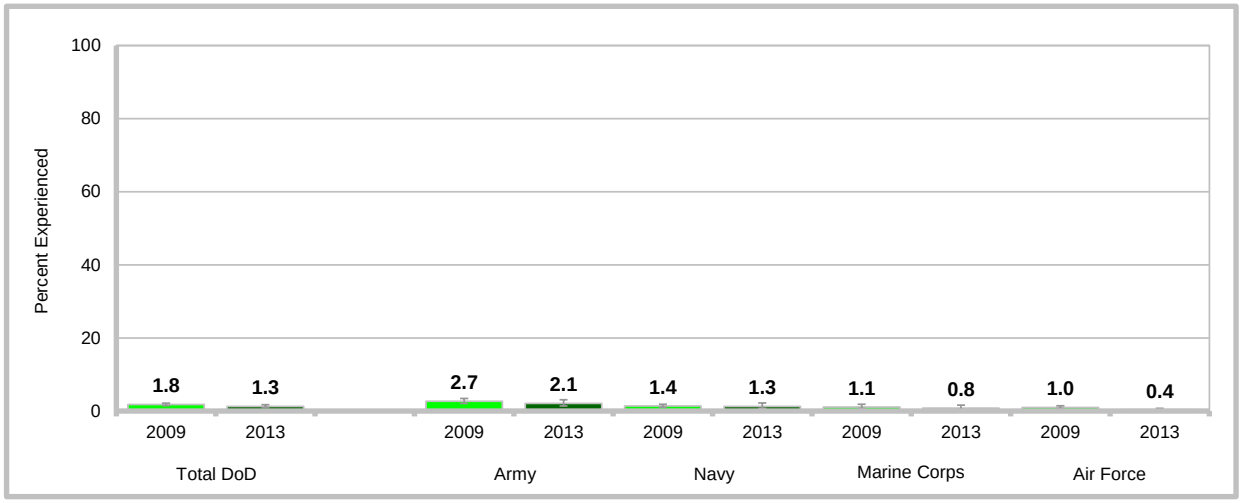
WEOA 2013 Q31, Q32 *Margins of error range from ±0.7% to ±9.6%*

Percent of all active duty members

In Figure 37, differences are shown between individual racial/ethnic groups who experienced *Perceived Undue Punishment*.[121] In 2013, there were no significant differences between racial/ethnic groups who indicated experiencing *Perceived Undue Punishment.* There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

[119] To be included in the *Perceived Undue Punishment* rate, Service members had to indicate they experienced *at least one* of the two racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[120] In 2013, senior officers (O4-O6; 0.2%) were less likely to indicate experiencing *Perceived Undue Punishment.*
[121] To be included in the *Perceived Undue Punishment* rate, Service members had to indicate they experienced *at least one* of the two racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

Figure 38.
Perceived Undue Punishment, by Service



WEOA 2013 Q31, Q32 *Margins of error range from ±0.4% to ±1.1%*

Percent of all active duty members

In Figure 38, rates of *Perceived Undue Punishment* across the Services are shown.[122] Significant differences are as follows:

- In 2013, Army members (2.1%) were more likely to indicate experiencing *Perceived Undue Punishment*, whereas Air Force members (0.4%) were less likely.

- There were no significant differences for Services in 2013 compared to 2009.

Providers/Authorities Discrimination

The incident rate for Service members' experiences of *Providers/Authorities Discrimination*, a contributing factor of *Racial/Ethnic Discrimination*, was assessed by the three items in the survey shown in Figure 39. Each item described a situation in which members perceived that their race/ethnicity influenced the availability and quality of services provided by DoD authorities and agencies.[123]

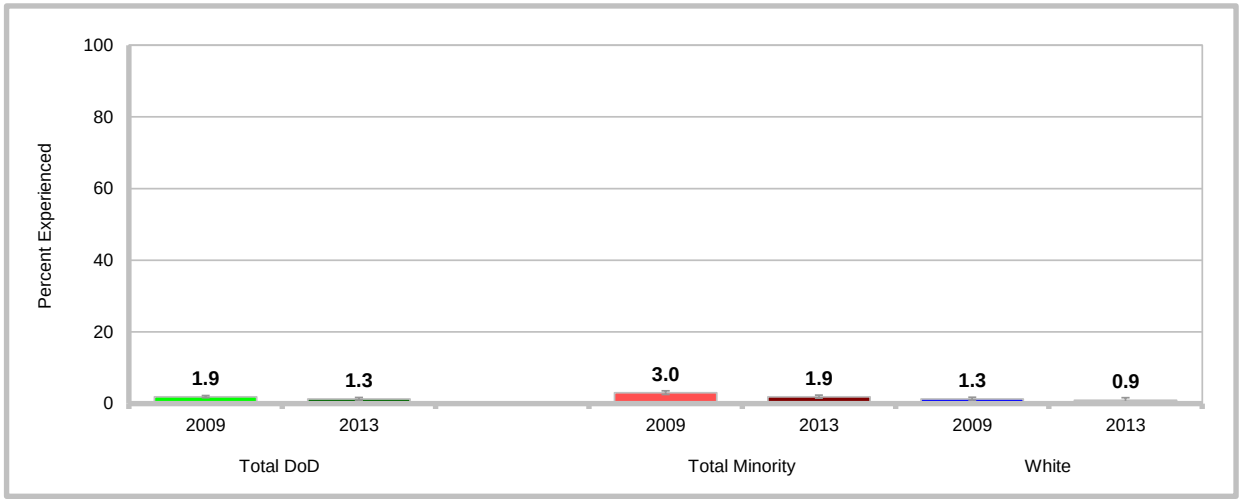
[122] To be included in the *Perceived Undue Punishment* rate, Service members had to indicate they experienced *at least one* of the two racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[123] To be included in the *Providers/Authorities Discrimination* rate, Service members had to indicate they experienced *at least one* of the three racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

Figure 39.
Survey Items Assessing Providers/Authorities Discrimination

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

- You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.
- You received poorer treatment than you deserved from a military health care provider.
- You were harassed by armed forces police.

Figure 40.
Providers/Authorities Discrimination

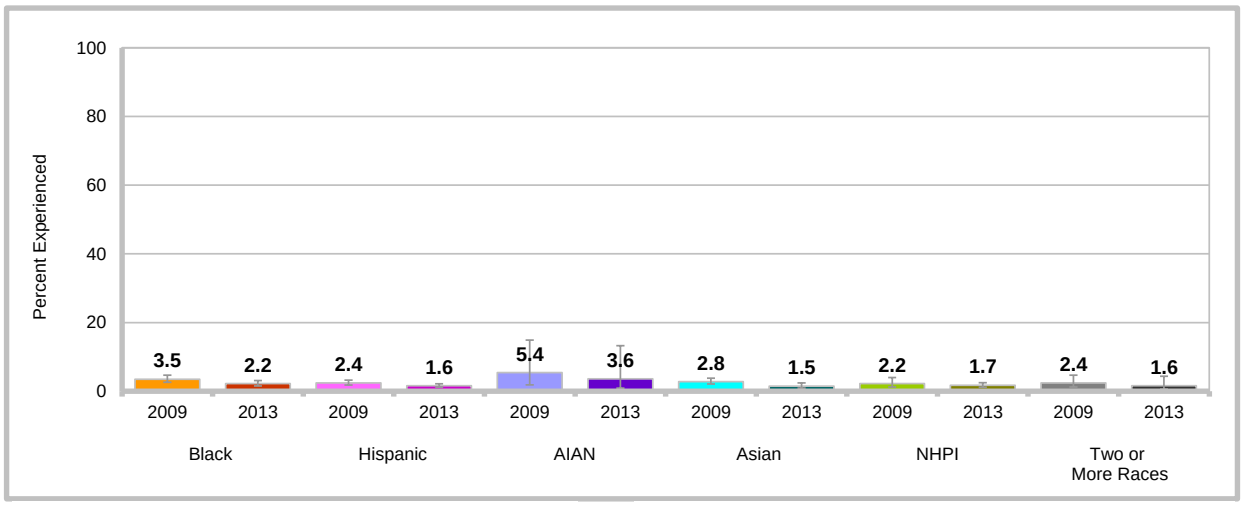


WEOA 2013 Q31, Q32 *Margins of error range from ±0.4% to ±0.8%*

Percent of all active duty members

Overall, as seen in Figure 40**,** 1.3% of Service members indicated experiencing *Providers/Authorities Discrimination***,**[124] a subscale of *Racial/Ethnic Discrimination***,** in the DoD community in the 12 months prior to taking the survey (unchanged from 2009).[125] In 2013, minority members (1.9% - 1.1 percentage points lower than 2009) were more likely to indicate experiencing *Providers/Authorities Discrimination*, whereas White (non-Hispanic) members (0.9% - unchanged from 2009) were less likely.

Figure 41.
Providers/Authorities Discrimination, by Minority Racial/Ethnic Group



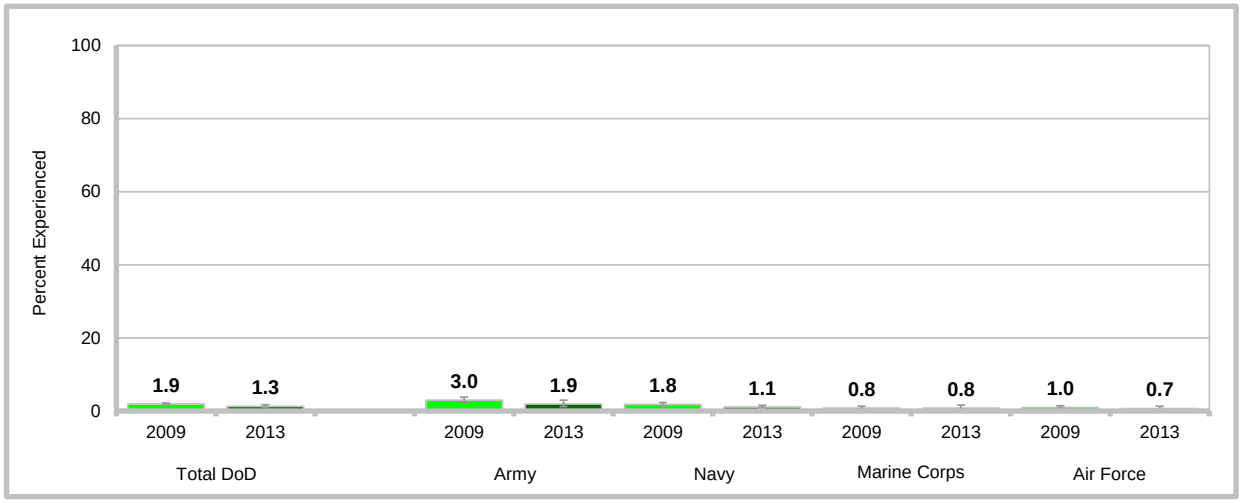
WEOA 2013 Q31, Q32 *Margins of error range from ±0.6% to ±9.7%*

Percent of all active duty members

In Figure 41, differences are shown between individual racial/ethnic groups who experienced *Providers/Authorities Discrimination*.[126] In 2013, there were no significant differences between racial/ethnic groups who indicated experiencing *Providers/Authorities Discrimination*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

[124] To be included in the *Providers/Authorities Discrimination* rate, Service members had to indicate they experienced *at least one* of the three racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[125] In 2013, there were no significant differences between paygrades for experiencing *Providers/Authorities Discrimination.*
[126] To be included in the *Providers/Authorities Discrimination* rate, Service members had to indicate they experienced *at least one* of the three racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.

Figure 42.
Providers/Authorities Discrimination, by Service



WEOA 2013 Q31, Q32 *Margins of error range from ±0.4% to ±1.1%*

Percent of all active duty members

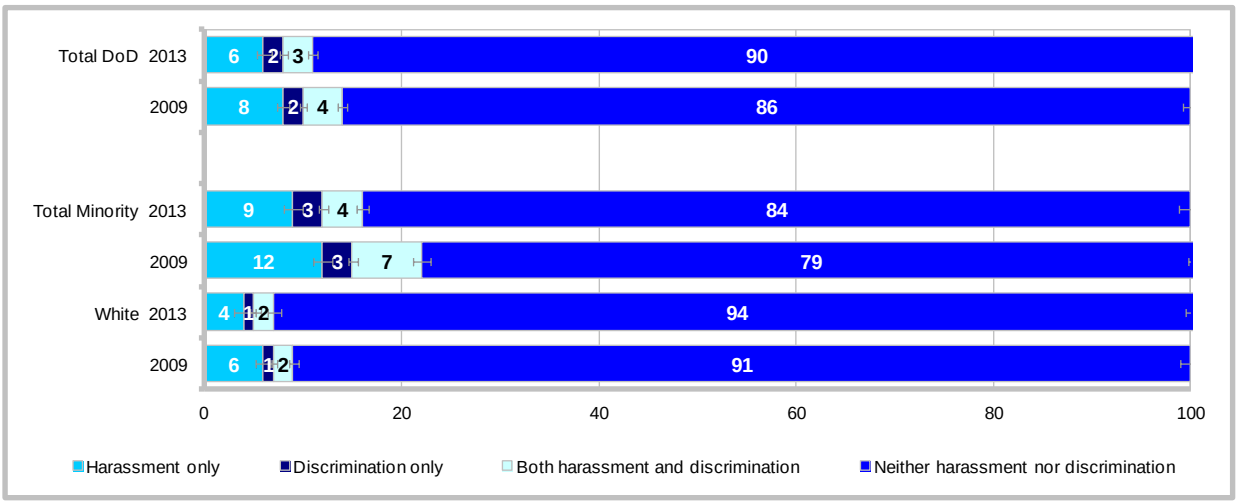
In Figure 42, rates of *Providers/Authorities Discrimination* across the Services are shown.[127] In 2013, there were no significant differences between Services for those members who indicated experiencing *Providers/Authorities Discrimination*. There were also no significant differences for Services in 2013 compared to 2009.

Combinations of Incidents of Racial/Ethnic Harassment/Discrimination Behaviors

The previous sections of this chapter contained analyses of rates for the various race/ethnicity-related behaviors that Service members may have experienced. Each rate was treated separately, based on the behaviors that comprised that specific rate.[128] This section contains an analysis of whether members tend to experience the two summary rates (*Racial/Ethnic Harassment* and *Racial/Ethnic Discrimination*) separately or in combination with one another.[129] This section presents results for active duty Service members who indicated experiencing *harassment only*, *discrimination only*, *both harassment and discrimination* behaviors, or *neither harassment nor discrimination*.[130]

[127] To be included in the *Providers/Authorities Discrimination* rate, Service members had to indicate they experienced *at least one* of the three racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 20 discrimination behaviors experienced to be racial/ethnic discrimination.
[128] In contrast to the previously reported incident rates, this section presents estimates rounded to whole numbers in order to assist presentation and clarity of results.
[129] These percentages are rounded estimates and therefore might not add to 100%.
[130] To be included in this summary measure, Service members had to indicate they experienced *at least one* of the racial/ethnic behaviors *and* indicate they considered at least one of the behaviors experienced to be racial/ethnic harassment and/or discrimination.

Figure 43.
Combinations of Incidents of Racial/Ethnic Harassment/Discrimination Behaviors



WEOA 2013 Q28, Q29, Q31, Q32 *Margins of error range from ±1% to ±2%*

Percent of all active duty members

As seen in Figure 43, the majority (90% - 4 percentage points higher than 2009) of active duty members indicated they had experienced *neither harassment nor discrimination*.[131] Less than one-tenth of members indicated experiencing *harassment only* (6% - 2 percentage points lower than 2009), *discrimination only* (2% - unchanged from 2009), *or both harassment and discrimination* (3% - 1 percentage point lower than 2009).[132] For all bothersome behaviors, minority members were more likely to experience racial/ethnic harassment and/or discrimination, while White (non-Hispanic) members were less likely.

Significant differences between minority members and White (non-Hispanic) members are as follows:

- ***Harassment only.*** In 2013, minority members (9% - 3 percentage points lower than 2009) were more likely to indicate experiencing *harassment only*, whereas White (non-Hispanic) members (4% - unchanged from 2009) were less likely.

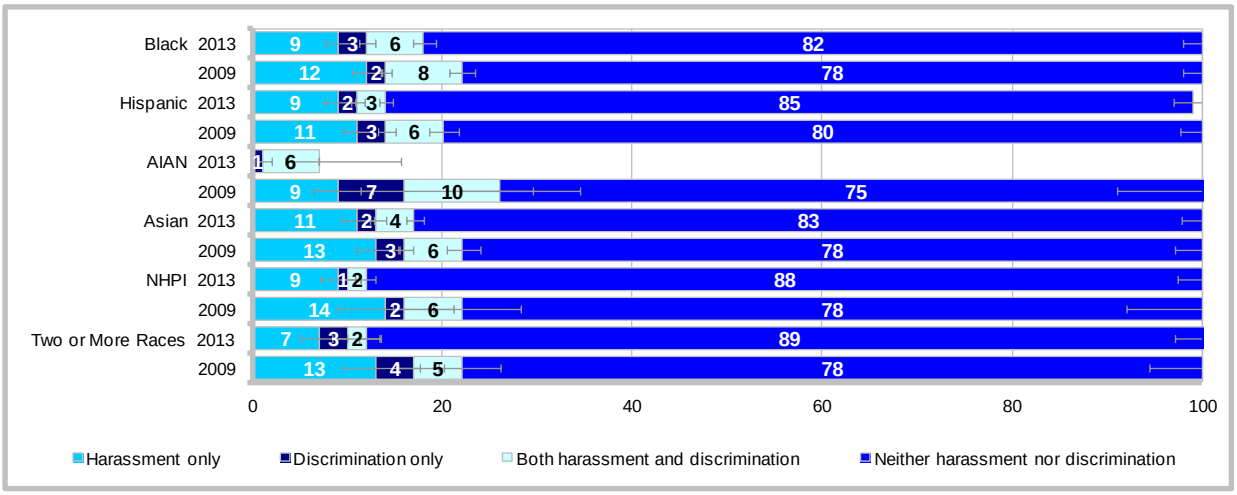
- ***Discrimination only.*** In 2013, minority members (3% - unchanged from 2009) were more likely to indicate experiencing discrimination only, whereas White (non-Hispanic) members (1% - unchanged from 2009) were less likely.

- ***Both harassment and discrimination.*** In 2013, minority members (4% - 3 percentage points lower than 2009) were more likely to indicate experiencing *both harassment and discrimination*, whereas White (non-Hispanic) members (2% - unchanged from 2009) were less likely.

[131] These percentages are rounded estimates and therefore might not add to 100%.
[132] In 2013, senior officers (O4-O6; 3%) were less likely to indicate experiencing *harassment only*.

- ***Neither harassment nor discrimination.*** In 2013, White (non-Hispanic) members (94% - 3 percentage points higher than 2009) were more likely to indicate they had experienced neither harassment nor discrimination, whereas minority members (84% - 5 percentage points higher than 2009) were less likely.

Figure 44.
Combinations of Incidents of Racial/Ethnic Harassment/Discrimination Behaviors, by Minority Racial/Ethnic Group



WEOA 2013 Q28, Q29, Q31, Q32 *Margins of error range from ±1% to ±14%*

Percent of all active duty members

In Figure 44, differences are shown between individual racial/ethnic groups who indicated experiencing the combinations of *Racial/Ethnic Harassment/Discrimination.*[133] Statistical significance for *harassment only* and *neither harassment nor discrimination* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Harassment only.*** In 2013, there were no significant differences between racial/ethnic groups who indicated experiencing *harassment only*. Compared to 2009, the percentage of those who experienced *harassment only* was lower in 2013 for Black members (9% - 3 percentage points lower than 2009).

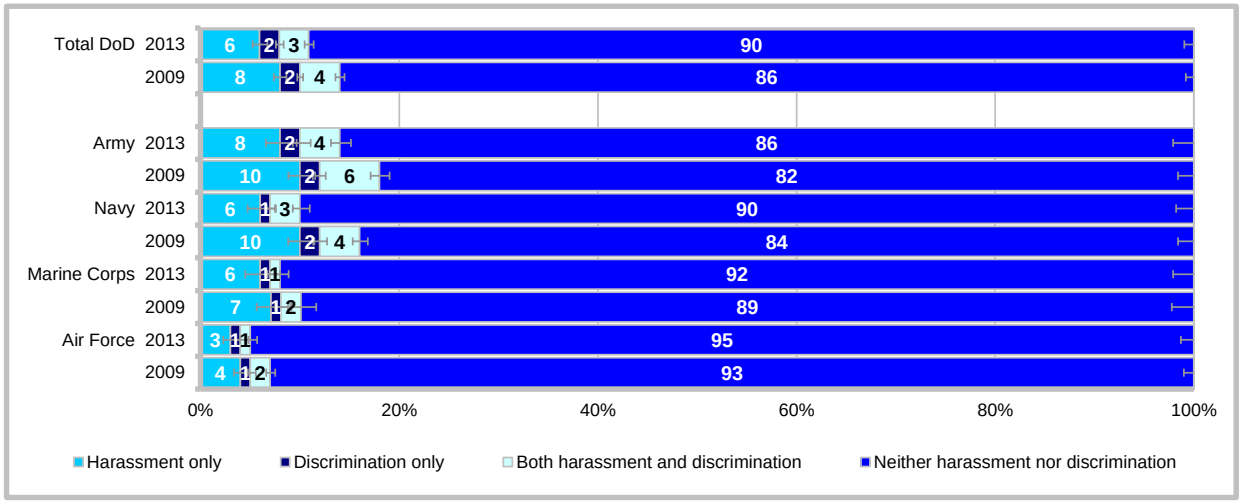
- ***Discrimination only.*** In 2013, AIAN members (1%) and NHPI members (1%) were less likely to indicate experiencing *discrimination only* compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

[133] To be included respondents must have experienced racial/ethnic behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment and/or discrimination.

- ***Both harassment and discrimination.*** In 2013, Black members (6%) were more likely to indicate experiencing *both harassment and discrimination*, whereas NHPI members (2%), members of Two or More Races (2%), and Hispanic members (3%) were less likely. Compared to 2009, the percentage of those who experienced *both harassment and discrimination* was lower in 2013 for Hispanic members (3% - 3 percentage points lower than 2009).

- ***Neither harassment nor discrimination.*** In 2013, members of Two or More Races (89%) and NHPI members (88%) were more likely to indicate experiencing *neither harassment nor discrimination* compared to other racial/ethnic groups. Compared to 2009, the percentage of those who experienced *neither harassment nor discrimination* was higher in 2013 for Black members (82% - 4 percentage points higher than 2009), Hispanic members (85% - 5 percentage points higher than 2009), and members of Two or More Races (89% - 11 percentage points higher than 2009).

Figure 45.
Combinations of Incidents of Racial/Ethnic Harassment/Discrimination Behaviors, by Service



WEOA 2013 Q28, Q29, Q31, Q32 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

In Figure 45, differences are shown between Services for those members who indicated experiencing the combinations of *Racial/Ethnic Harassment/Discrimination.*[134] Significant differences are as follows:

- ***Harassment only.*** In 2013, Army members (8%) were more likely to indicate experiencing *harassment only*, whereas Air Force members (3%) were less likely.

[134] To be included respondents must have experienced racial/ethnic behaviors in the 12 months prior to completing the survey *and* must have labeled these behaviors as harassment and/or discrimination.

Compared to 2009, the percentage of those who experienced *harassment only* was lower in 2013 for Navy members (6% - 4 percentage points lower than 2009).

- ***Discrimination only.*** In 2013, Marine Corps members (1%) were less likely to indicate experiencing *discrimination only* compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

- ***Both Harassment and Discrimination.*** In 2013, Army members (4%) were more likely to indicate experiencing *both harassment and discrimination*, whereas Air Force members (1%) and Marine Corps members (1%) were less likely. Compared to 2009, the percentage of those who experienced *both harassment and discrimination* was lower in 2013 for Army members (4% - 2 percentage points lower than 2009).

- ***Neither Harassment nor Discrimination.*** In 2013, Air Force members (95%) were more likely to indicate they had experienced *neither harassment nor discrimination*, whereas Army members (86%) were less likely. Compared to 2009, the percentage of those who experienced *neither harassment nor discrimination* was higher in 2013 for Army members (86% - 4 percentage points higher than 2009) and Navy members (90% - 6 percentage points higher than 2009).

Chapter 3: "One Situation" of Racial/Ethnic Experiences

Chapter 3 provides information on the circumstances in which race/ethnicity-related harassment and/or discrimination behaviors occur within the military community. Because Service members often report more than one incident, members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community in the past 12 months were asked to consider the "One Situation" that was the most bothersome to them (i.e., had the greatest effect). To be included in these items, *members did not have to label behaviors as "racial/ethnic harassment" or "racial/ethnic discrimination"* as is the case to be included in the formal summary rates described in the previous chapter.

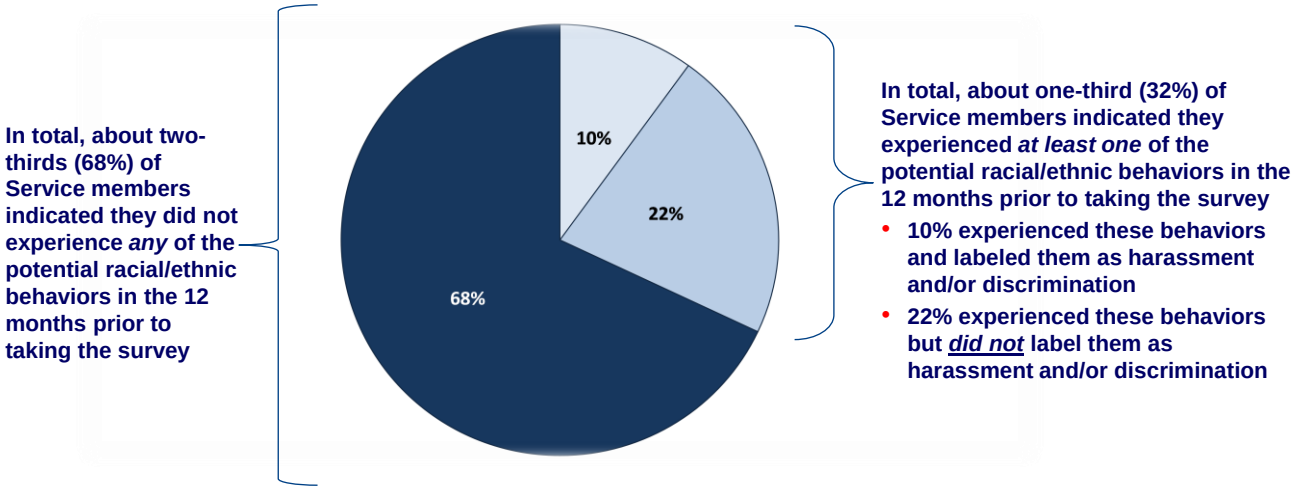
The reasoning behind this decision is twofold. First, all 37 race/ethnicity-related behaviors should not happen in the military environment, are against DoD policy, and are reportable to DoD authorities. Experiences of these behaviors, regardless of the member's ability to formally label them as harassment or discrimination, are therefore of interest to the Department and informs their efforts to combat these behaviors. Second, the ability of an individual to formally label a behavior as "harassment" or "discrimination" is difficult and complex. For example, researchers in the field of employment discrimination note that "[o]bjective standards by which to determine definitely whether discrimination has or has not occurred are usually lacking. Consequently, judgments of personal discrimination are uncertain, subjective, susceptible to human error, and prone to dispute" (Major & Kaiser, 2008). These authors further discuss the increased potential for negative interpersonal reactions if the individual does make public their assertions of discrimination, further complicating an individual's ability to clearly distinguish their concerns with certainty. A similar set of complex issues exist for workplace harassment.

Findings from the *2013 WEOA* support this dynamic. Of those who experienced behaviors of *Racial/Ethnic Harassment/Discrimination* and reported the behaviors to a military authority, nearly half (49%) did not label the behavior as "harassment" or "discrimination" on the survey. Therefore, while many members knew the behaviors were unacceptable, and knew to report them, they did not identify them as harassment or discrimination. Due to this dynamic, it was decided to look at the most serious incident a member experienced, regardless of whether they took the extra step of "labelling" the behaviors, as a way to more fully understand the circumstances surrounding them.

With the "One Situation" in mind, members reported on the circumstances surrounding that experience. Information about the circumstances in which incidents of racial/ethnic harassment and/or discrimination occur can help DoD officials, from equal opportunity advisors (EOAs) and unit commanders to senior policymakers, develop more effective prevention and response policies. For example, the reasons why Service members choose not to report their experiences can determine whether members refrain from reporting racial/ethnic harassment and/or discrimination incidents because they resolve the problem independently or fear negative consequences for reporting, such as retaliation. This type of information can help DoD officials develop and implement programs and procedures to better address the needs of Service members. Figure 46 provides a breakdown of membership into the formal rates of *Racial/Ethnic Discrimination* and/or *Racial/Ethnic Harassment* (i.e., 10% of Service members) as well as overall membership into the section for the "One Situation" of Racial/Ethnic Experiences (i.e., 32% of Service members). About one-fourth (22%) indicated they experienced at least one

race/ethnicity-related behavior, but did not label the behavior as "harassment" or "discrimination."

Figure 46.
"One Situation" of Racial/Ethnic Experiences[135]



The following section analyzes questions for Total DoD, minority members, and White (non-Hispanic) members overall, as well as by race/ethnicity,[136] Service, and paygrade. Significant paygrade comparisons are included in footnotes to ease readability. As explained in earlier chapters, analyses by race/ethnicity, Service and paygrade were made by comparing results for each group against the average of all other groups.[137] Where applicable, a comparison between 2009 and 2013 is included.

[135] The *Racial/Ethnic Harassment/Discrimination* rate of 10.2% is rounded to 10% in the figure.
[136] 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: 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.
[137] For example, Service members in the Army are compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Characteristics of the "One Situation"

This section includes detailed findings about the circumstances of the most bothersome situation in the DoD community. These circumstances include the location where the incident occurred, characteristics of the offender in the situation, and whether the member reported the incident. Overall, 32% of members indicated experiencing potential race/ethnicity-related behaviors.[138] Specific circumstances of the experience that had the greatest effect follow.

[138] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

Table 1.
Most Bothersome Behaviors Experienced

Most Bothersome Behavior Experienced									
Within 2013 Comparisons: Higher Response of *Yes*; Lower Response of *Yes*					2013 Trend Comparisons: ↓Significantly Lower Than 2009				
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress	**20%**	**22%**	**18%**	**24%**	**19%**	NR	**23%**	**23%**	**21%**
Racial/ethnic discrimination in **assignments**, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	**14%**	**16%**	**11%**	**20%**	**14%**	NR	**15%**	**18%**	**15%**
Race/ethnicity-motivated negative **evaluations**, differences in performance standards, and distribution of awards/decorations	**12%**	**15%**	**9%**	**18%**	**11%↓**	NR	**14%**	**17%**	**14%**
Unfair **training scores**, and/or lack of access to schools/training because of your race/ethnicity	6%	8%	5%	11%	6%	NR	9%	9%	5%
Other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity[a]	6%	7%	4%	8%	6%	5%	9%	7%	2%
Nonjudicial **punishment**, or additional punishment(s) because of your race/ethnicity	5%	6%	4%	8%	4%	NR	5%	8%	6%
Race/ethnicity-related **threats**, intimidation, vandalism, or physical assault	4%	5%	4%	6%	4%	5%	5%	8%	3%
Received **poorer services** than others from military providers or were harassed by armed forces police because of your race/ethnicity	4%↓	5%	2%	6%	4%	NR	5%	7%	6%
Margin of Error	±1-3%	±2-3%	±2-5%	±2-4%	±2-4%	±5%-10%	±2-4%	±3-6%	±2-9%

Note. *WEOA2013* Q34. Members could endorse more than one behavior, therefore percentages may not total to 100%. Top three responses for each group indicated in bold. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

[a] "DHS civilian employees" refers to civilians who are a part of the Department of Homeland Security (Coast Guard). Though Coast Guard members are not included in the analysis of Total DoD, active duty members may interact with DHS civilians, and therefore DHS civilians are included as potential offenders.

As seen in Table 1, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[139] the top three most bothersome behaviors they experienced during the "One Situation" were *offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress* (20%), *racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential* (14%), and *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations* (12%).[140] These items were unchanged from 2009.

These top three behaviors were the same for White (non-Hispanic) members and minority members (specific estimates presented in Table 1):

1. **"*Offensive Encounters*."** In 2013, there were no significant differences between minority members (22% - unchanged from 2009) and White (non-Hispanic) members (18% - unchanged from 2009) who indicated experiencing *offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress*.

2. **"*Assignment/Career Discrimination*."** In 2013, minority members (16% - unchanged from 2009) were more likely to indicate that *racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential* were the most bothersome behaviors they experienced, whereas White (non-Hispanic) members (11% - unchanged from 2009) were less likely.

3. **"*Evaluation Discrimination*."** In 2013, minority members (15% - unchanged from 2009) were more likely to indicate that *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations* were the most bothersome behavior they experienced, whereas White (non-Hispanic) members (9% - unchanged from 2009) were less likely.

These top three behaviors were also the same for Black members, Hispanic members, Asian members, NHPI members, and members of Two or More Races (specific estimates presented in Table 1):[141]

1. **"*Offensive Encounters*."** In 2013, there were no significant differences between racial/ethnic groups who indicated that *offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress* were the most bothersome

[139] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

[140] There were no significant differences between paygrades for *offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress, racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential,* or *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/ decorations.*

[141] Rates for AIAN members were not reportable for *offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress, racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential,* or *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/ decorations*.

behaviors they experienced. There were also no significant differences between racial/ethnic groups in 2013 compared to 2009.

2. **"*Assignment/Career Discrimination*."** In 2013, Black members (20%) were more likely to indicate that *racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential* were the most bothersome behaviors they experienced compared to other racial/ethnic groups. There were no significant differences between racial/ethnic groups in 2013 compared to 2009.

3. **"*Evaluation Discrimination*."** In 2013, Black members (18%) were more likely to indicate that *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/ decorations* were the most bothersome behaviors they experienced, whereas Hispanic members (11%) were less likely. Compared to 2009, the percentage who indicated *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations* was lower in 2013 for Hispanic members (11% - 6 percentage points lower than 2009).

Table 2.
Most Bothersome Behaviors Experienced, by Service

Most Bothersome Behavior Experienced					
Within 2013 Comparisons Higher Response of *Yes* Lower Response of *Yes*	2013 Trend Comparisons ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress	**20%**	**21%**	**19%**	**21%**	**17%**
Racial/ethnic discrimination in **assignments**, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	**14%**	**17%**	**13%**	**6%**	**10%**
Race/ethnicity-motivated negative **evaluations**, differences in performance standards, and distribution of awards/decorations	**12%**	**14%**	**13%**	**6%**	**10%**
Unfair **training scores**, and/or lack of access to schools/training because of your race/ethnicity	6%	8%	7%	4%	4%
Other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity[a]	6%	5%	6%	**6%**	5%
Nonjudicial **punishment**, or additional punishment(s) because of your race/ethnicity	5%	6%	4%	4%	4%
Race/ethnicity-related **threats**, intimidation, vandalism, or physical assault	4%	5%	3%	5%	2%
Received **poorer services** than others from military providers or were harassed by armed forces police because of your race/ethnicity	4%↓	4%	4%	4%	3%
Margin of Error	±1-3%	±2-5%	±2-6%	±4-6%	±2-6%

Note. WEOA2013 Q34. Members could endorse more than one behavior, therefore percentages may not total to 100%. Top three responses for each group indicated in bold. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a] "DHS civilian employees" refers to civilians who are a part of the Department of Homeland Security (Coast Guard). Though Coast Guard members are not included in the analysis of Total DoD, active duty members may interact with DHS civilians, and therefore DHS civilians are included as potential offenders.

Table 2 shows differences between the Services who indicated the most bothersome behaviors indicated. The top three most bothersome behaviors were the same for Total DoD and across all DoD Services (specific estimates presented in Table 2):[142]

1. **"*Offensive Encounters*."** In 2013, there were no significant differences between Services for those members who indicated that *offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress* were the most bothersome behaviors they experienced. There were also no significant differences for Services in 2013 compared to 2009.

2. **"*Assignment/Career Discrimination*."** In 2013, Army members (17%), were more likely to indicate that *racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or*

[142] In 2013, Marine Corps members also indicated *other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity* as a most bothersome behavior.

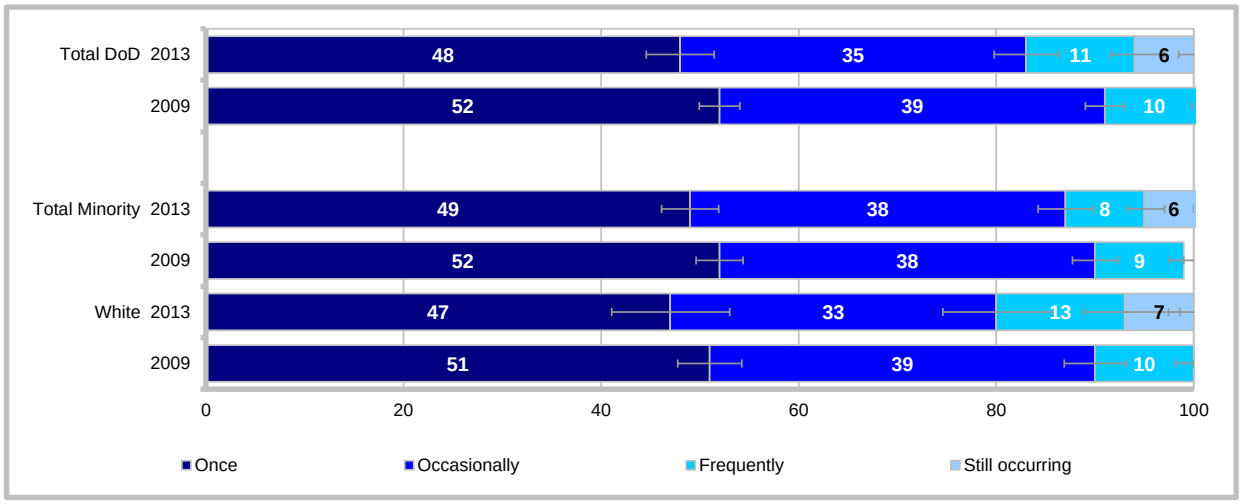
promotion potential were the most bothersome behaviors they experienced, whereas Marine Corps members (6%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

3. **"*Evaluation Discrimination*."** In 2013, Marine Corps members (6%) were less likely to indicate that *race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations* were the most bothersome behaviors they experienced compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

Frequency of the Behavior in the "One Situation"

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to identify how frequently the behavior occurred. Members could respond that it occurred *once*, *occasionally*, *frequently*, or that the behavior was *still occurring*. The latter response option, the behavior was *still occurring*, was new in 2013. Overall, the frequency of the behaviors has been unchanged since 2009. Specific rates and comparisons for groups as follows:

Figure 47.
Frequency of the Behavior in the "One Situation"



WEOA 2013 Q36 *Margins of error range from ±2% to ±7%*

Percent of active duty members who experienced race/ethnicity-related behaviors

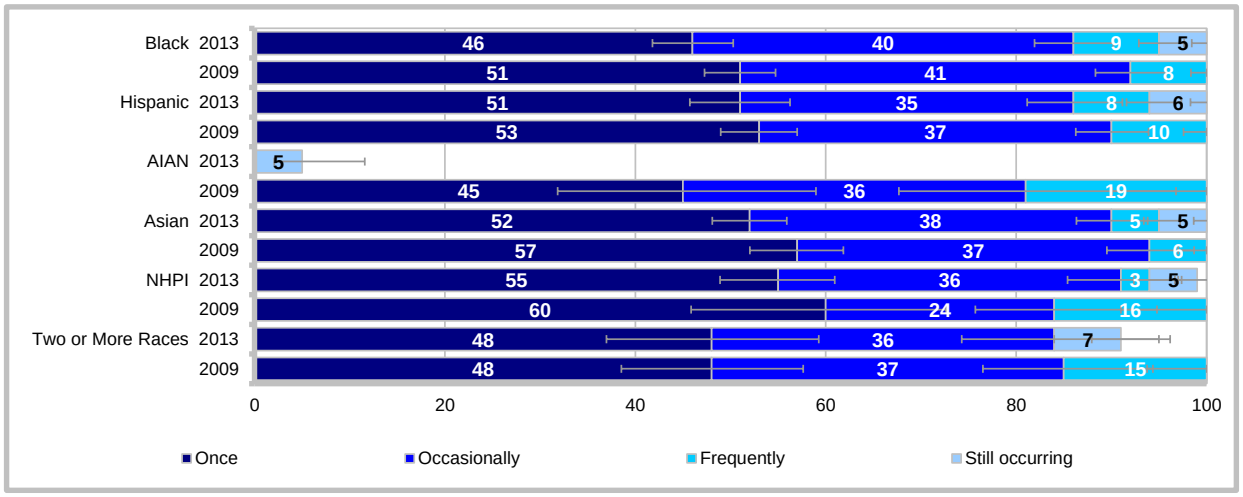
As seen in Figure 47, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[143] 48% of Service members indicated the behaviors in the "One

[143] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

Situation" that bothered them the most occurred *once*, 35% indicated behaviors occurred *occasionally*, 11% indicated behaviors occurred *frequently*, and 6% indicated behaviors were *still occurring* (new in 2013).[144] The comparable items were unchanged from 2009.

In 2013, there were no significant differences between minority members and White (non-Hispanic) members who indicated they experienced the behaviors *once*, *occasionally*, *frequently*, or who indicated these behaviors were *still occurring*. The rates for *once*, *occasionally*, and *frequently* were also unchanged from 2009.

Figure 48.
Frequency of the Behavior in the "One Situation," by Minority Racial/Ethnic Group



WEOA 2013 Q36 *Margins of error range from ±2% to ±17%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 48, differences are shown between individual racial/ethnic groups who indicated the frequency of the behavior in the "One Situation." Statistical significance for *once*, *occasionally*, and *frequently* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- **Experienced behavior *once***. In 2013, there were no significant differences between racial/ethnic groups who experienced the behaviors in the "One Situation" *once*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

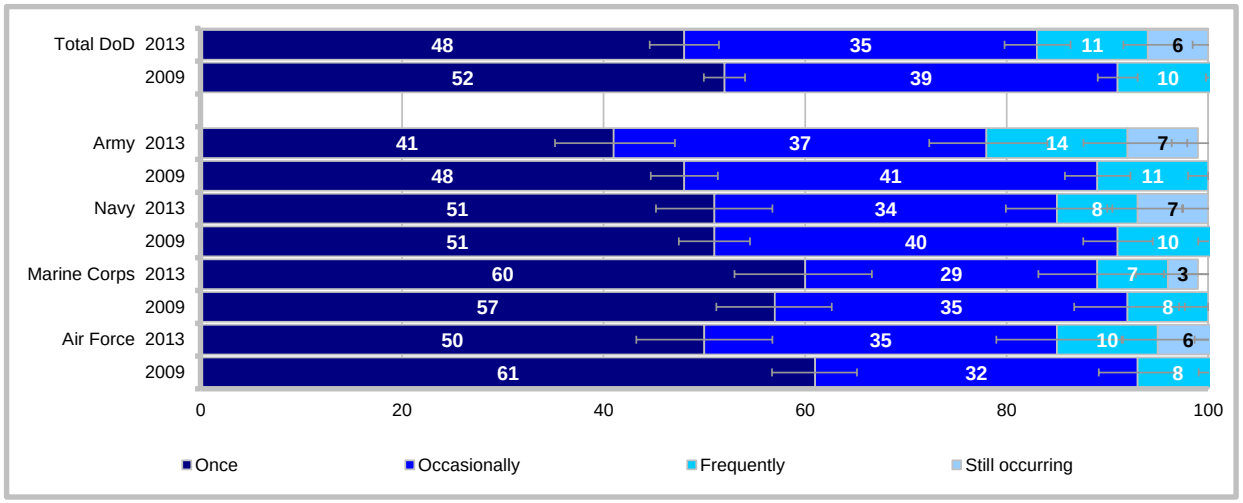
- **Experienced behavior *occasionally*.** In 2013, there were no significant differences between racial/ethnic groups who experienced the behaviors in the "One Situation" *occasionally*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

[144] In 2013, junior officers (O1-O3; 4%) were less likely to indicate experiencing the behavior *frequently*.

- **Experienced behavior *frequently.*** In 2013, NHPI members (3%) were less likely to indicate the behaviors in the "One Situation" occurred *frequently* compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- **Behavior is *still occurring.*** In 2013, there were no significant differences between racial/ethnic groups who continue to experience the behaviors in the "One Situation."

Figure 49.
Frequency of the Behavior in the "One Situation," by Service



WEOA 2013 Q36 *Margins of error range from ±2% to ±8%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 49, differences are shown between Services for those members who indicated the frequency of the behavior in the "One Situation." Significant differences are as follows:

- **Experienced behavior *once.*** In 2013, Marine Corps members (60%) were more likely to indicate they experienced the behaviors in the "One Situation" *once*, whereas Army members (41%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

- **Experienced behavior *occasionally.*** In 2013, there were no significant differences between Services for members who experienced the behaviors in the "One Situation" *occasionally*. There were also no significant differences for Services in 2013 compared to 2009.

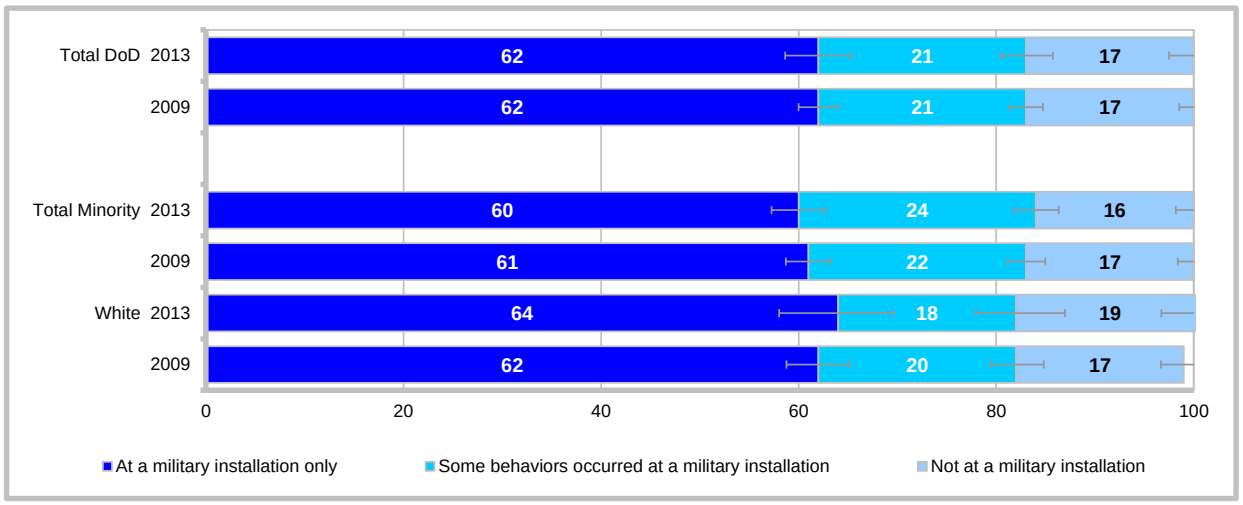
- **Experienced behavior *frequently.*** In 2013, there were no significant differences between Services for members who experienced the behaviors in the "One Situation" *frequently*. There were also no significant differences for Services in 2013 compared to 2009.

- **Behavior is *still occurring.*** In 2013, there were no significant differences between Services for members who continue to experience the behaviors in the "One Situation."

Location of the "One Situation"

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, 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, active duty members most commonly indicated the situation occurred on a military installation, either in whole or in part. Specifics of the location follow:

Figure 50.
Location of the "One Situation"



WEOA 2013 Q37 *Margins of error range from ±2% to ±6%*

Percent of active duty members who experienced race/ethnicity-related behaviors

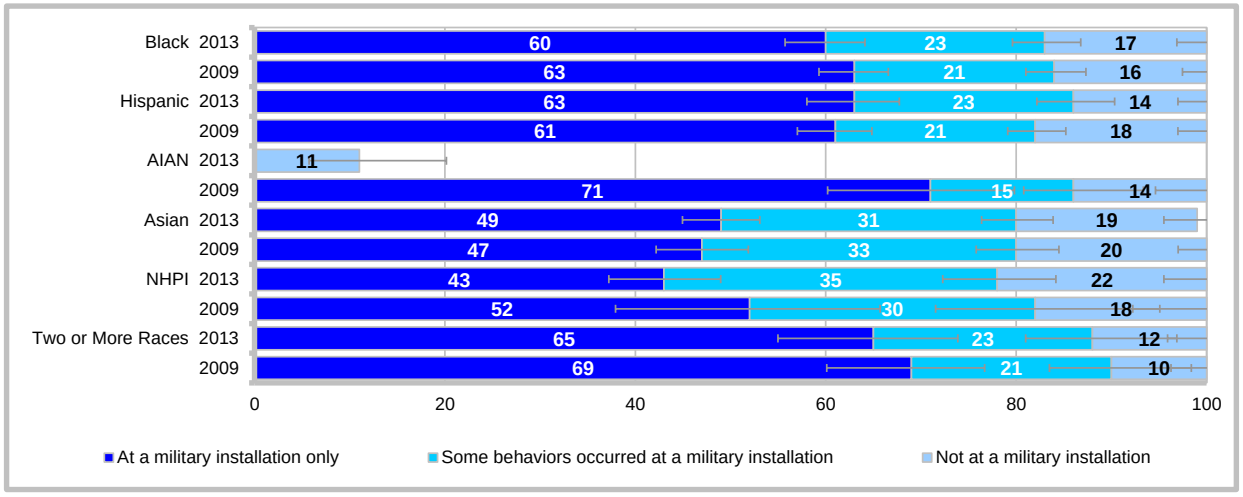
As seen in Figure 50, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[145] 62% of Service members indicated the situation occurred *at a military installation* only, 21% indicated *some behaviors occurred at a military installation and*

[145] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

some did not, and 17% indicated the situation was *not at a military installation.*[146] These items were unchanged from 2009.

In 2013, across locations, there were no significant differences between minority members and White (non-Hispanic) members. The rates across locations were also unchanged from 2009.

Figure 51.
Location of the "One Situation," by Minority Racial/Ethnic Group



WEOA 2013 Q37 *Margins of error range from ±3% to ±15%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 51, differences are shown between individual racial/ethnic groups who indicated the location of the "One Situation." Statistical significance for *at a military installation only* and *some behaviors occurred at a military installation* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***At a military installation* only**. In 2013, NHPI members (43%) and Asian members (49%) were less likely to indicate they experienced the behaviors *at a military installation* only. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

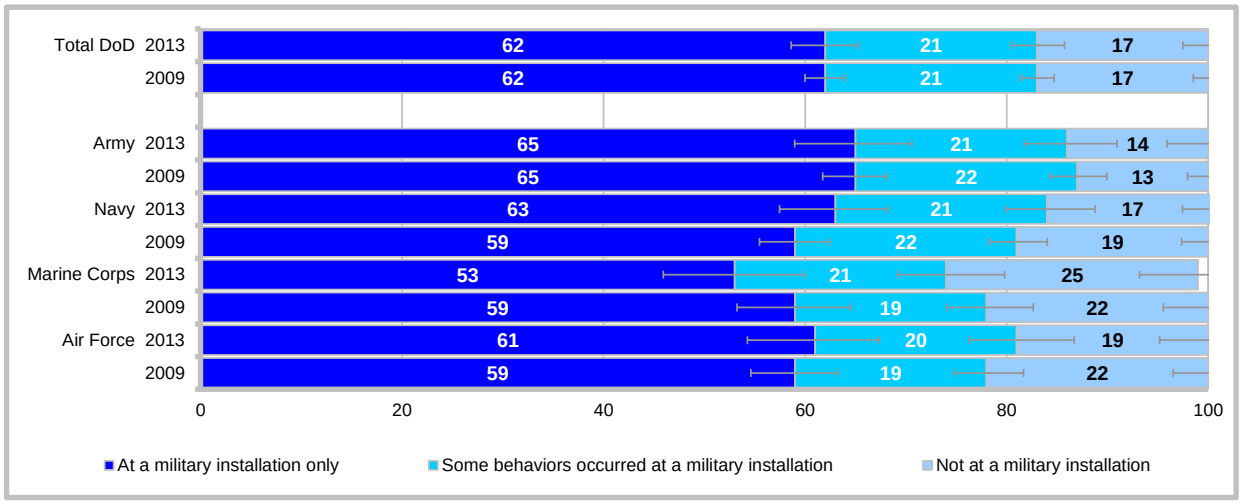
- ***Some behaviors occurred at a military installation and some did not.*** In 2013, NHPI members (35%) and Asian members (31%) were more likely to indicate *some*

[146] In 2013, junior officers (O1-O3; 9%) were less likely to indicate they did *not* experience the behaviors at a military installation.

behaviors occurred at a military installation and some did not. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Not at a military installation.*** In 2013, there were no significant differences between racial/ethnic groups who indicated that none of the behaviors occurred at a military installation. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 52.
Location of the "One Situation," by Service



WEOA 2013 Q37 *Margins of error range from ±2% to ±8%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 52, differences are shown between Services for those members who indicated the location of the behavior in the "One Situation." Significant differences are as follows:

- ***At a military installation* only**. In 2013, there were no significant differences between Services for those members who indicated that the behaviors occurred *at a military installation.* There were also no significant differences for Services in 2013 compared to 2009.

- ***Some behaviors occurred at a military installation and some did not.*** In 2013, there were no significant differences between Services for those members who indicated *some behaviors occurred at a military installation and some did not.* There were also no significant differences for Services in 2013 compared to 2009.

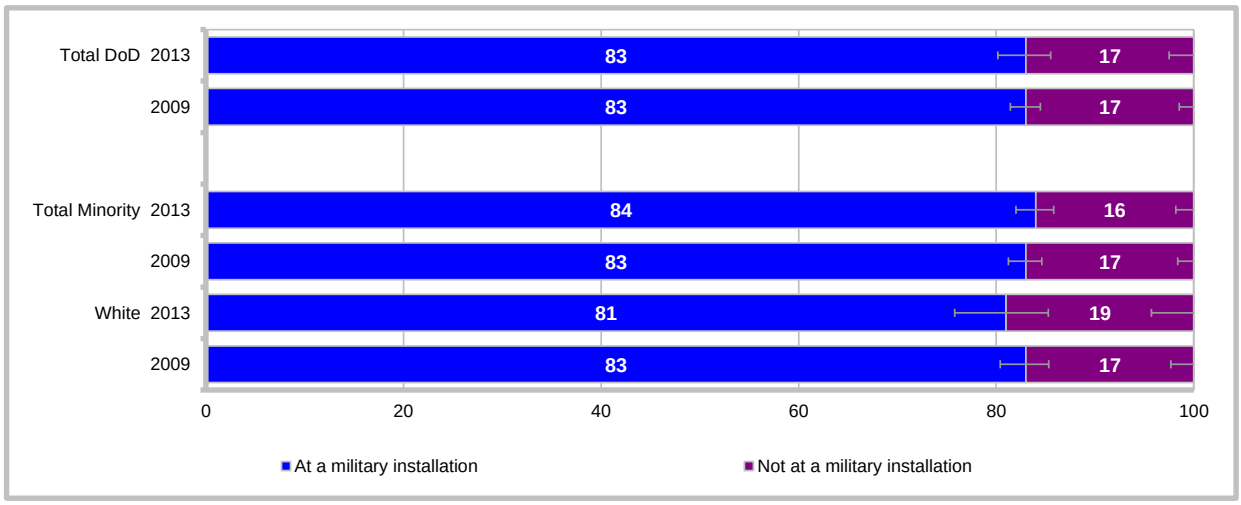
- ***Not at a military installation.*** In 2013, Marine Corps members (25%) were more likely to indicate that none of the behaviors occurred at a military installation

compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

"One Situation" Occurred at a Military Installation

Service members who indicated they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to identify where the "One Situation" occurred. They could respond that it occurred solely at a military installation, both at a military installation and elsewhere, or solely away from a military installation. To determine whether any behavior occurred specifically at a military installation, the variable was recoded to be dichotomous (i.e., two levels). Overall, the majority of incidents occurred, at least in part, on a military installation (83%). This is unchanged from 2009. Specific rates and comparisons follow.

Figure 53.
"One Situation" Occurred at a Military Installation



WEOA 2013 Q37 *Margins of error range from ±2% to ±6%*

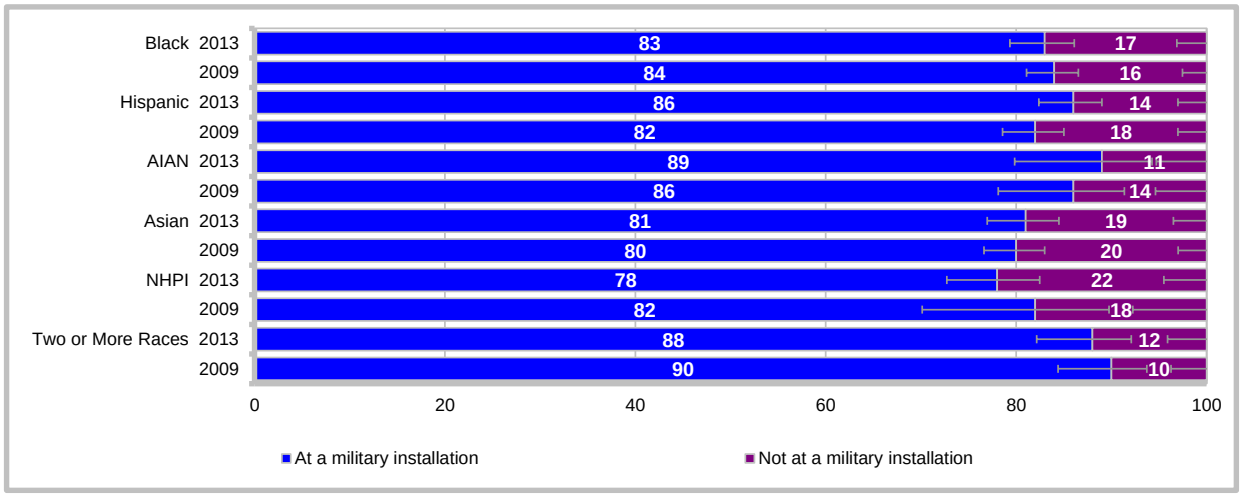
Percent of active duty members who experienced race/ethnicity-related behaviors

As seen in Figure 53, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[147] the large majority of Service members (83%) indicated at least some of the behaviors occurred *at a military installation*, whereas 17% indicated the behaviors did *not* occur at a military installation.[148] These items were unchanged from 2009. In 2013, there were no significant differences between minority members (84% - unchanged from

[147] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[148] In 2013, junior officers (O1-O3; 91%) were more likely to indicate the situation occurred *at a military installation*.

2009) and White (non-Hispanic) members (81% - unchanged from 2009) who indicated the situation occurred *at a military installation*.

Figure 54.
"One Situation" Occurred at a Military Installation, by Minority Racial/Ethnic Group

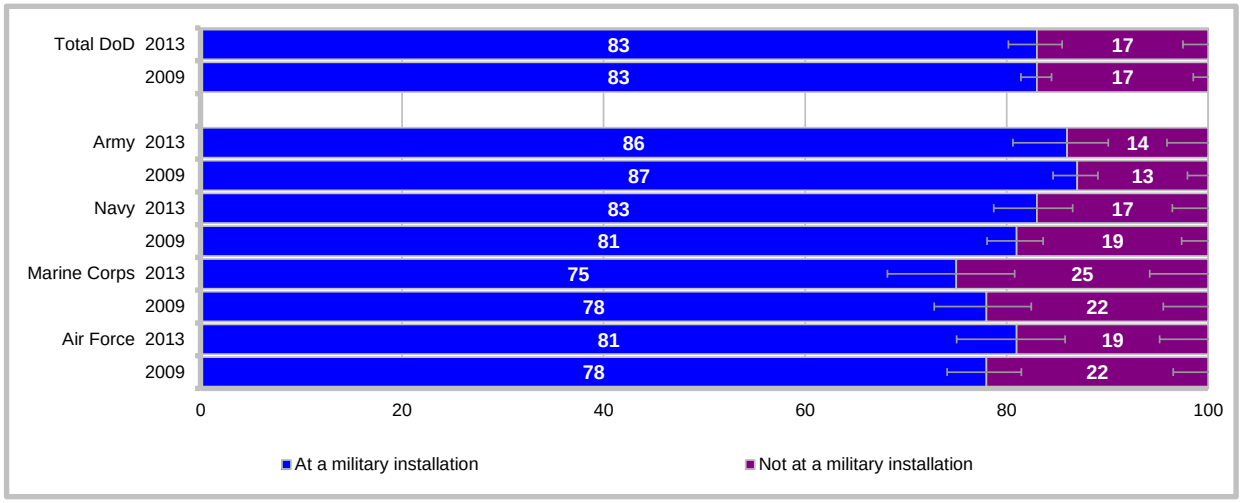


WEOA 2013 Q37 *Margins of error range from ±3% to ±12%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 54, differences are shown between individual racial/ethnic groups who indicated the situation occurred *at a military installation*. In 2013, there were no significant differences between racial/ethnic groups who indicated the situation occurred *at a military installation*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 55.
"One Situation" Occurred at a Military Installation, by Service



WEOA 2013 Q37 *Margins of error range from ±2% to ±7%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 55, differences are shown between Services for those members who indicated the situation occurred *at a military installation*. Significant differences are as follows:

- ***At a military installation.*** In 2013, Marine Corps members (75%) were less likely to indicate that the behaviors occurred *at a military installation* compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

- ***Not at a military installation.*** In 2013, there were no significant differences between Services for those members who indicated that none of the behaviors occurred at a military installation. There were also no significant differences for Services in 2013 compared to 2009.

Where and When "One Situation" Occurred

Service members who indicated they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to identify the specific details about when and where the "One Situation" occurred. Members could respond that it occurred solely *at their work, during duty hours, while they were deployed, in a 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.

Of those members who were deployed during the administration of the survey, ***72%*** indicated the most bothersome behavior occurred *while they were deployed*.

Table 3.
Where and When "One Situation" Occurred

Where and When "One Situation" Occurred									
Within 2013 Comparisons: Higher Response of *Yes*; Lower Response of *Yes*						2013 Trend Comparisons: ↓Significantly Lower Than 2009			
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
At your work (the place where you perform your military duties)?	60%	62%	58%	66%	61%	79%	54%	52%	62%
During duty hours?	63%	64%	62%	67%	61%	80%	55%	55%	65%
In a work environment where members of your racial/ethnic background were uncommon?	24%	33%	15%	35%	31%	NR	36%	38%	28%
At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	21%↓	23%	19%↓	21%	24%	16%	26%	32%	19%
While you were deployed?	25%↓	25%↓	24%	24%	25%↓	19%	28%	27%	30%
Margin of Error	±3-4%	±3%	±5-6%	±4-5%	±5-6%	±14-16%	±4-5%	±6-7%	±9-14%

Note. WEOA2013 Q38. Members could endorse more than one behavior, therefore percentages may not total to 100%. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

As seen in Table 3, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[149] the majority indicated the "One Situation" occurred *at their work* (60% - unchanged from 2009) and/or *during duty hours* (63% - unchanged from 2009), while 25% indicated the behaviors occurred *while they were deployed* (7 percentage points lower than 2009), 24% indicated *in a work environment where members of their racial/ethnic background are uncommon* (unchanged from 2009), and 21% indicated *at a military non-work location* (5 percentage points lower than 2009).[150]

Significant differences between minority members and White (non-Hispanic) members are as follows (specific estimates presented in Table 3):

- ***At their work.*** In 2013, there were no significant differences between minority members (62% - unchanged from 2009) and White (non-Hispanic) members (58% - unchanged from 2009) who indicated the "One Situation" occurred *at their work*.

[149] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[150] In 2013, senior officers (O4-O6; 16%) were less likely to indicate the situation occurred *in a work environment where members of their racial/ethnic background were uncommon*; in 2013, senior officers (O4-O6; 14%) were less likely to indicate the situation occurred *while they were deployed*.

- ***During duty hours.*** In 2013, there were no significant differences between minority members (64% - unchanged from 2009) and White (non-Hispanic) members (62% - unchanged from 2009) who indicated the "One Situation" occurred *during duty hours*.

- ***In a work environment where members of their racial/ethnic background were uncommon.*** In 2013, minority members (33% - unchanged from 2009) were more likely to indicate the "One Situation" occurred *in a work environment where members of their racial/ethnic background were uncommon*, whereas White (non-Hispanic) members (15% - unchanged from 2009) were less likely.

- ***At a military non-work location***. In 2013, there were no significant differences between minority members (23% - unchanged from 2009) and White (non-Hispanic) members (19% - 9 percentage points lower than 2009) who indicated the "One Situation" occurred *at a military non-work location*.

- ***While they were deployed***. In 2013, there were no significant differences between minority members (25% - 8 percentage points lower than 2009) and White (non-Hispanic) members (24% - unchanged from 2009) who indicated the "One Situation" occurred *while they were deployed*.

In Table 3, differences are also shown between individual racial/ethnic groups who indicated where and when the "One Situation" occurred. Significant differences are as follows (specific estimates presented in Table 3):

- ***At their work.*** In 2013, AIAN members (79%) were more likely to indicate the situation occurred *at their work*, whereas NHPI members (52%) and Asian members (54%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***During duty hours.*** In 2013, AIAN members (80%) were more likely to indicate the situation occurred *during duty hours*, whereas NHPI members (55%) and Asian members (55%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***In a military work environment where members of their racial/ethnic background are uncommon.*** In 2013, there were no significant differences between racial/ethnic groups who indicated the situation occurred *in a military work environment where members of their racial/ethnic background are uncommon*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***At a military non-work location***. In 2013, NHPI members (32%) were more likely to indicate the situation occurred *at a military non-work location* compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***While they were deployed***. In 2013, there were no significant differences between racial/ethnic groups who indicated the situation occurred *while they were deployed*. Compared to 2009, the percentage who indicated the situation occurred *while they were deployed* was lower in 2013 for Hispanic members (25% - 9 percentage points lower than 2009).

Table 4.
Where and When "One Situation" Occurred, by Service

Where and When "One Situation" Occurred					
Within 2013 Comparisons Higher Response of *Yes* Lower Response of *Yes*	2013 Trend Comparisons ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
At your work (the place where you perform your military duties)?	60%	64%	64%	44%↓	58%
During duty hours?	63%	70%	59%	45%↓	64%
In a work environment where members of your racial/ethnic background were uncommon?	24%	24%	23%	22%	23%
At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	21%↓	20%	22%	25%	17%
While you were deployed?	25%↓	28%↓	29%	19%	13%
Margin of Error	±3-4%	±5-7%	±5-6%	±6-7%	±5-7%

Note. WEOA2013 Q38. Members could endorse more than one behavior, therefore percentages may not total to 100%. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

In Table 4, differences are shown between Services for those members who indicated where and when the "One Situation" occurred. Significant differences are as follows (specific estimates presented in Table 4):

- ***At their work.*** In 2013, Marine Corps members (44%) were less likely to indicate the situation occurred *at their work* compared to other Services. Compared to 2009, the percentage who indicated the situation occurred *at their work* was lower in 2013 for Marine Corps members (44% - 15 percentage points lower than 2009).

- ***During duty hours.*** In 2013, Army members (70%) were more likely to indicate the situation occurred *during duty hours*, whereas Marine Corps members (45%) were less likely. Compared to 2009, the percentage who indicated the situation occurred *during duty hours* was lower in 2013 for Marine Corps members (45% - 13 percentage points lower than 2009).

- ***In a military work environment where members of their racial/ethnic background are uncommon.*** In 2013, there were no significant differences between Services for those members who indicated the situation occurred *in a military work environment*

where members of their racial/ethnic background are uncommon. There were also no significant differences for Services in 2013 compared to 2009.

- ***At a military non-work location***. In 2013, there were no significant differences between Services for those members who indicated the situation occurred *at a military non-work location*. There were also no significant differences for Services in 2013 compared to 2009.

- ***While they were deployed***. In 2013, Air Force members (13%) were less likely to indicate the situation occurred *while they were deployed* compared to other Services. Compared to 2009, the percentage who indicated the situation occurred *while they were deployed* was lower in 2013 for Army members (28% - 12 percentage points lower than 2009).

Characteristics of the Offenders in the "One Situation"

Members provided information on the offender's racial/ethnic background, military or civilian status, and organizational level.

The most common characteristics of the "One Situation" include:

- Behaviors occurred *at a **military installation (83%)***
- The offender(s) was/were ***White (49%)***
- The offender(s) was/were ***military only (81%)***

Race/Ethnicity of the Offender

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to identify the racial/ethnic background of the offender(s) in the "One Situation" that was most bothersome. There may have been more than one offender, and all offenders may not have been of the same racial/ethnic group. Respondents could mark more than one race/ethnicity to account for all offender(s). Some may have had difficulty determining a racial/ethnic group for the offender(s) either because the offender(s) was unseen or because they could not identify the race/ethnicity of a known offender. Respondents were therefore offered an *"unknown race/ethnicity"* response option.

Table 5.
Race/Ethnicity of at Least One Offender Involved in the Situation

Race/Ethnicity of at Least One Offender Involved in the Situation									
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
White	49%	57%	42%	65%	54%	NR	52%	52%	51%
Black	39%	35%	42%	32%	36%	NR	39%	38%	35%
Spanish/Hispanic/Latino	32%	27%	36%	26%	26%	NR	30%	35%	29%
Multiracial/ethnic individual(s)[151]	29%	27%	32%	24%	28%	NR	24%	34%	29%
Unknown race/ethnicity	22%	24%	21%	23%	26%	22%	20%	29%	25%
Asian	19%	16%	21%	15%	15%	9%	21%	25%	20%
NHPI	11%	9%	12%	8%	9%	6%	10%	23%	10%
AIAN	9%	10%	8%	8%	12%	9%	9%	15%	10%
Margin of Error	±4%	±3%	±7%	±5%	±6%	±18%	±5%	±7%	±12%

Note. WEOA2013 Q39. Percent indicating that at least one offender of a racial/ethnic group was involved in the situation. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

As seen in Table 5, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[152] about half (49%) of Service members indicated the offender(s) was *White*, 39% indicated the offender(s) was *Black*, 32% indicated the offender(s) was *Spanish/Hispanic/Latino*, 29% indicated the offender(s) was *multiracial/ethnic individual(s)*, 22% indicated the offender(s) was *unknown race/ethnicity*, 19% indicated the offender(s) was *Asian*, 11% indicated the offender(s) was *NHPI*, and 9% indicated the offender(s) was *AIAN*. For minority members, the majority of respondents (57%) indicated at least one of the offenders was *White*. For White (non-Hispanic) members, the offender(s) was most commonly *White* (42%) and/or *Black* (42%).

As also seen in Table 5, estimates are shown for individual racial/ethnic groups who indicated the race/ethnicity of the offender(s) in the "One Situation." *White* was the most commonly indicated race/ethnicity of the offender(s) for Black members (65%), Hispanic members (54%), Asian members (52%), NHPI members (52%), and members of Two or More Races (51%). For AIAN members, a majority estimate cannot be calculated because some of the 2013 estimates are not reportable for this group.

[151] 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)*."
[152] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

Table 6.
Race/Ethnicity of at Least One Offender Involved in the Situation, by Service

Race/Ethnicity of at Least One Offender Involved in the Situation					
	Total DoD	Army	Navy	Marine Corps	Air Force
White	49%	47%	54%	44%	54%
Black	39%	42%	37%	36%	34%
Spanish/Hispanic/Latino	32%	33%	34%	33%	23%
Multiracial/ethnic individual(s)[153]	29%	33%	28%	32%	20%
Unknown race/ethnicity	22%	19%	26%	27%	21%
Asian	19%	18%	22%	19%	16%
NHPI	11%	9%	12%	12%	12%
AIAN	9%	7%	11%	13%	4%
Margin of Error	±4%	±7%	±7%	±8%	±8%

Note. WEOA2013 Q39. Percent indicating that at least one offender of a racial/ethnic group was involved in the situation. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

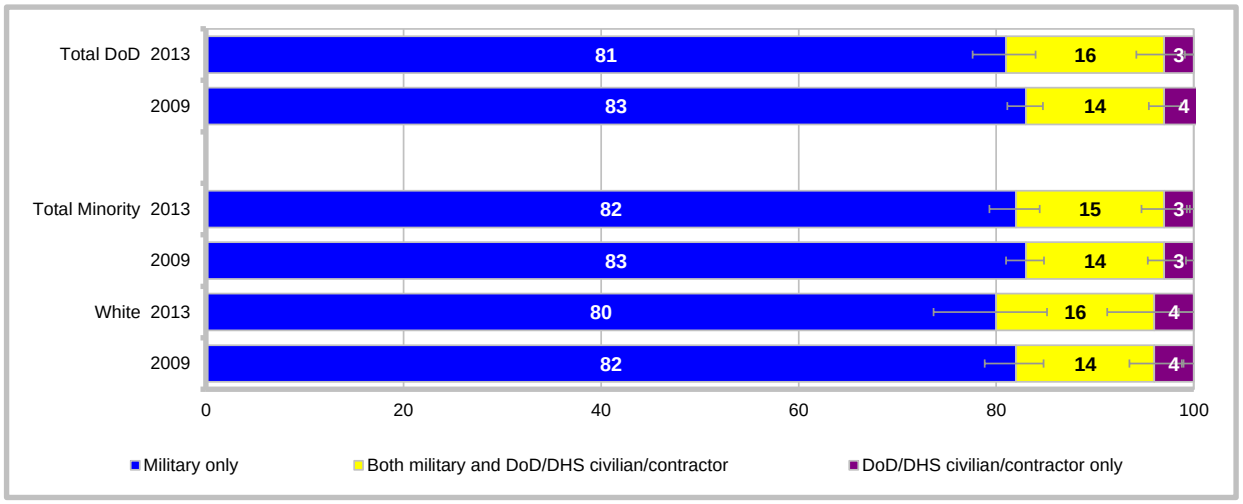
As seen in Table 6, estimates are shown for Services for those members who indicated the race/ethnicity of the offender(s) in the "One Situation." Across the Services, the majority indicated the offender(s) was *White*, including Army members (47%), Navy members (54%), Marine Corps members (44%), and Air Force members (54%).

Organizational Affiliation of the Offender

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to identify the organizational affiliation of the offender in the "One Situation" that was most bothersome. They could indicate that the offenders included *someone in their chain of command, other military person(s), not in their chain of command, of higher rank/grade than the member, 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*.[154] Those members who reported the offender(s) was *a civilian from the local community* only (9%) or the offender(s) was an *unknown person(s)* only (11%) were excluded from analysis.

[153] 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)*."
[154] "DHS civilian employees" refers to civilians who are a part of the Department of Homeland Security (Coast Guard). Though Coast Guard members are not included in the analysis of Total DoD, active duty members may interact with DHS civilians, and therefore DHS civilians are included as potential offenders.

Figure 56.
Organizational Affiliation of the Offender



WEOA 2013 Q40 *Margins of error range from ±1% to ±7%*

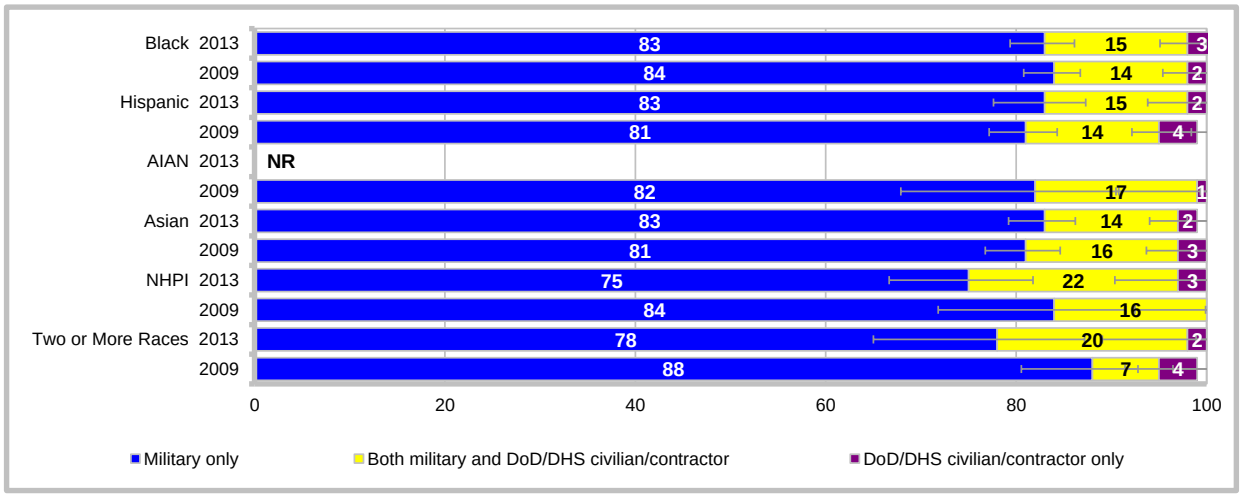
Percent of active duty members who experienced race/ethnicity-related behaviors

As seen in Figure 56, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[155] 81% of Service members indicated the offender(s) was *military only*, 16% indicated the offender(s) was *both military and DOD/DHS civilian/contractor*, and 3% indicated the offender(s) was *DOD/DHS civilian/contractor only*.[156] These items were unchanged from 2009.

In 2013, there were no significant differences between minority members and White (non-Hispanic) members who indicated the offender was *military only, both military and DOD/DHS civilian/contractor*, or *DOD/DHS civilian/contractor only*. The rates for those members who indicated the offender was *military only, both military and DOD/DHS civilian/contractor*, or *DOD/DHS civilian/contractor only* were also unchanged from 2009 for both minority members and White (non-Hispanic) members.

[155] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[156] In 2013, senior officers (O4-O6; 18%) were more likely to indicate the offender was *DOD/DHS civilian/contractor only*, whereas junior enlisted members (E1-E4; 1%) were less likely; in 2013, junior enlisted members (E1-E4; 86%) were more likely to indicate the offender was *military only*.

Figure 57.
Organizational Affiliation of the Offender, by Minority Racial/Ethnic Group



WEOA 2013 Q40 *Margins of error range from ±1% to ±15%*

Percent of active duty members who experienced race/ethnicity-related behaviors

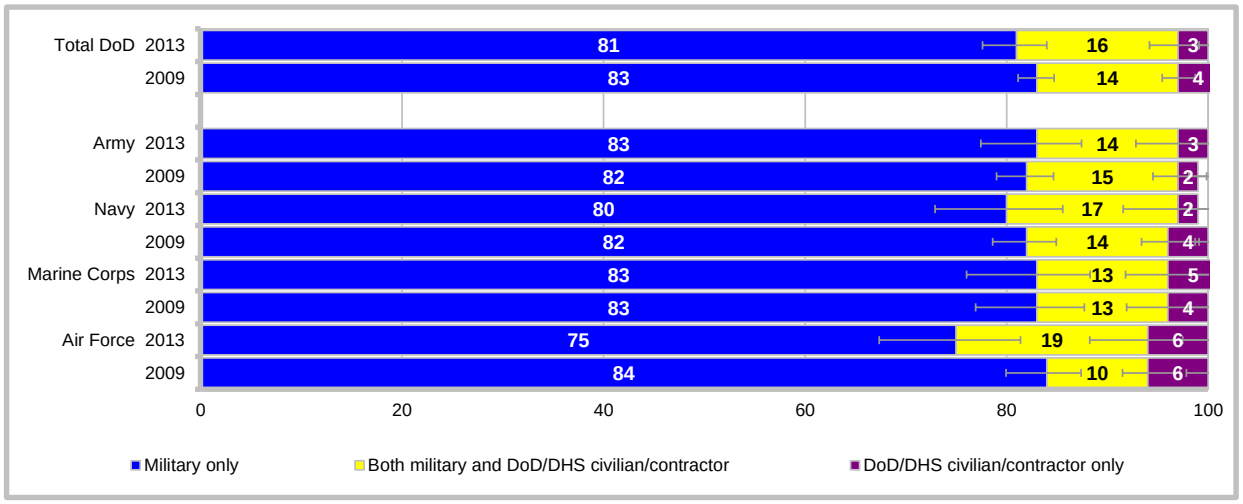
In Figure 57, differences are shown between individual racial/ethnic groups who indicated the organizational affiliation of the offender. Statistical significance for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Military only***. In 2013, there were no significant differences between racial/ethnic groups who indicated the offender was *military only*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Both military and DOD/DHS civilian/contractor.*** In 2013, there were no significant differences between racial/ethnic groups who indicated the offender was *both military and DOD/DHS civilian/contractor*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***DOD/DHS civilian/contractor only.*** In 2013, there were no significant differences between racial/ethnic groups who indicated the offender was *DOD/DHS civilian/contractor only*. Compared to 2009, the percentage who indicated the offender was *DOD/DHS civilian/contractor only* was higher in 2013 for NHPI members (3% - 3 percentage points higher than 2009).

Figure 58.
Organizational Affiliation of the Offender, by Service



WEOA 2013 Q40 *Margins of error range from ±1% to ±8%*

Percent of active duty members who experienced race/ethnicity-related behaviors

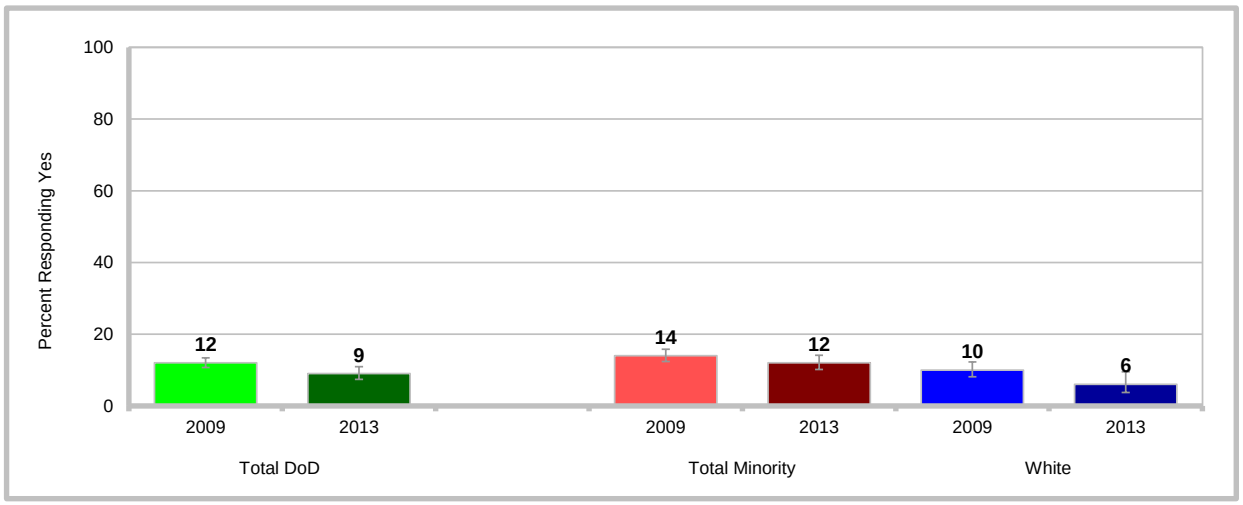
In Figure 58, differences are shown between Services for those members who indicated the organizational affiliation of the offender. In 2013, there were no significant differences between the Services for those members who indicated the offender was *military only*, *both military and DOD/DHS civilian/contractor*, or *DOD/DHS civilian/contractor only*. The rates were also unchanged from 2009 for each Service.

Response to the "One Situation"

Service members who indicated they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to indicate if, as a result of the "One Situation," they responded by either requesting a transfer or thinking about getting out of their Service.

Requested a Transfer

Figure 59.
Requested a Transfer



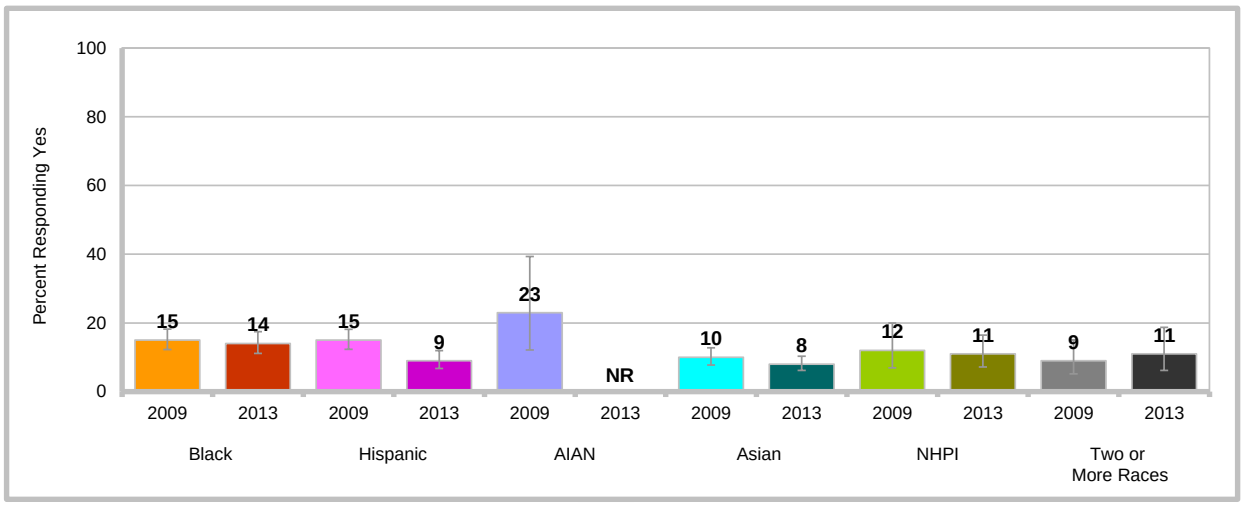
WEOA 2013 Q41 *Margins of error range from ±2% to ±4%*

Percent of active duty members who experienced race/ethnicity-related behaviors

As seen in Figure 59, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[157] in response to the most bothersome situation, 9% *requested a transfer* (3 percentage points lower than 2009).[158] In 2013, minority members (12% - unchanged from 2009) were more likely to indicate they *requested a transfer*, whereas White (non-Hispanic) members (6% - unchanged from 2009) were less likely.

[157] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[158] In 2013, there were no significant differences between paygrades for *requested a transfer*.

Figure 60.
Requested a Transfer, by Minority Racial/Ethnic Group



WEOA 2013 Q41 *Margins of error range from ±3% to ±17%*

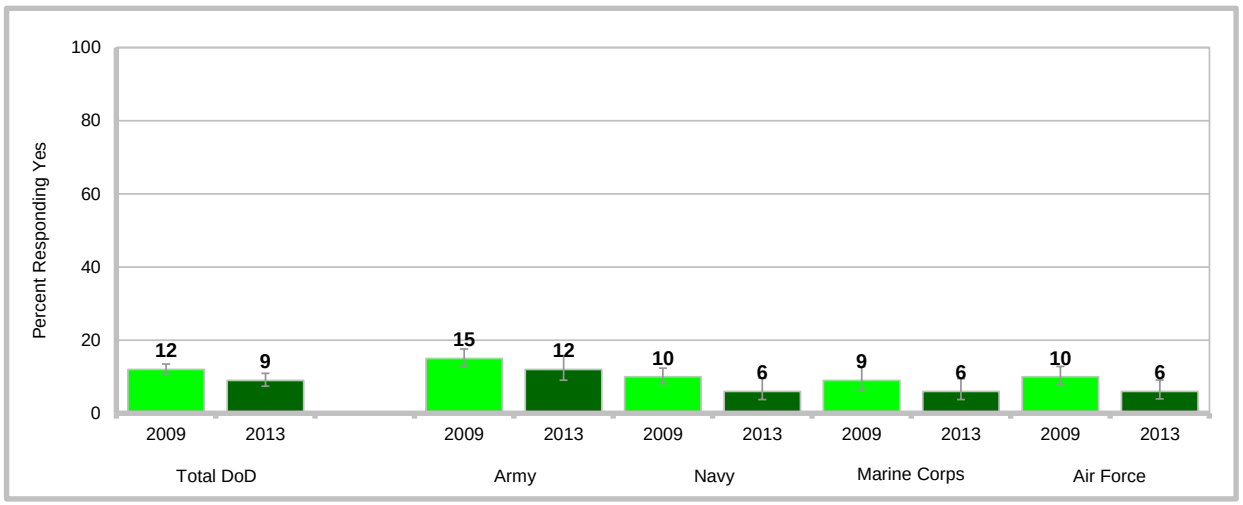
Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 60, differences are shown between individual racial/ethnic groups who indicated they *requested a transfer* in response to the most bothersome situation. Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, Asian members (8%) were less likely to indicate they *requested a transfer* as a result of the "One Situation," compared to other racial/ethnic groups.

- Compared to 2009, the percentage who indicated they *requested a transfer* was lower in 2013 for Hispanic members (9% - 6 percentage points lower than 2009).

Figure 61.
Requested a Transfer, by Service



WEOA 2013 Q41 *Margins of error range from ±2% to ±4%*

Percent of active duty members who experienced race/ethnicity-related behaviors

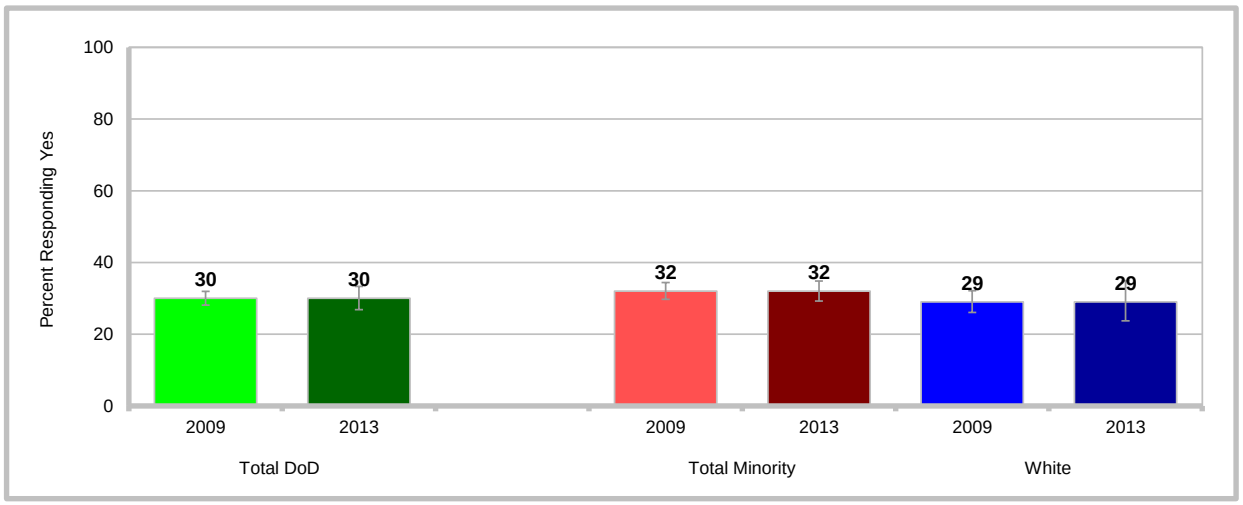
In Figure 61, differences are shown between Services for those members who indicated they *requested a transfer* in response to the most bothersome situation.

- In 2013, Army members (12%) were more likely to indicate they *requested a transfer* as a result of the "One Situation," compared to other Services.

- There were no significant differences for Services in 2013 compared to 2009.

Thought About Getting Out of Their Service

Figure 62.
Thought About Getting Out of Their Service



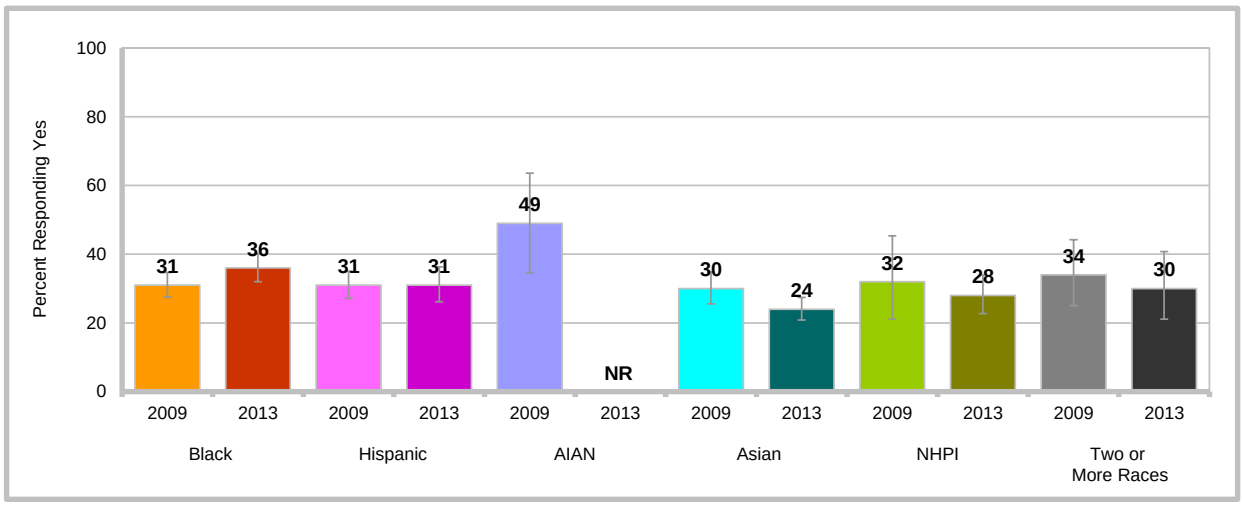
WEOA 2013 Q41 *Margins of error range from ±2% to ±6%*

Percent of active duty members who experienced race/ethnicity-related behaviors

As seen in Figure 62, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[159] in response to the most bothersome situation, 30% *thought about getting out of their Service* (unchanged from 2009).[160] In 2013, there were no significant differences between minority members (32% - unchanged from 2009) and White (non-Hispanic) members (29% - unchanged from 2009) who indicated they *thought about getting out of their Service*.

[159] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[160] In 2013, junior officers (O1-O3; 19%) were less likely to indicate thinking *about getting out of their Service*.

Figure 63.
Thought About Getting Out of Their Service, by Minority Racial/Ethnic Group



WEOA 2013 Q41 *Margins of error range from ±4% to ±15%*

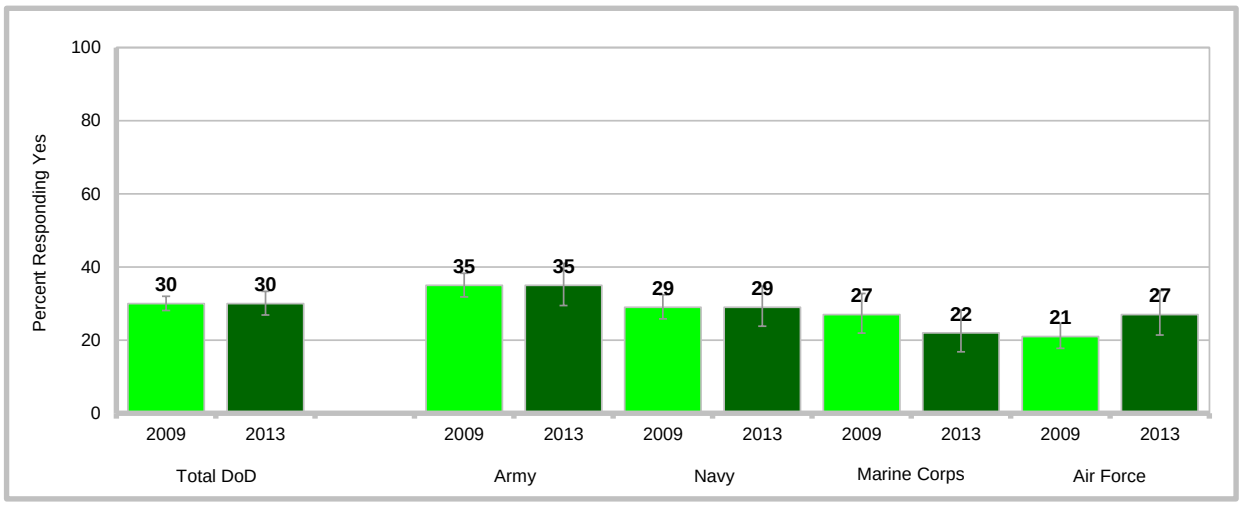
Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 63, differences are shown between individual racial/ethnic groups who indicated they *thought about getting out of their Service* in response to the most bothersome situation. Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, Asian members (24%) were less likely to indicate they *thought about getting out of their Service* as a result of the "One Situation" compared to other racial/ethnic groups.

- There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 64.
Thought About Getting Out of Their Service, by Service



WEOA 2013 Q41 *Margins of error range from ±2% to ±7%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 64, differences are shown between Services for those members who indicated they *thought about getting out of their Service* in response to the most bothersome situation.

- In 2013, Marine Corps members (22%) were less likely to indicate they *thought about getting out of their Service* as a result of the "One Situation," compared to other Services.

- There were no significant differences for Services in 2013 compared to 2009.

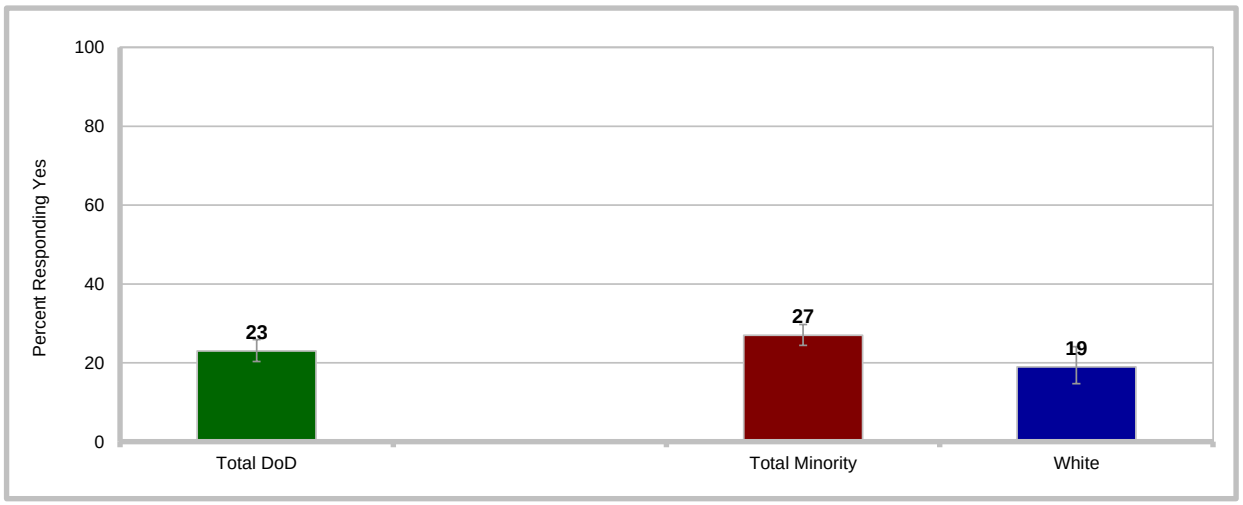
Reporting the Situation

This section further explores the details about the circumstances of the most bothersome situation in the DoD community. With that "One Situation" in mind, Service members who indicated they experienced race/ethnicity-related harassment and/or discrimination behaviors were asked whether they reported the situation to any military individuals or organization.[161] Service 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*, and some *other person or office with responsibility for follow-up*. Service members can report to multiple authorities for a single event.

[161] Respondents could indicate multiple military individuals and/or organizations they reported to. For this report, these options are included under "reported to a military authority."

Reported the Situation to a Military Authority[162]

Figure 65.
Reported the Situation to a Military Authority



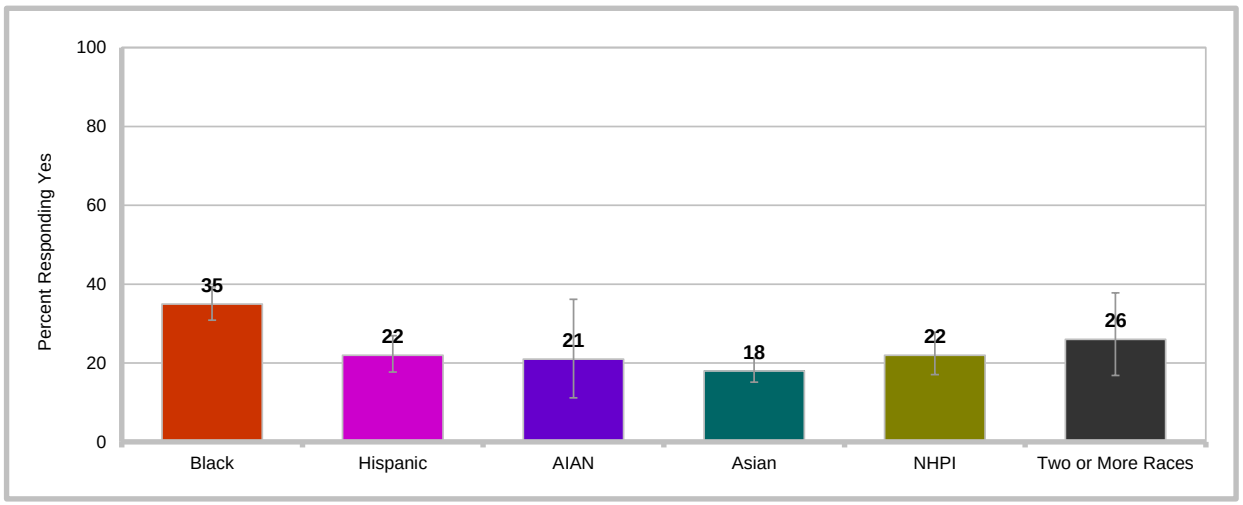
WEOA 2013 Q42 *Margins of error range from ±3% to ±6%*

Percent of active duty members who experienced race/ethnicity-related behaviors

As seen in Figure 65, of the 32% of Service members who indicated experiencing potential race/ethnicity-related behaviors,[163] 23% reported the situation to a military authority (new in 2013).[164] In 2013, minority members (27%) were more likely to indicate they reported the situation to a military authority, whereas White (non-Hispanic) members (19%) were less likely. As noted, nearly half (49%) of the total 23% of Service members who reported their experience did not label the behaviors on the survey as racial/ethnic "harassment" or "discrimination."

[162] Members were asked about their reporting methods in 2009, however in 2013, the manner in which members were asked about reporting was slightly different. Therefore percentages between 2009 and 2013 cannot be trended.
[163] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[164] In 2013, there were no significant differences between paygrades for reporting to a military authority.

Figure 66.
Reported the Situation to a Military Authority, by Minority Racial/Ethnic Group

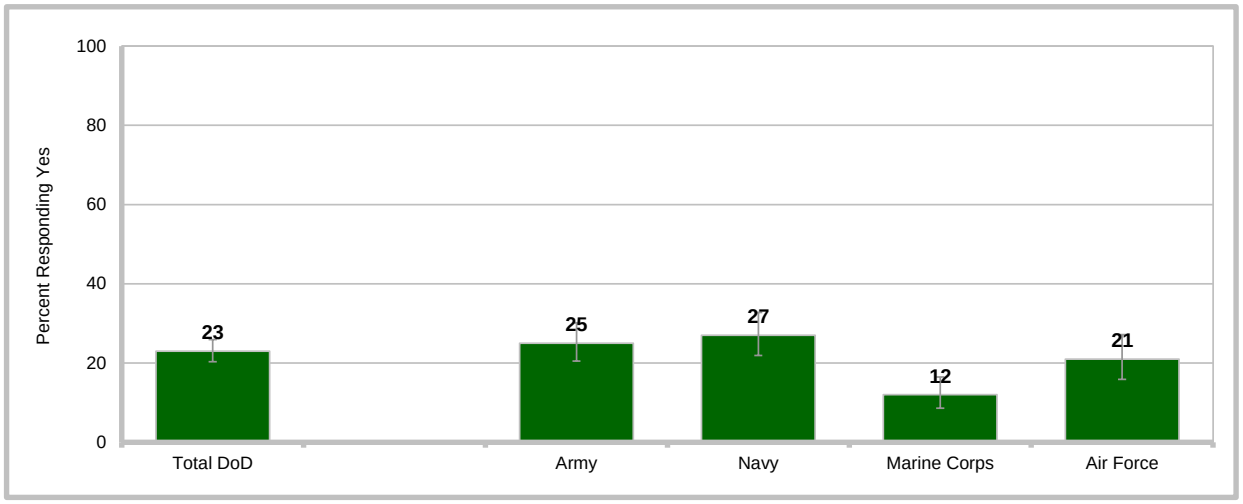


WEOA 2013 Q42 *Margins of error range from ±4% to ±16%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 66, differences are shown between individual racial/ethnic groups who indicated reporting the situation to a military authority. In 2013, Black members (35%) were more likely to indicate reporting the situation, whereas Asian members (18%) were less likely.

Figure 67.
Reported the Situation to a Military Authority, by Service



WEOA 2013 Q42 *Margins of error range from ±3% to ±7%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 67, differences are shown between Services for those members who indicated reporting the situation. In 2013, Marine Corps members (12%) were less likely to indicate reporting the situation compared to other Services.

Type of Military Authority to Whom They Reported

Table 7.
Type of Military Authority to Whom They Reported

Type of Military Authority to Whom They Reported									
Within 2013 Comparisons Higher Response of *Yes* Lower Response of *Yes*									
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Someone in their chain of command	81%	83%	79%	83%	83%	85%	75%	78%	94%
Someone in the chain of command of the person who did it	61%	60%	62%	64%	54%	70%	64%	62%	NR
Other person or office with responsibility for follow-up	39%	42%	36%	36%	49%	25%	40%	37%	NR
Special military office responsible for handling these kinds of reports	30%	31%	29%	32%	35%	20%	32%	25%	16%
Margin of Error	±6-7%	±4-6%	±13-14%	±6-8%	±8-12%	±12-14%	±8-10%	±11-16%	±6-14%

Note. WEOA2013 Q42. Members could endorse more than one reporting option, therefore percentages may not total to 100%. These percentages include members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

As seen in Table 7, of the members who indicated experiencing potential race/ethnicity-related behaviors and reported to a military authority,[165] 81% of Service members indicated reporting to *someone in their chain of command*, 61% reported to *someone in the chain of command of the person who did it*, 39% reported to some *other person or office with responsibility for follow-up*, and 30% reported to a *special military office responsible for handling these kinds of reports*.[166] This item was new in 2013.

In 2013, there were no significant differences between minority members and White (non-Hispanic) members who indicated reporting to *someone in their chain of command*, *someone in the chain of command of the person who did it*, some *other person or office with responsibility for follow-up*, and a *special military office responsible for handling these kinds of reports*.

[165] This includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[166] In 2013, there were no significant differences between paygrades for type of military authority reported to.

As seen in Table 7, differences are also shown between individual racial/ethnic groups who indicated the type of military authority they reported to. Significant differences are as follows (specific estimates presented in Table 7):

- ***Someone in their chain of command.*** In 2013, members of Two or More Races (94%) were more likely to indicate reporting to *someone in their chain of command* compared to other racial/ethnic groups.

- ***Someone in the chain of command of the offender.*** In 2013, there were no significant differences between racial/ethnic groups who indicated reporting to *someone in the chain of command of the offender*.

- ***Other person or office with responsibility for follow-up.*** In 2013, AIAN members (25%) were less likely to indicate reporting to some *other person or office with responsibility for follow-up* compared to other racial/ethnic groups.

- ***Special military office responsible for handling these kinds of reports.*** In 2013, there were no significant differences between racial/ethnic groups who indicated reporting to a *special military office responsible for handling these kinds of reports*.

Table 8.
Type of Military Authority to Whom They Reported, by Service

Type of Military Authority to Whom They Reported					
Within 2013 Comparisons Higher Response of *Yes*					
	Total DoD	Army	Navy	Marine Corps	Air Force
Someone in their chain of command	81%	80%	82%	84%	81%
Someone in the chain of command of the person who did it	61%	59%	66%	NR	54%
Other person or office with responsibility for follow-up	39%	32%	46%	60%	40%
Special military office responsible for handling these kinds of reports	30%	29%	33%	NR	22%
Margin of Error	±6-7%	±9-11%	±12-14%	±12-16%	±13-15%

Note. WEOA2013 Q42. Members could endorse more than one reporting option, therefore percentages may not total to 100%. These percentages include members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

In Table 8, differences are shown between Services for those members who indicated the type of military authority they reported to.

- ***Someone in their chain of command.*** In 2013, there were no significant differences between Services for those members who indicated reporting to *someone in their chain of command*.

- ***Someone in the chain of command of the offender.*** In 2013, there were no significant differences between Services for those members who indicated reporting to *someone in the chain of command of the offender*.

- ***Other person or office with responsibility for follow-up.*** In 2013, Marine Corps members (60%) were more likely to indicate reporting to some *other person or office with responsibility for follow-up* compared to other Services.

- ***Special military office responsible for handling these kinds of reports.*** In 2013, there were no significant differences between Services for those members who indicated reporting to a *special military office responsible for handling these kinds of reports.*

Reasons for Reporting

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, and reported to a military authority, were asked to indicate why they chose to report the behavior. Members could indicate that they reported the situation to *prevent the behavior from happening to someone else*, to *prevent it from happening to them again*, to *punish the person*, or some *other reason(s)*.

Table 9.
Reasons for Reporting

Reasons for Reporting									
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Prevent it from happening to someone else	87%	89%	84%	89%	91%	89%	93%	84%	NR
Prevent it from happening to them again	82%	85%	77%	86%	84%	81%	89%	81%	84%
Other reason(s)	30%	26%	34%	24%	29%	NR	37%	34%	17%
Punish the person	28%	28%	29%	30%	28%	19%	31%	35%	15%
Margin of Error	±6-7%	±4-6%	±12-14%	±6-9%	±7-12%	±8-12%	±6-10%	±10-16%	±13-15%

Note. WEOA2013 Q43. Members could endorse more than one reason for reporting option, therefore percentages may not total to 100%. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

As seen in Table 9, of those Service members who indicated experiencing potential race/ethnicity-related behaviors and reported the situation to a military authority,[167] the majority indicated they reported the situation to *prevent it from happening to someone else* (87%) and to

[167] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

prevent it from happening to them again (82%), whereas about a quarter of members indicated some *other reason(s)* (30%) and/or to *punish the person* (28%). This item was new in 2013.[168]

In 2013, there were no significant differences between minority members and White (non-Hispanic) members who indicated they reported the situation to *prevent it from happening to someone else*, *prevent it from happening to them again*, some *other reason(s)*, and/or to *punish the person*.

In Table 9, differences are also shown between individual racial/ethnic groups who indicated reasons for reporting. In 2013, there were no significant differences between racial/ethnic groups who indicated they reported the situation to *prevent it from happening to someone else*, *prevent it from happening to them again*, some *other reason(s)*, and/or to *punish the person*.

Table 10.
Reasons for Reporting, by Service

Reasons for Reporting					
	Total DoD	Army	Navy	Marine Corps	Air Force
Prevent it from happening to someone else	87%	87%	84%	85%	89%
Prevent it from happening to them again	82%	83%	81%	80%	78%
Other reason(s)	30%	26%	32%	33%	35%
Punish the person	28%	28%	27%	38%	26%
Margin of Error	±6-7%	±8-10%	±12-14%	±13-18%	±11-17%

Note. WEOA2013 Q43. Members could endorse more than one reason for reporting option, therefore percentages may not total to 100%. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

In Table 10, differences are shown between Services for those members who indicated reasons for reporting. In 2013, there were no significant differences between the Services for members who indicated they reported the situation to *prevent it from happening to someone else*, *prevent it from happening to them again*, some *other reason(s)*, and/or to *punish the person*.

[168] In 2013, there were no significant differences between paygrades for reasons for reporting.

Satisfaction With Reporting

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, and reported to a military authority, were asked to indicate whether or not they were satisfied with various components 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*.

Of members who reported the "One Situation," just one-third (***31%***) were *satisfied* with the reporting process overall, whereas about a quarter (***27%***) indicated they were *dissatisfied* with the reporting process overall.

Table 11.
Satisfaction With Components of Reporting

Satisfaction With Components of Reporting Within 2013 Comparisons Higher Response of *Satisfied*									
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Satisfied									
Availability of information about how to follow-up on a report	36%	31%	43%	36%	27%	24%	32%	52%	16%
Treatment by personnel handling their report	34%	32%	36%	38%	26%	28%	33%	46%	19%
Degree to which their privacy was/is being protected	35%	32%	37%	35%	35%	28%	33%	46%	14%
The reporting process overall	31%	28%	35%	33%	23%	25%	31%	45%	14%
Amount of time it took/is taking to resolve their report	30%	28%	32%	34%	24%	25%	29%	42%	16%
How well they were/are kept informed about the progress of their report	29%	29%	30%	34%	27%	27%	29%	45%	13%
Margin of Error	±7-8%	±5-6%	±14-15%	±8-9%	±9-13%	±15-16%	±10%	±15-16%	±11-14%
Dissatisfied									
Availability of information about how to follow-up on a report	26%	28%	23%	27%	26%	24%	19%	12%	NR
Treatment by personnel handling their report	24%	26%	21%	25%	28%	25%	17%	16%	NR
Degree to which their privacy was/is being protected	23%	25%	20%	25%	24%	25%	19%	9%	NR
The reporting process overall	27%	27%	27%	26%	26%	NR	22%	18%	NR
Amount of time it took/is taking to resolve their report	28%	32%	25%	25%	42%	NR	21%	20%	NR
How well they were/are kept informed about the progress of their report	27%	26%	27%	23%	30%	23%	22%	20%	NR
Margin of Error	±6-7%	±6-7%	±12-13%	±7-9%	±10-13%	±12-14%	±8%	±7-15%	

Note. WEOA2013 Q44. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

As seen in Table 11, of those Service members who indicated experiencing potential race/ethnicity-related behaviors and reported the situation to a military authority,[169] about a third of Service members who reported the incident were satisfied with the *availability of information about how to follow-up on a report* (36%), the *treatment by personnel handling their report* (34%), the *degree to which their privacy was/is being protected* (35%), the *reporting process overall* (31%), the *amount of time it took/is taking to resolve their report* (30%), and *how well they were/are kept informed about the progress of their report* (29%). Of the 23% of Service members who reported the situation to a military authority, about a quarter of members who reported the incident were dissatisfied with the *availability of information about how to follow-up on a report* (26%), *treatment by personnel handling their report* (24%), the *degree to which their privacy was/is being protected* (23%), the *reporting process overall* (27%), the *amount of time it took/is taking to resolve their report* (28%), and *how well they were/are kept informed about the progress of their report* (27%).[170] This item was new in 2013.

In 2013, across all measures, minority members and White (non-Hispanic) members did not significantly differ in their satisfaction or dissatisfaction of services.

In Table 11, differences are also shown between individual racial/ethnic groups who indicated satisfaction with aspects of reporting. Significant differences are as follows (specific estimates presented in Table 11):

- ***Availability of information about how to follow-up on a report.***
  - In 2013, NHPI members (52%) were more likely to indicate they were *satisfied* with the *availability of information about how to follow-up on a report* compared to other racial/ethnic groups.
  - In 2013, there were no significant differences between racial/ethnic groups who indicated they were *dissatisfied* with the *availability of information about how to follow-up on a report*.
- ***Treatment by personnel handling their report.***
  - In 2013, there were no significant differences between racial/ethnic groups who indicated they were *satisfied* or *dissatisfied* with the *treatment by personnel handling their report*.
- ***Degree to which their privacy was/is being protected.***
  - In 2013, there were no significant differences between racial/ethnic groups who indicated they were *satisfied* or *dissatisfied* with the *degree to which their privacy was/is being protected*.

[169] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[170] In 2013, there were no significant differences between paygrades for satisfaction with components of reporting.

- ***Reporting process overall.***

  - In 2013, there were no significant differences between racial/ethnic groups who indicated they were *satisfied* or *dissatisfied* with the *reporting process overall*.

- ***Amount of time it took/is taking to resolve their report.***

  - In 2013, there were no significant differences between racial/ethnic groups who indicated they were *satisfied* or *dissatisfied* with the *amount of time it took/is taking to resolve their report*.

- ***How well they were/are kept informed about the progress of their report.***

  - In 2013, there were no significant differences between racial/ethnic groups who indicated they were *satisfied* or *dissatisfied* with *how well they were/are kept informed about the progress of their report*.

Table 12.
Satisfaction With Components of Reporting, by Service

Satisfaction With Components of Reporting					
	Total DoD	Army	Navy	Marine Corps	Air Force
Satisfied					
Availability of information about how to follow-up on a report	36%	40%	30%	NR	27%
Treatment by personnel handling their report	34%	37%	31%	NR	19%
Degree to which their privacy was/is being protected	35%	38%	33%	NR	18%
The reporting process overall	31%	35%	28%	NR	12%
Amount of time it took/is taking to resolve their report	30%	33%	29%	NR	13%
How well they were/are kept informed about the progress of their report	29%	31%	29%	NR	15%
Margin of Error	±7-8%	±12%	±12-13%		±8-15%
Dissatisfied					
Availability of information about how to follow-up on a report	26%	20%	36%	22%	30%
Treatment by personnel handling their report	24%	18%	30%	24%	33%
Degree to which their privacy was/is being protected	23%	16%	32%	20%	28%
The reporting process overall	27%	20%	37%	25%	33%
Amount of time it took/is taking to resolve their report	28%	19%	41%	26%	37%
How well they were/are kept informed about the progress of their report	27%	19%	36%	26%	36%
Margin of Error	±6-7%	±7-8%	±14-15%	±13-15%	±15-16%

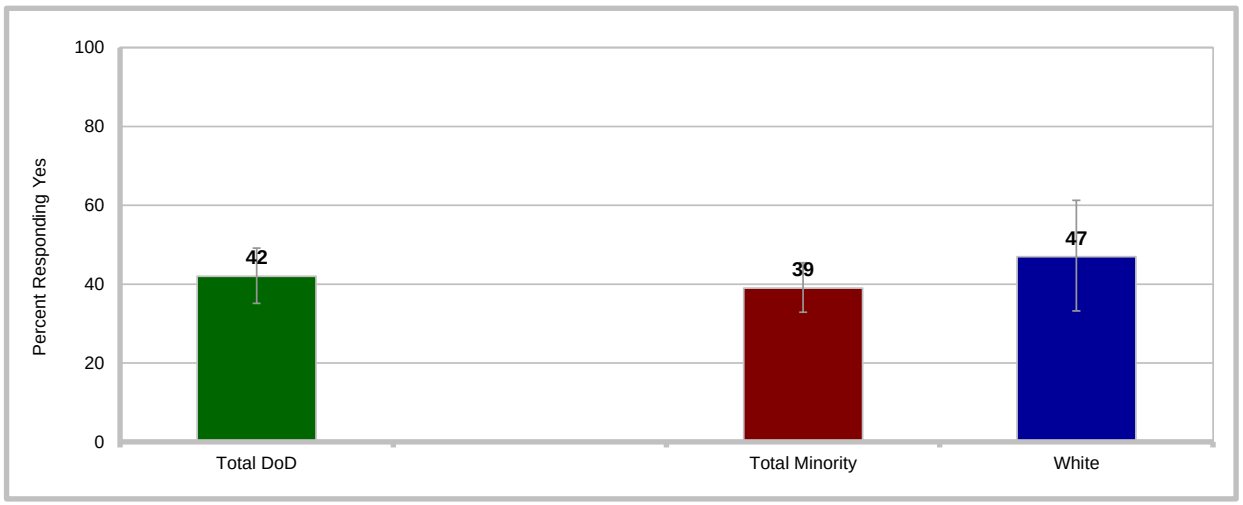
Note. WEOA2013 Q44. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.

In Table 12, differences are shown between Services for those members who indicated satisfaction with aspects of reporting. In 2013, across all measures, Services did not differ in their satisfaction or dissatisfaction with aspects of reporting.

Knew the Outcome of Their Report

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, and reported to a military authority were asked to indicate whether or not they knew the outcome of their report.

Figure 68.
Knew the Outcome of Their Report



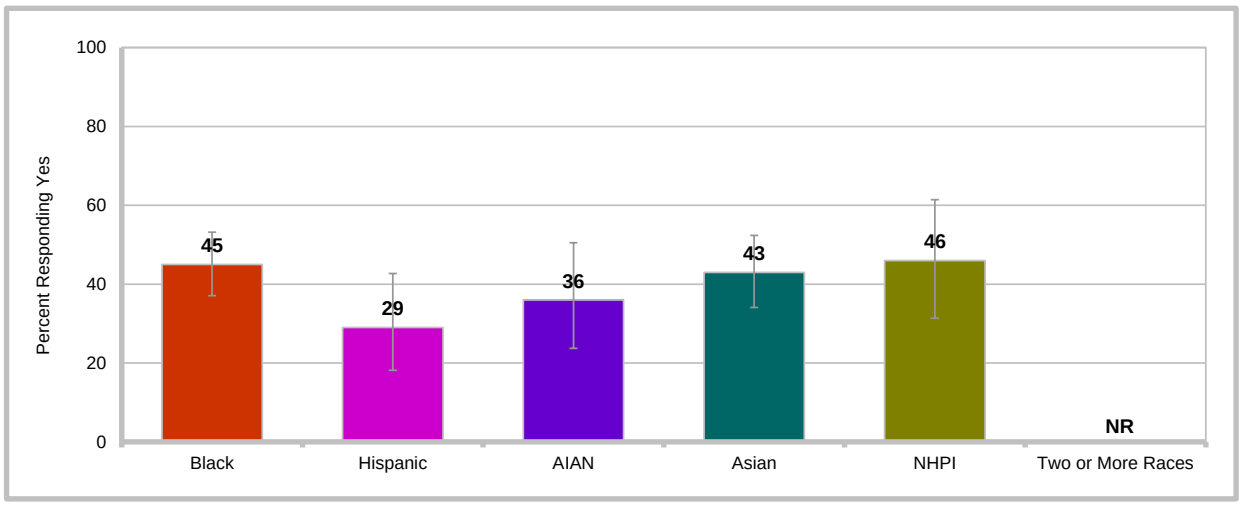
WEOA 2013 Q45 *Margins of error range from ±7% to ±15%*

Percent of active duty members who experienced race/ethnicity-related behaviors and reported the "One Situation"

As seen in Figure 68, of those Service members who indicated experiencing potential race/ethnicity-related behaviors and reported the situation to a military authority,[171] 42% indicated they knew the outcome of their report.[172] This item was new in 2013. In 2013, there were no significant differences between minority members (39%) and White (non-Hispanic) members (47%) who indicated they knew the outcome of their report.

[171] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[172] In 2013, there were no significant differences between paygrades for knew the outcome of their report.

Figure 69.
Knew the Outcome of Their Report, by Minority Racial/Ethnic Group

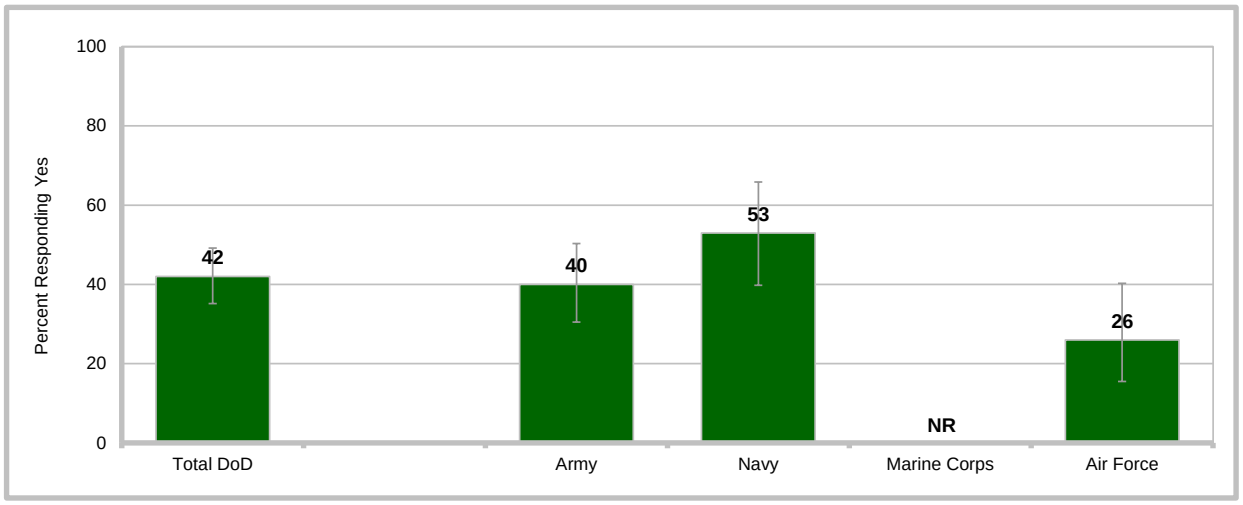


WEOA 2013 Q45 *Margins of error range from ±9% to ±16%*

Percent of active duty members who experienced race/ethnicity-related behaviors and reported the "One Situation"

In Figure 69, differences are shown between individual racial/ethnic groups who indicated they knew the outcome of their report. In 2013, there were no significant differences between racial/ethnic groups who knew the outcome of their report. Statistical significance for members of Two or More Races cannot be calculated because the 2013 estimate is not reportable for this group.

Figure 70.
Knew the Outcome of Their Report, by Service



WEOA 2013 Q45 *Margins of error range from ±8% to ±15%*

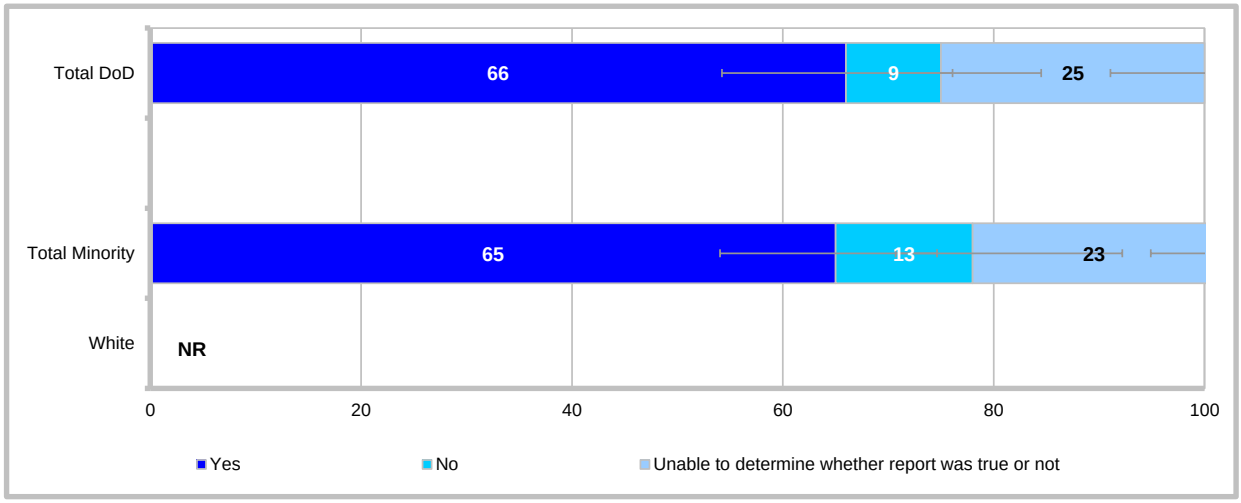
Percent of active duty members who experienced race/ethnicity-related behaviors and reported the "One Situation"

In Figure 70, differences are shown between Services for those members who knew the outcome of their report. In 2013, Air Force members (26%) were less likely to indicate they knew the outcome of their report compared to other Services. Statistical significance for Marine Corps members cannot be calculated because the 2013 estimate is not reportable for this group.

Findings of Report

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, reported to a military authority, and knew the outcome of their report were asked to indicate the findings of their report.[173] Specifically, members were asked to indicate whether or not their report had been found true or if the military authority to whom they reported was unable to determine whether their report was true or not.

Figure 71.
Findings of Report



WEOA 2013 Q46 *Margins of error range from ±8% to ±15%*

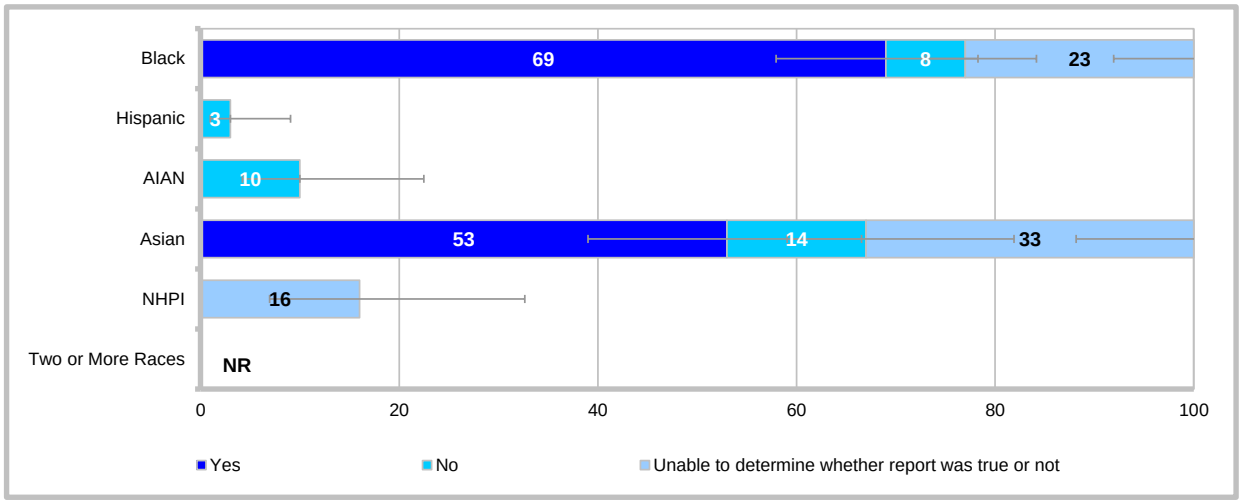
Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

As seen in Figure 71, of those who indicated they knew the outcome of their report,[174] two-thirds (66%) indicated *yes*, their report was found to be true, 9% indicated *no*, their report had not been found true, and a quarter (25%) indicated they were *unable to determine whether their report was true or not*.[175] This item was new in 2013. Statistical significance for minority members and White (non-Hispanic) members cannot be calculated for *yes*, *no*, and *unable to*

[173] This population is included regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination.
[174] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[175] In 2013, junior officers (O1-O3; 87%) were more likely to indicate *yes*, their report was found to be true.

determine whether their report was true or not because the 2013 estimate is not reportable for White (non-Hispanic) members.

Figure 72.
Findings of Report, by Minority Racial/Ethnic Group



WEOA 2013 Q46 *Margins of error range from ±7% to ±17%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

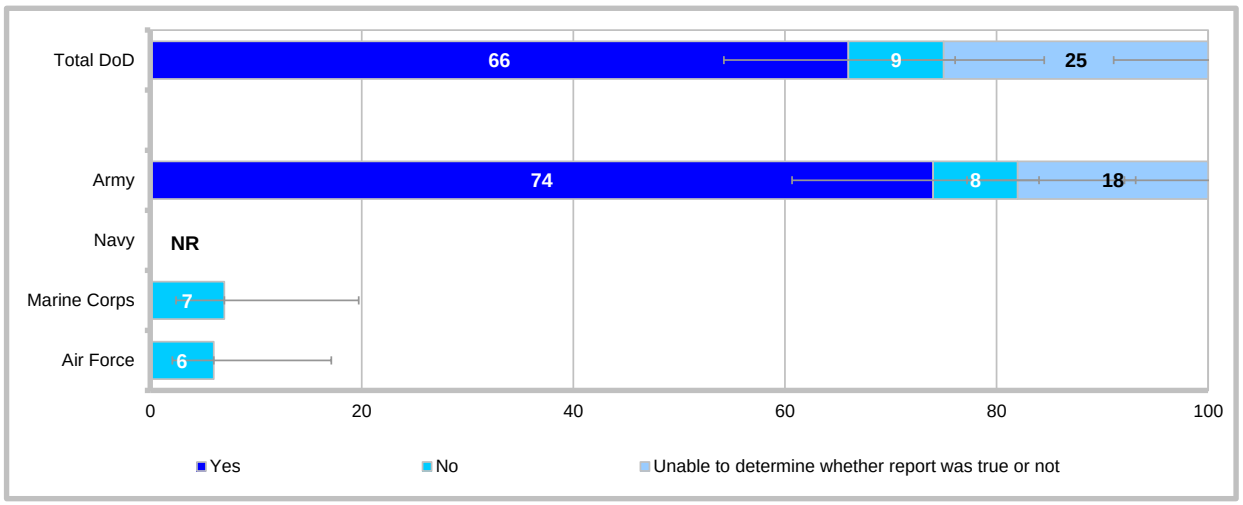
In Figure 72, differences are shown between individual racial/ethnic groups who indicated whether or not their report was found to be true. Statistical significance for members of Two or More Races cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- ***Yes.*** In 2013, there were no significant differences between racial/ethnic groups who indicated *yes*, their report was found to be true.

- ***No.*** In 2013, Hispanic members (3%) were less likely to indicate *no*, their report had not been found true, compared to other racial/ethnic groups.

- ***Unable to determine whether their report was true or not.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they were *unable to determine whether their report was true or not*.

Figure 73.
Findings of Report, by Service



WEOA 2013 Q46 *Margins of error range from ±10% to ±14%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

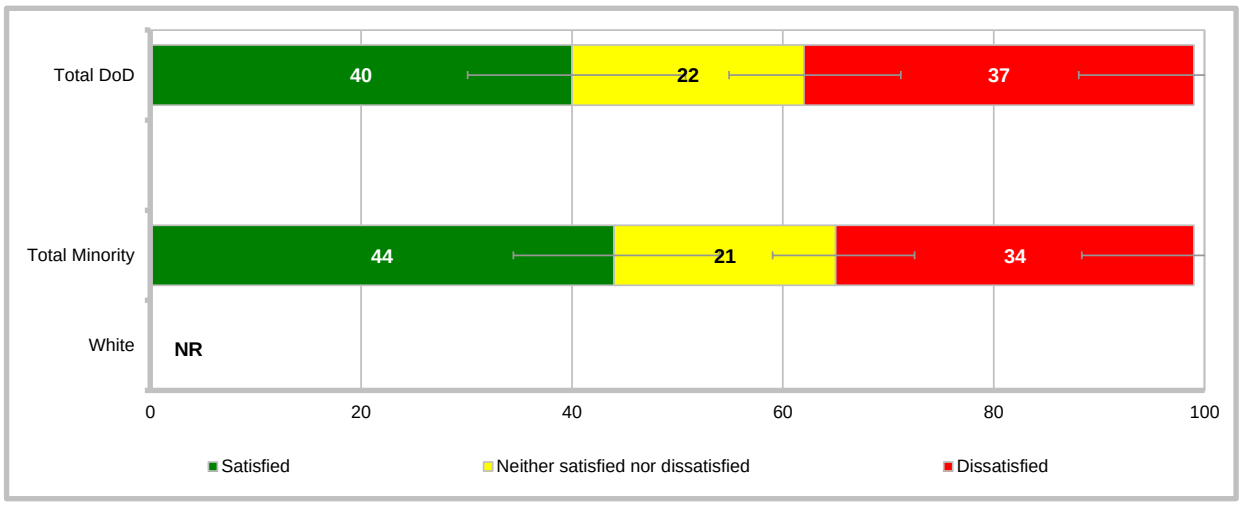
In Figure 73, differences are shown between Services for those members who indicated whether or not their report was found to be true. In 2013, there were no significant differences between Services who indicated whether or not their report was found to be true. Statistical significance for Navy members cannot be calculated because the 2013 estimate is not reportable for this group.

Satisfaction With Reporting Outcome

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, reported to a military authority, and knew the outcome of their report were asked to indicate whether or not they were satisfied with the outcome of their report.[176]

[176] This population is included regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination.

Figure 74.
Satisfaction With Reporting Outcome



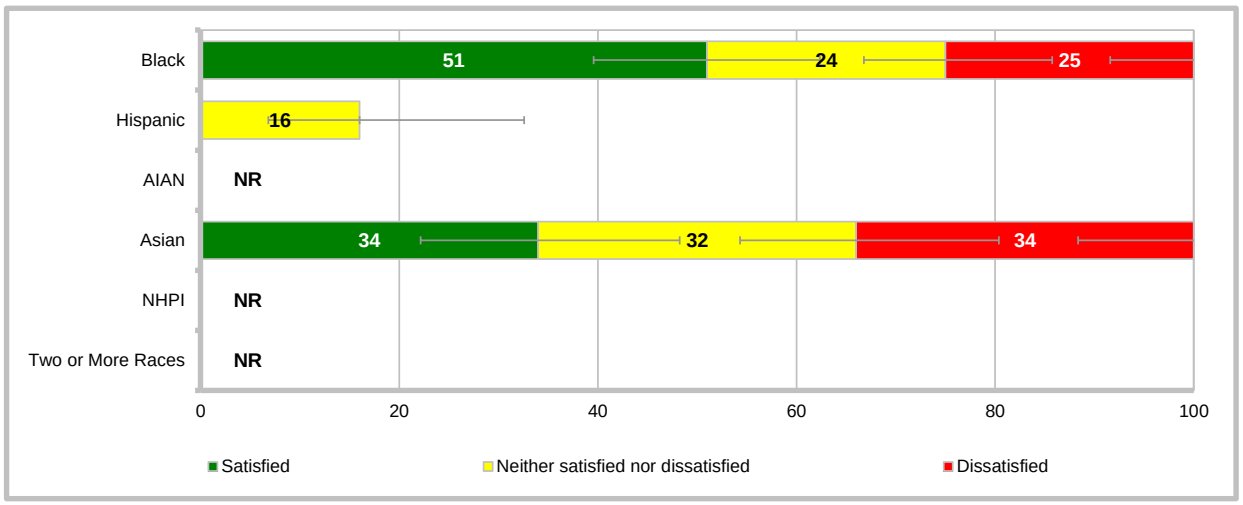
WEOA 2013 Q47 *Margins of error range from ±8% to ±13%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

As seen in Figure 74, of the 42% who indicated they knew the outcome of their report,[177] 40% indicated they were *satisfied* with the outcome of reporting, whereas 37% indicated they were *dissatisfied*.[178] This item was new in 2013. Statistical significance for minority members and White (non-Hispanic) members cannot be calculated for *satisfied* and *dissatisfied* because the 2013 estimates are not reportable for White (non-Hispanic) members.

[177] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[178] In 2013, there were no significant differences between paygrades for *satisfied* or *dissatisfied*.

Figure 75.
Satisfaction With Reporting Outcome, by Minority Racial/Ethnic Group

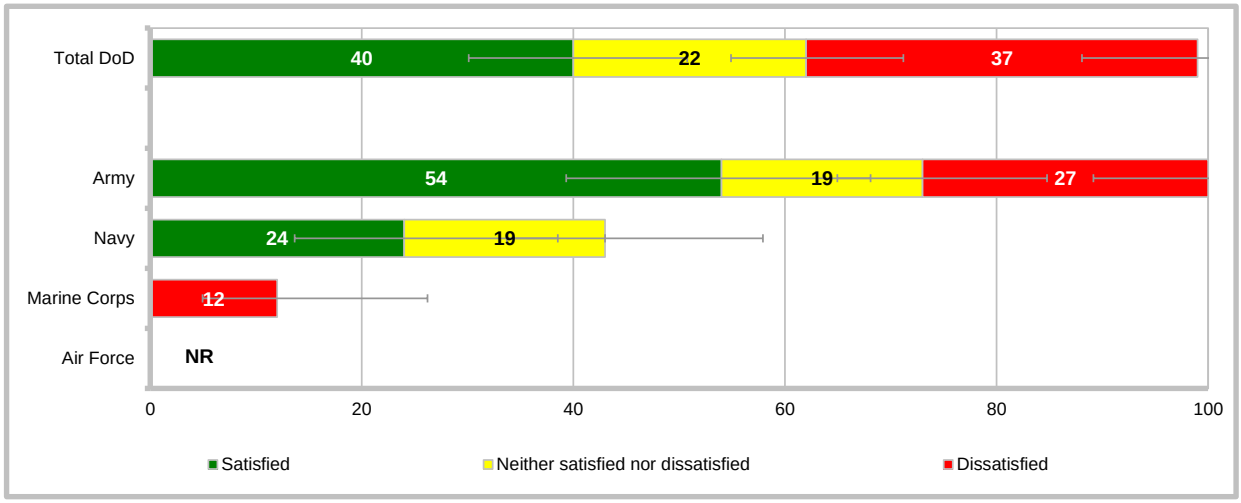


WEOA 2013 Q47 *Margins of error range from ±11% to ±17%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

In Figure 75, differences are shown between individual racial/ethnic groups who knew the outcome of their report and indicated whether they were satisfied with the outcome of their report. In 2013, there were no significant differences between racial/ethnic groups who indicated they were *satisfied* or *dissatisfied* with the outcome of reporting. Statistical significance for AIAN members, NHPI members, and members of Two or More Races cannot be calculated because the 2013 estimates are not reportable for these groups.

Figure 76.
Satisfaction With Reporting Outcome, by Service



WEOA 2013 Q47 *Margins of error range from ±10% to ±15%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

In Figure 76, differences are shown between Services for those members who knew the outcome of their report and indicated whether they were satisfied with the outcome of their report.

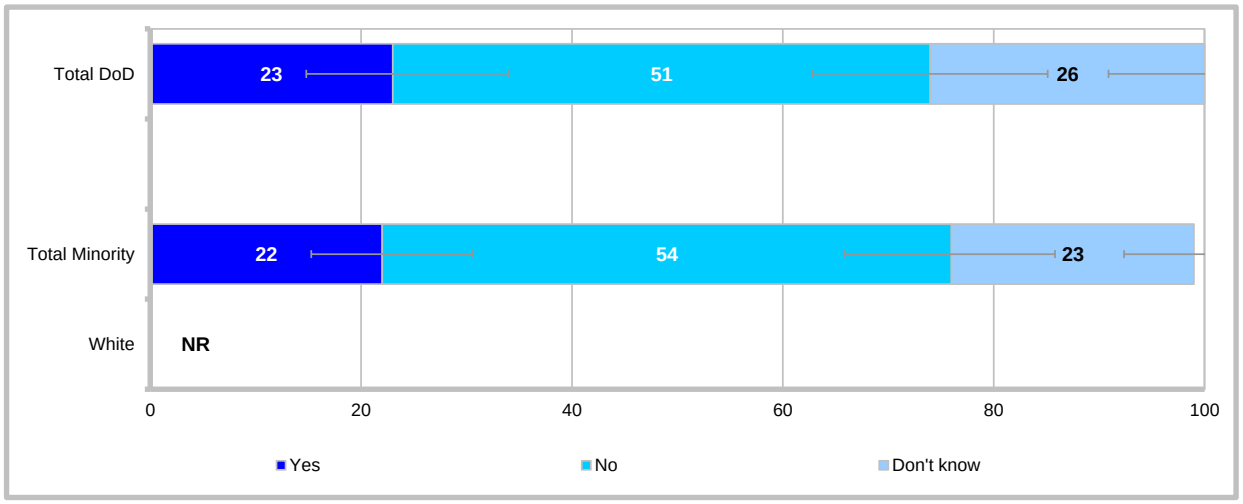
- In 2013, Army members (54%) were more likely to indicate they were *satisfied* with the outcome of reporting compared to other Services. In 2013, there were no significant differences between Services for those members who indicated they were *dissatisfied* with the outcome of reporting. Statistical significance for Air Force members cannot be calculated because the 2013 estimates are not reportable for this group.

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

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, reported to a military authority, and knew the outcome of their report were asked whether an official action had been taken against one or more of the person(s) who bothered them in response to their report.[179]

[179] This population is included regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination.

Figure 77.
Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report



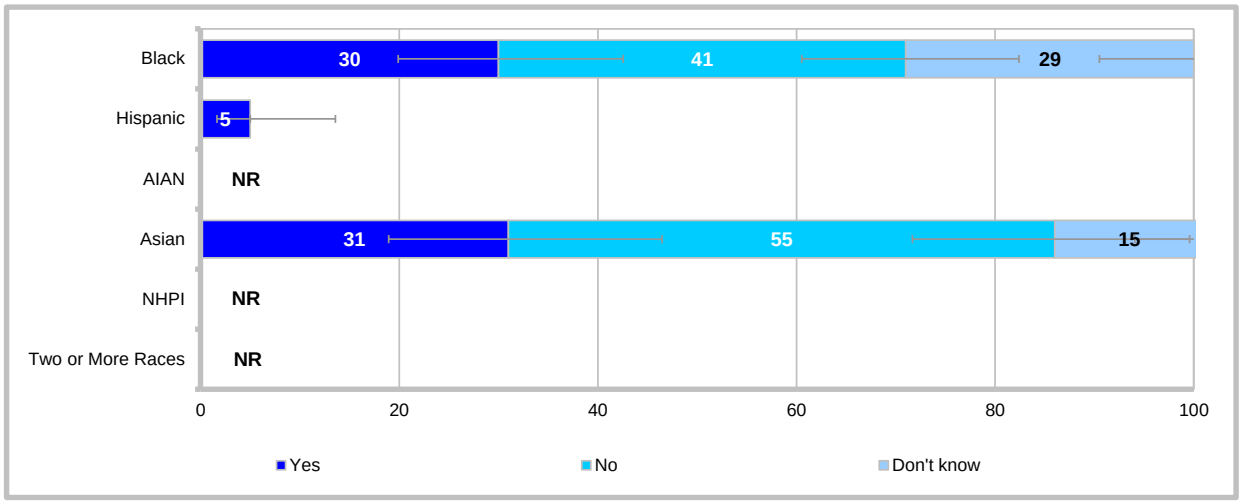
WEOA 2013 Q48 *Margins of error range from ±9% to ±12%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

As seen in Figure 77, of those Service members who indicated they knew the outcome of their report,[180] 23% indicated *yes*, official action had been taken against one or more of the person(s) who bothered them; 51% indicated *no* official action had been taken against one or more of the person(s) who bothered them; and 26% of members indicated they *don't know* if official action had been taken against one or more of the person(s) who bothered them. [181] This item was new in 2013. Statistical significance for minority members and White (non-Hispanic) members cannot be calculated for *yes, no,* and *don't know* because the 2013 estimates are not reportable for White (non-Hispanic) members.

[180] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[181] In 2013, there were no significant differences between paygrades for action taken against one or more of the person(s) who bothered them in response to their report.

Figure 78.
Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report, by Minority Racial/Ethnic Group



WEOA 2013 Q48 *Margins of error range from ±9% to ±16%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

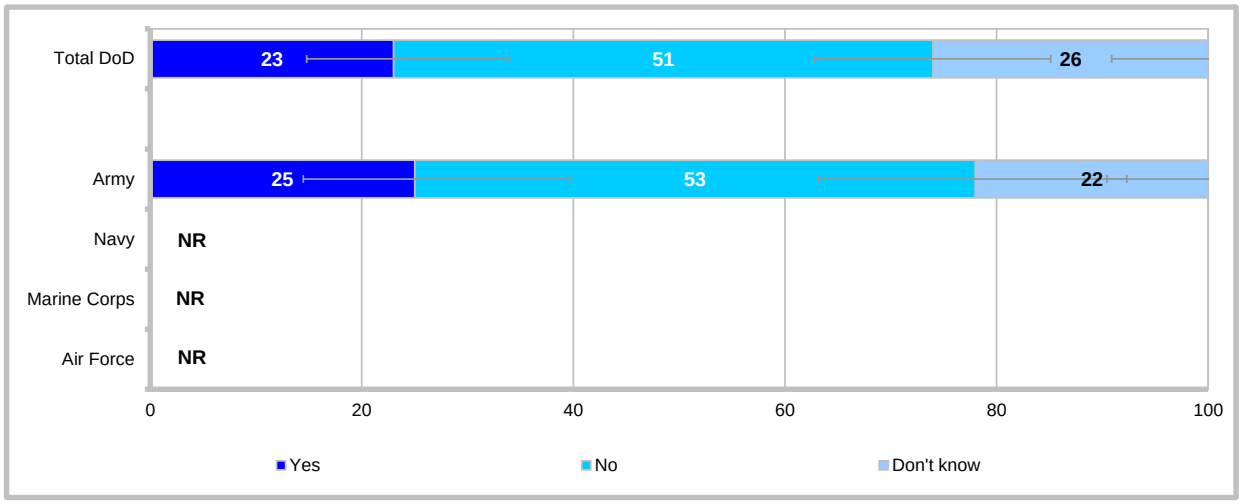
In Figure 78, differences are shown between individual racial/ethnic groups who knew the outcome of their report and indicated whether official action was taken against one or more of the persons who bothered them in response to their report. Statistical significance for AIAN members, NHPI members, and members of Two or More Races cannot be calculated because the 2013 estimates are not reportable for these groups. Significant differences are as follows:

- ***Yes.*** In 2013, Black members (30%) were more likely to indicate *yes*, official action was taken against one or more of the person(s) who bothered them, whereas Hispanic members (5%) were less likely.

- ***No.*** In 2013, Black members (41%) were less likely to indicate *no* official action was taken against one or more of the person(s) who bothered them compared to other racial/ethnic groups.

- ***Don't know.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they *don't know* if official action was taken against one or more of the person(s) who bothered them.

Figure 79.
Action Taken Against One or More of the Person(s) Who Bothered You in Response to Your Report, by Service



WEOA 2013 Q48 *Margins of error range from ±11% to ±15%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

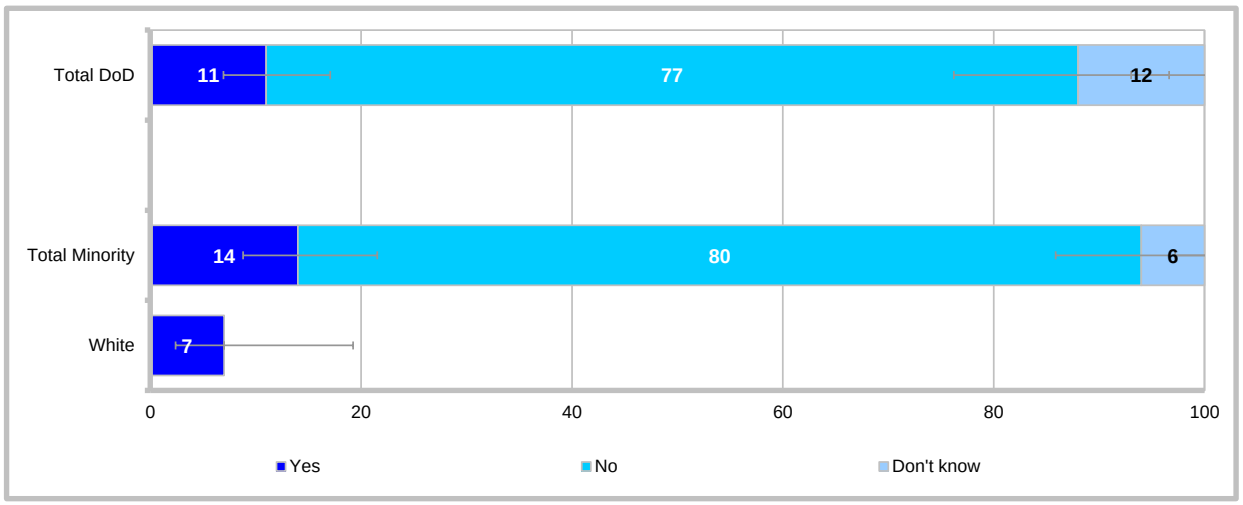
In Figure 79, differences are shown between Services for those members who knew the outcome of their report and indicated whether official action was taken against one or more of the persons who bothered them in response to their report. In 2013, there were no significant differences between Services for those members who indicated whether official action was taken against one or more of the persons who bothered them in response to their report. Statistical significance for Navy members, Marine Corps members, and Air Force members cannot be calculated because the 2013 estimates are not reportable for these groups.

Action Taken Against You in Response to Your Report

Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, reported to a military 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.[182]

[182] This population is included regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination.

Figure 80.
Action Taken Against You in Response to Your Report



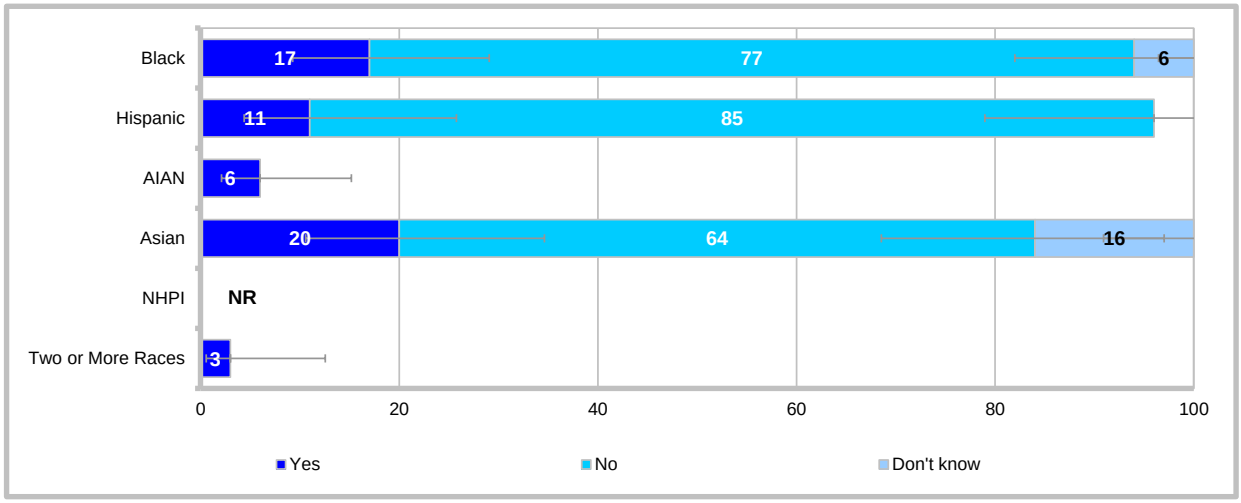
WEOA 2013 Q48 *Margins of error range from ±5% to ±14%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

As seen in Figure 80, of those Service members who indicated they knew the outcome of their report,[183] 11% indicated *yes*, official action had been taken against them; 77% indicated *no* official action had been taken against them; and 12% indicated they *don't know* if official action had been taken against them.[184] This item was new in 2013. In 2013, there were no significant differences between minority members (14%) and White (non-Hispanic) members (7%) who indicated *yes*. Statistical significance for minority members and White (non-Hispanic) members cannot be calculated for *no* and *don't know* because the 2013 estimates are not reportable for White (non-Hispanic) members.

[183] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[184] In 2013, there were no significant differences between paygrades for official action taken against them in response to their report.

Figure 81.
Action Taken Against You in Response to Your Report, by Minority Racial/Ethnic Group



WEOA 2013 Q48 *Margins of error range from ±8% to ±18%*

Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

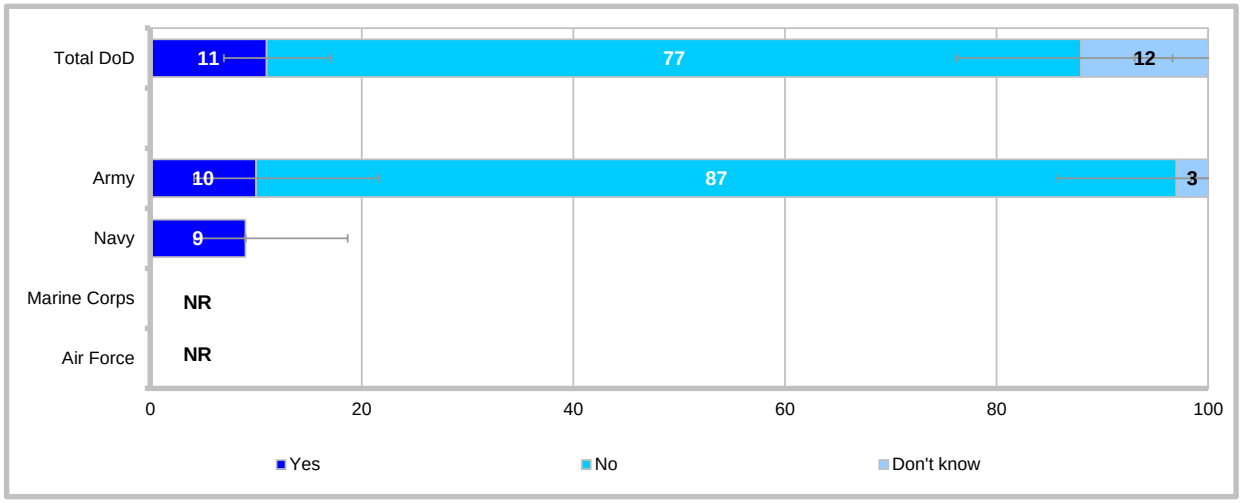
In Figure 81, differences are shown between individual racial/ethnic groups who knew the outcome of their report and indicated whether official action was taken against them in response to their report. Statistical significance for NHPI members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Yes.*** In 2013, members of Two or More Races (3%) were less likely to indicate *yes*, official action was taken against them in response to their report compared to other racial/ethnic groups.

- ***No.*** In 2013, there were no significant differences between racial/ethnic groups who indicated *no* official action was taken against them in response to their report.

- ***Don't know.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they *don't know* if official action was taken against them in response to their report.

Figure 82.
Action Taken Against You in Response to Your Report, by Service



WEOA 2013 Q48 *Margins of error range from ±5% to ±14%*

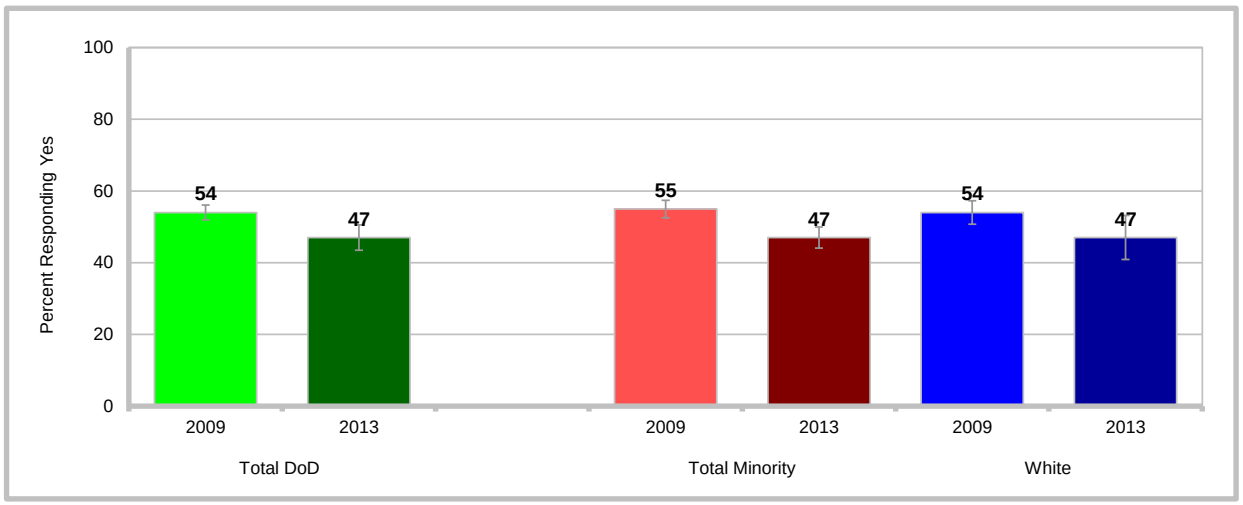
Percent of active duty members who experienced race/ethnicity-related behaviors, reported the "One Situation," and knew the outcome of their report

In Figure 82, differences are shown between Services for those members who knew the outcome of their report and indicated whether official action was taken against them in response to their report. In 2013, the Services did not significantly differ in whether they knew the outcome of their report. Statistical significance for Marine Corps members and Air Force members cannot be calculated because the 2013 estimates are not reportable for these groups.

Situation Was Corrected

For those who experience race/ethnicity-related behaviors, many Service members handle the situation themselves and do not need and/or want to report it. This action can often address the unwanted behaviors. Notwithstanding of whether the respondent reported the situation, Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to indicate whether they felt the situation was corrected.

Figure 83.
Situation Was Corrected



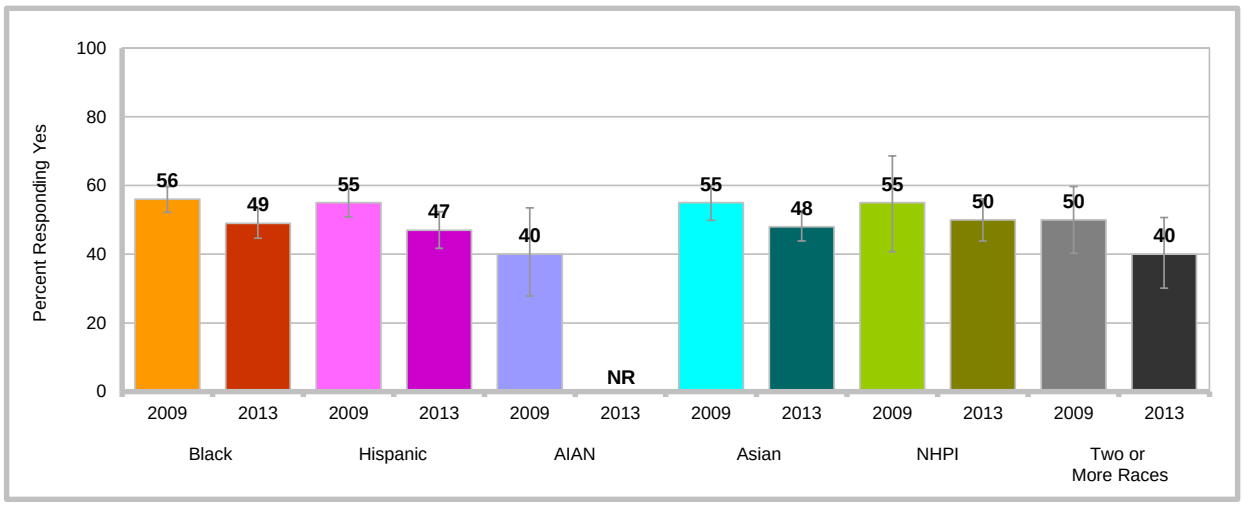
WEOA 2013 Q49 *Margins of error range from ±3% to ±7%*

Percent of active duty members who experienced race/ethnicity-related behaviors

As seen in Figure 83, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[185] 47% indicated the situation was *corrected* (7 percentage points lower than 2009).[186] In 2013, there were no significant differences between minority members (47% - 8 percentage points lower than 2009) and White (non-Hispanic) members (47% - unchanged from 2009) who indicated the situation was corrected.

[185] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[186] In 2013, there were no significant differences between paygrades for the situation was corrected.

Figure 84.
Situation Was Corrected, by Minority Racial/Ethnic Group

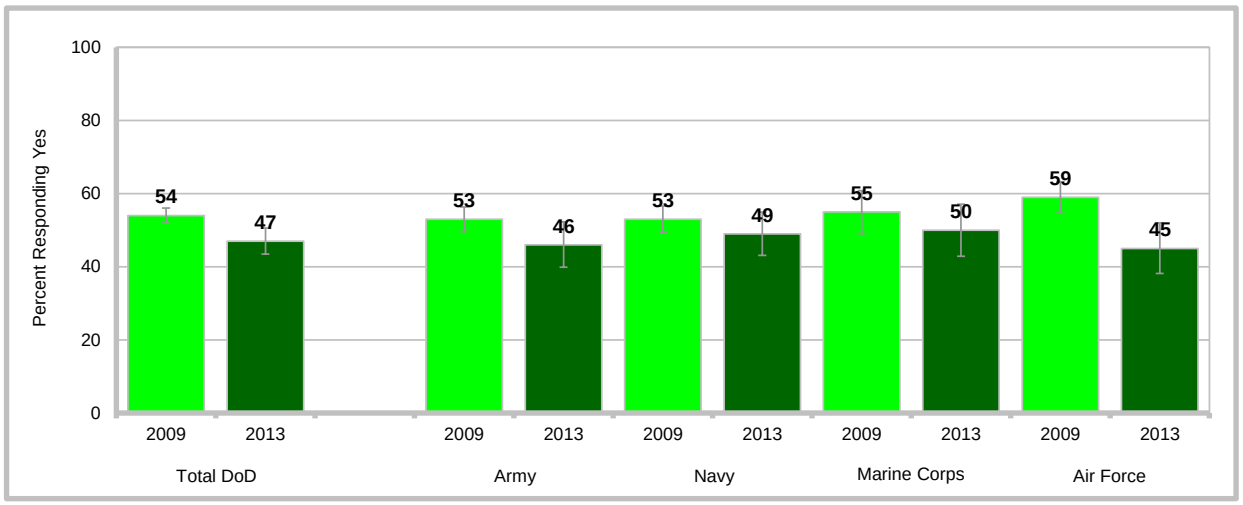


WEOA 2013 Q49 *Margins of error range from ±4% to ±15%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 84, differences are shown between individual racial/ethnic groups who indicated whether or not the situation was corrected, regardless of reporting. Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. In 2013, there were no significant differences between racial/ethnic groups for those who indicated the situation was corrected. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 85.
Situation Was Corrected, by Service



WEOA 2013 Q49 *Margins of error range from ±3% to ±8%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 85, differences are shown between Services for those members who indicated whether or not the situation was corrected, regardless of reporting. Significant differences are as follows:

- In 2013, there were no significant differences between Services for those members who indicated the situation was corrected.

- Compared to 2009, the percentage who indicated the situation was corrected was lower in 2013 for Air Force members (45% - 14 percentage points lower than 2009).

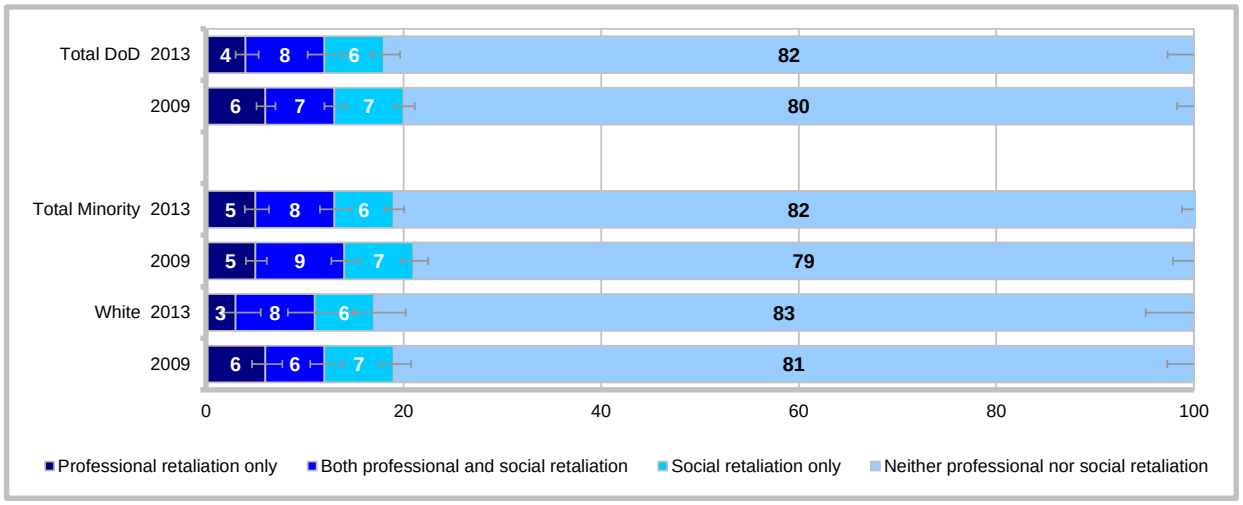
Types of Retaliation Experienced

A member of an organization who is a target of a racial/ethnic behavior may experience negative social and professional consequences from their work group or unit as a result of their involvement in the situation. A member may also experience professional and social consequences for reporting an experience.[187] Consequences might include 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). Professional and social retaliation might also occur in combination. Regardless of whether or not they reported, Service members who indicated that they experienced *at least one* of the 37 potential racial/ethnic behaviors in the DoD community, notwithstanding whether they labeled the behavior as racial/ethnic harassment and/or discrimination, were asked to indicate whether they experienced retaliation. Experiencing at least one racial/ethnic behavior can negatively affect one's career and morale in a number of ways.

For those members who reported the situation to a military authority:

- **9%** indicated experiencing *professional retaliation only*
- **10%** indicated experiencing *social retaliation only*
- **21%** indicated experiencing *both professional and social retaliation*
- **60%** indicated experiencing *neither experiencing professional nor social retaliation*

Figure 86.
Types of Retaliation Experienced



WEOA 2013 Q50 *Margins of error range from ±2% to ±5%*

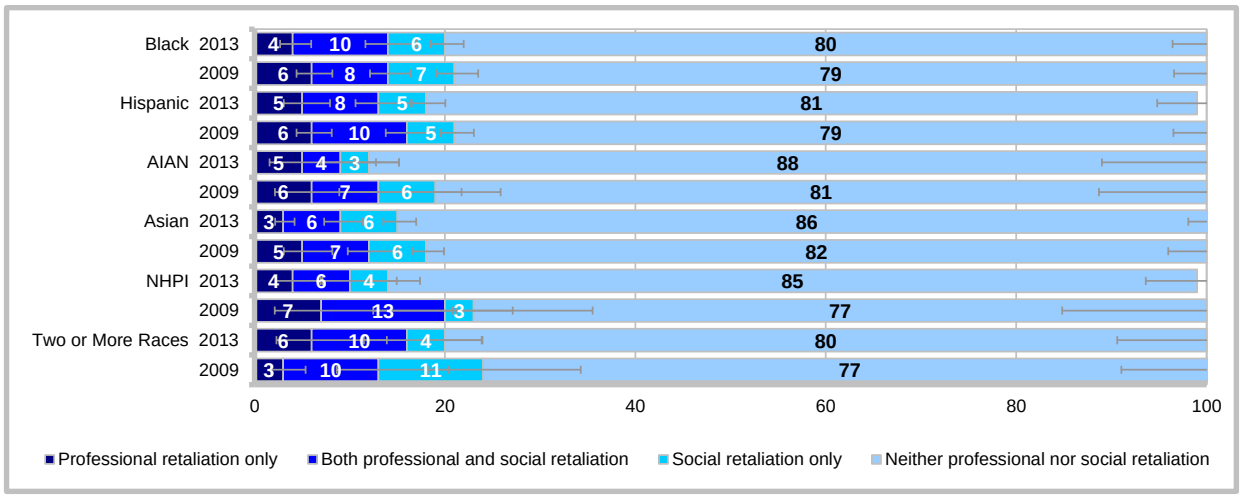
Percent of active duty members who experienced race/ethnicity-related behaviors

[187] While reporting the situation was not necessary for experiencing retaliation, those who did experience retaliation were more likely to have reported. The data does not allow for a determination of whether retaliatory behaviors increase the likelihood of reporting or the converse.

As seen in Figure 86, of the 32% of members who indicated experiencing potential race/ethnicity-related behaviors,[188] 82% indicated experiencing *neither professional nor social retaliation* as a result of the situation, 4% indicated experiencing *professional retaliation only*, 6% indicated experiencing *social retaliation only*, and 8% indicated experiencing *both professional and social retaliation*.[189] These items were unchanged from 2009.

In 2013, minority members and White (non-Hispanic) members did not significantly differ in their experiences of retaliation, and these rates were unchanged for both groups compared to 2009.

Figure 87.
Types of Retaliation Experienced, by Minority Racial/Ethnic Group



WEOA 2013 Q50 *Margins of error range from ±2% to ±16%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 87, differences are shown between individual racial/ethnic groups who indicated whether they experienced retaliation experienced as a result of the situation. Significant differences are as follows:

- ***Neither professional nor social retaliation.*** In 2013, Asian members (86%) were more likely to indicate experiencing *neither professional nor social retaliation* as a result of the situation, compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Professional retaliation only.*** In 2013, Asian members (3%) were less likely to indicate experiencing *professional retaliation only* compared to other racial/ethnic

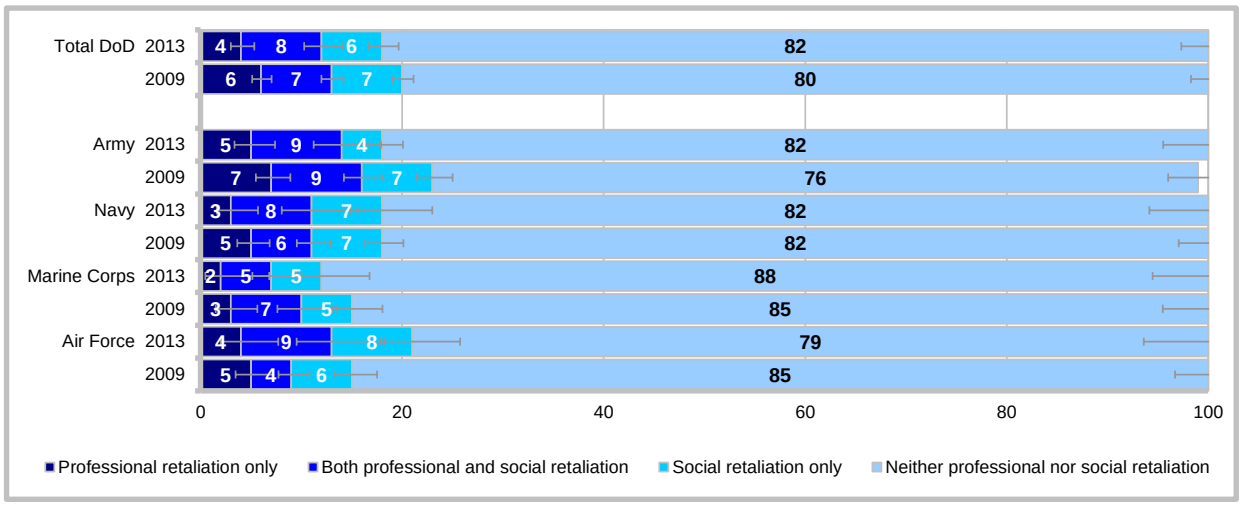
[188] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[189] In 2013, junior officers (O1-O3; 3%) were less likely to indicate experiencing *both professional and social retaliation*.

groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Both professional and social retaliation.*** In 2013, there were no significant differences between racial/ethnic groups who indicated experiencing *both professional and social retaliation.* There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Social retaliation only.*** In 2013, there were no significant differences between racial/ethnic groups who indicated experiencing *social retaliation only*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 88.
Types of Retaliation Experienced, by Service



WEOA 2013 Q50 *Margins of error range from ±2% to ±7%*

Percent of active duty members who experienced race/ethnicity-related behaviors

In Figure 88, differences are shown between Services for those members who indicated whether they experienced retaliation as a result of the situation. In 2013, the Services did not significantly differ in their experiences of retaliation, and these rates were unchanged for all Services compared to 2009.

Reasons for Not Reporting

The majority (77%) of Service members who experienced at least one of the 37 potential racial/ethnic behaviors in the DoD community, regardless of whether they labeled the behavior as racial/ethnic harassment and/or discrimination, chose not to report the "One Situation" to a military authority. In this section, findings are presented for reasons why a member might not report an experience to military authorities. Service members were presented a list of 16 common reasons for choosing not to report their experiences to military authorities. Members could mark more than one reason.

Of the 77% of members who indicated experiencing potential race/ethnicity-related behaviors and chose not to report the "One Situation," less than one-tenth (***9% - 5 percentage points lower than 2009***) indicated the reason they did not report was because they did not know how to report.

Table 13.
Reasons for Not Reporting

Reasons for Not Reporting									
Within 2013 Comparisons: Higher Response of *Yes*; Lower Response of *Yes*							2013 Trend Comparisons: ↓Significantly Lower Than 2009		
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
You thought it was not important enough to report.	44%↓	48%	41%↓	42%	53%	NR	55%	47%	42%
You took care of the problem yourself.	37%↓	46%	31%↓	48%	43%	NR	50%	47%	41%
You did not think anything would be done.	34%↓	34%↓	34%	36%	34%	NR	29%↓	32%	28%
You thought it would make your work situation unpleasant.	30%↓	33%↓	26%	36%	30%↓	NR	34%	28%	30%
You felt uncomfortable making a report.	24%	27%	21%	26%	27%	NR	30%	24%	20%
You thought you would be labeled a troublemaker.	24%	27%	21%	27%	27%	NR	27%	22%	21%
You thought reporting would take too much time and effort.	24%	25%	23%	24%	25%	NR	29%	24%	27%
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	21%	21%	20%	20%	22%	NR	20%	18%	15%
You thought your performance evaluation or chance for promotion would suffer.	20%	24%	17%	25%	23%	NR	21%	22%	17%
You were afraid of retaliation/reprisals from your chain of command.	20%	21%↓	19%	23%	20%	NR	17%	17%	16%
You thought you would not be believed.	18%	19%↓	18%	17%↓	21%	NR	16%	17%	14%
Other reason(s)[a]	10%	12%	8%	13%	11%	NR	9%	13%	9%
You did not know how to report.	9%↓	12%	7%	11%	12%	NR	12%	12%	8↓%
You did not know the identity of the person(s) who did it.	6%↓	8%	4%↓	10%	8%	3%	9%	9%	6%
Situation only involved civilian(s) off an installation.	4%↓	5%↓	4%	6%	4%	3%	6%	7%	2%
You were encouraged to withdraw your report.[a]	3%	4%	3%	4%	4%	1%	5%	5%	3%
Margin of Error	±2-5%	±2-4%	±3-8%	±3-6%	±3-7%	±2-5%	±3-5%	±4-7%	±2-13%

Note. WEOA2013 Q51. Respondents could endorse more than one response, therefore cells will not add to 100%. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination. Top four Total DoD responses are indicated in bold. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a] Indicates new item in 2013.

As seen in Table 13, of the 77% of Service members who did not report the "One Situation,"[190] the top four reasons indicated for not reporting were they *thought it was not important enough to report* (44% - 8 percentage points lower than 2009), they *took care of the problem themselves* (37% - 7 percentage points lower than 2009), they *did not think anything would be done* (34% - 7 percentage points lower than 2009), and they *thought it would make their work situation unpleasant* (30% - 7 percentage points lower than 2009).[191]

Significant differences for the top four reasons for not reporting between minority members and White (non-Hispanic) members are as follows (specific estimates presented in Table 13):

- ***Thought it was not important enough to report.*** In 2013, there were no significant differences between minority members (48% - unchanged from 2009) and White (non-Hispanic) members (41% - 13 percentage points lower than 2009) who indicated they *thought it was not important enough to report*.

- ***Took care of the problem themselves.*** In 2013, minority members (46% - unchanged from 2009) were more likely to indicate they did not report because they *took care of the problem themselves,* whereas White (non-Hispanic) members (31% - 10 percentage points lower than 2009) were less likely.

- ***Did not think anything would be done.*** In 2013, there were no significant differences between minority members (34% - 8 percentage points lower than 2009) and White (non-Hispanic) members (34% - unchanged from 2009) who indicated they *did not think anything would be done*.

- ***Thought it would make their work situation unpleasant.*** In 2013, there were no significant differences between minority members (33% - 8 percentage points lower than 2009) and White (non-Hispanic) members (26% - unchanged from 2009) who indicated they *thought it would make their work situation unpleasant*.

In Table 13, differences are also shown between individual racial/ethnic groups for the top four reasons for not reporting overall. For these top four reasons, statistical significance for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows (specific estimates presented in Table 13):

- ***Thought it was not important enough to report.*** In 2013, Asian members (55%) were more likely to indicate they *thought it was not important enough to report*, whereas Black members (42%) were less likely. There were no significant differences between racial/ethnic groups in 2013 compared to 2009.

- ***Took care of the problem themselves.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they *took care of the problem themselves*.

[190] This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination.
[191] For the top four reasons for not reporting, there were no significant differences between paygrades in 2013.

There were also no significant differences between racial/ethnic groups in 2013 compared to 2009.

- ***Did not think anything would be done.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they *did not think anything would be done*. Compared to 2009, the percentage who indicated they *did not think anything would be done* was lower in 2013 for Asian members (29% - 10 percentage points lower than 2009).

- ***Thought it would make their work situation unpleasant.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they *thought it would make their work situation unpleasant*. Compared to 2009, the percentage who indicated they *thought it would make their work situation unpleasant* was lower in 2013 for Hispanic members (30% - 13 percentage points lower than 2009).

Table 14.
Reasons for Not Reporting, by Service

Reasons for Not Reporting					
Within 2013 Comparisons: Higher Response of *Yes*; Lower Response of *Yes*	2013 Trend Comparisons: ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
You thought it was not important enough to report.	44%↓	39%↓	48%	43%	54%
You took care of the problem yourself.	37%↓	33%↓	39%	39%	46%
You did not think anything would be done.	34%↓	41%	30%↓	23%↓	33%
You thought it would make your work situation unpleasant.	30%↓	32%	31%	19%	32%
You felt uncomfortable making a report.	24%	26%	26%	14%↓	22%
You thought you would be labeled a troublemaker.	24%	27%	23%	18%	24%
You thought reporting would take too much time and effort.	24%	26%	22%	27%	17%
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	21%	25%	19%	12%	19%
You thought your performance evaluation or chance for promotion would suffer.	20%	23%	21%	14%	19%
You were afraid of retaliation/reprisals from your chain of command.	20%	26%	17%	13%	15%
You thought you would not be believed.	18%	24%	16%	11%	14%
Other reason(s)[a]	10%	11%	9%	11%	7%
You did not know how to report.	9%↓	10%	9%	8%	8%
You did not know the identity of the person(s) who did it.	6%↓	6%↓	5%↓	8%	6%
Situation only involved civilian(s) off an installation.	4%↓	3%↓	6%	6%	5%
You were encouraged to withdraw your report.[a]	3%	4%	3%	3%	3%
Margin of Error	±2-5%	±3-8%	±3-7%	±3-9%	±4-9%

Note. WEOA2013 Q51. Respondents could endorse more than one response, therefore cells will not add to 100%. This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment and/or discrimination. Top four Total DoD responses are indicated in bold. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a]Indicates new item in 2013.

In Table 14, differences are shown between Services for the top four reasons for not reporting. Significant differences are as follows (specific estimates presented in Table 14):

- ***Thought it was not important enough to report.*** In 2013, there were no significant differences between Services for those members who indicated they *thought it was not important enough to report*. Compared to 2009, the percentage who indicated they *thought it was not important enough to report* was lower in 2013 for Army members (39% - 12 percentage points lower than 2009).

- ***Took care of the problem themselves.*** In 2013, there were no significant differences between Services for those members who indicated they *took care of the problem themselves*. Compared to 2009, the percentage who indicated they *took care of the*

problem themselves was lower in 2013 for Army members (33% - 11 percentage points lower than 2009).

- ***Did not think anything would be done.*** In 2013, Army members (41%) were more likely to indicate they *did not think anything would be done*, whereas Marine Corps members (23%) were less likely. Compared to 2009, the percentage who indicated they *did not think anything would be done* was lower in 2013 for Navy members (30% - 12 percentage points lower than 2009) and Marine Corps members (23% - 15 percentage points lower than 2009).

- ***Thought it would make their work situation unpleasant.*** In 2013, Marine Corps members (19%) were less likely to indicate they *thought it would make their work situation unpleasant* compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

Chapter 4: Personnel Policy and Practices, and Training

Chapter 4 explores the effectiveness of the Department's efforts to eliminate racial/ethnic harassment and/or discrimination and to provide support to those who perceived experiencing it. This chapter examines perceptions of leadership behavior and whether the military pays too much or too little attention to issues of racial/ethnic harassment and/or discrimination. This chapter also presents survey results on Service members' perceptions of DoD military equal opportunity (MEO) policies and practices, as well as whether they received EO training and its effectiveness.

The following section analyzes questions for Total DoD, minority members, and White (non-Hispanic) members overall, as well as by race/ethnicity,[192] Service, and paygrade. Significant paygrade comparisons are included in footnotes to ease readability. As explained previously, analyses by race/ethnicity, Service, and paygrade were made by comparing results for each group against the average of all other groups.[193] A comparison of 2009 and 2013 findings overall, by race/ethnicity, and by Service is included where applicable in each section.

Personnel Policy and Practices

Military personnel often distinguish leadership behaviors that indicate true support versus those that indicate the minimum accepted level of support. Of interest to the Department is whether Service members perceive leaders make an earnest effort to let their deeds support their words. This includes a variety of actions ranging from perceived efforts to stop racial/ethnic harassment and/or discrimination, creating an environment where members feel reporting incidents will not impact their career, and the status of race relations in their work environment.

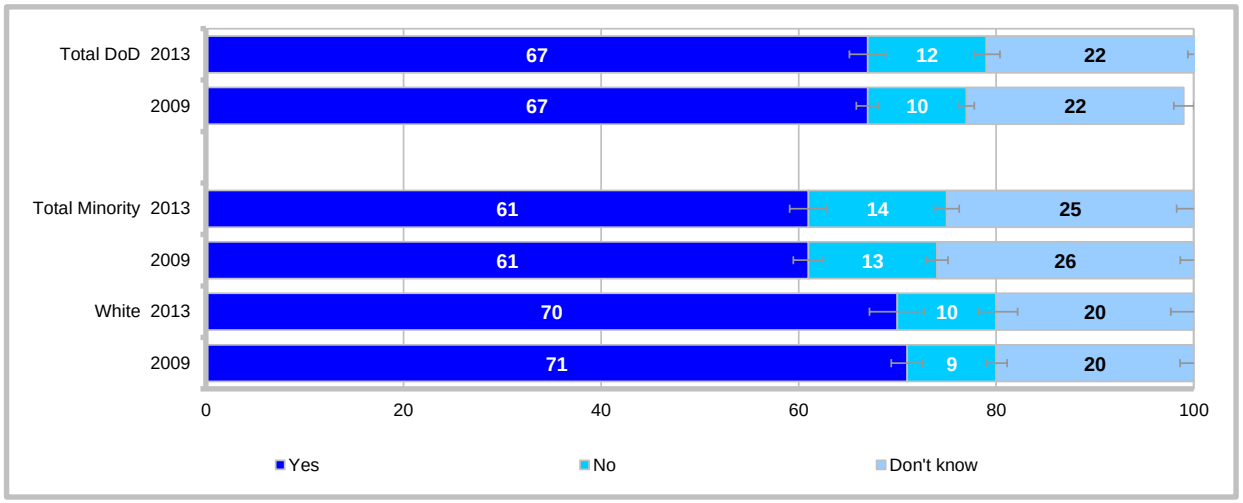
Because leadership support is a critical ingredient to establishing an effective EO climate, Service members were also asked whether three levels of leaders (senior leadership of the Service, senior leadership of the installation/ship, and immediate supervisor) "make honest and reasonable efforts to stop racial/ethnic harassment and discrimination."

[192] 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: 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.

[193] For example, Service members in the Army are compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Senior Leadership of Your Service Makes Honest Efforts to Stop Harassment and Discrimination

Figure 89.
Service Senior Leadership Efforts to Stop Harassment and Discrimination



WEOA 2013 Q52 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

As seen in Figure 89, about two-thirds (67%) of members indicated *yes*, senior leadership of their Service makes honest efforts to stop harassment and discrimination; 12% indicated *no*; and 22% indicated *don't know*.[194] These items were unchanged from 2009.

Significant differences between minority members and White (non-Hispanic) members are as follows:

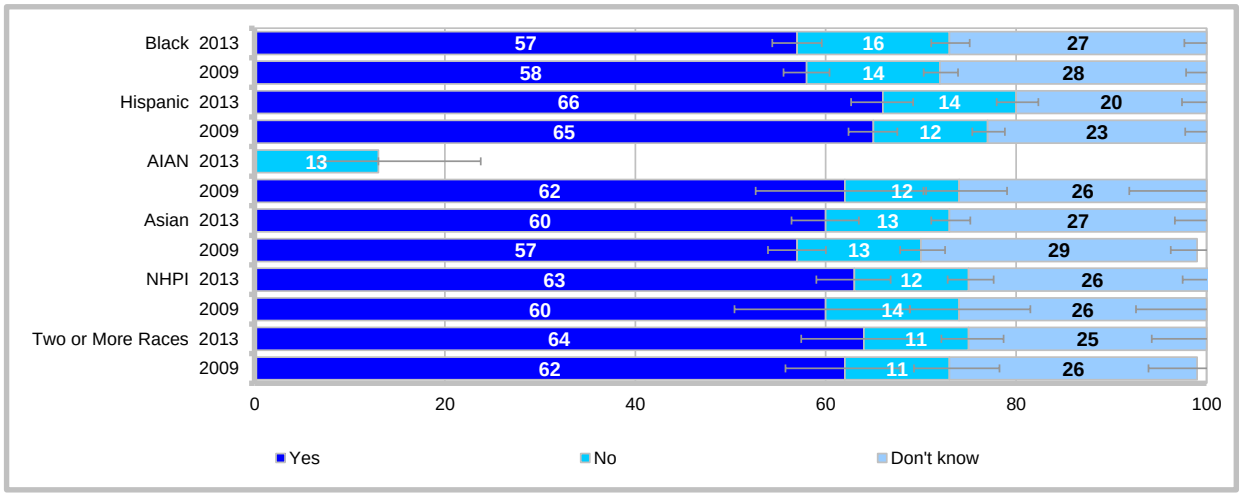
- ***Yes.*** In 2013, White (non-Hispanic) members (70% - unchanged from 2009) were more likely to indicate *yes*, whereas minority members (61% - unchanged from 2009) were less likely.

- ***No.*** In 2013, minority members (14% - unchanged from 2009) were more likely to indicate *no*, whereas White (non-Hispanic) members (10% - unchanged from 2009) were less likely.

[194] In 2013, senior officers (O4-O6; 86%) and junior officers (O1-O3; 78%) were more likely to indicate *yes*, senior leadership of their Service makes honest efforts to stop harassment and discrimination, whereas junior enlisted members (E1-E4; 59%) were less likely; in 2013, junior enlisted members (E1-E4; 15%) were more likely to indicate *no*, whereas senior officers (O4-O6; 6%) and junior officers (O1-O3; 6%) were less likely; in 2013, junior enlisted members (E1-E4; 25%) were more likely to indicate *don't know*, whereas senior officers (O4-O6; 8%) and junior officers (O1-O3; 16%) were less likely.

- ***Don't know.*** In 2013, minority members (25% - unchanged from 2009) were more likely to indicate *don't know*, whereas White (non-Hispanic) members (20% - unchanged from 2009) were less likely.

Figure 90.
Service Senior Leadership Efforts to Stop Harassment and Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q52 *Margins of error range from ±2% to ±11%*

Percent of all active duty members

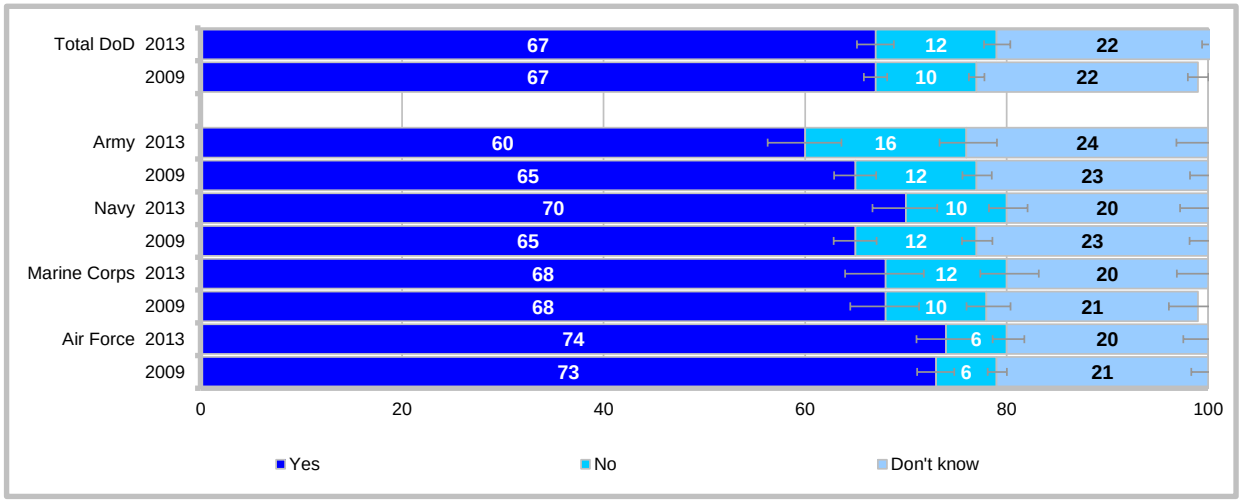
In Figure 90, differences are shown between individual racial/ethnic groups who indicated whether senior leadership of their Service makes honest efforts to stop harassment and discrimination. Statistical significance for *yes* and *don't know* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Yes.*** In 2013, Hispanic members (66%) were more likely to indicate *yes*, whereas Black members (57%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***No.*** In 2013, there were no significant differences between racial/ethnic groups who indicated *no*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Don't know.*** In 2013, Hispanic members (20%) were less likely to indicate they *don't know* compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 91.
Service Senior Leadership Efforts to Stop Harassment and Discrimination, by Service



WEOA 2013 Q52 *Margins of error range from ±1% to ±5%*

Percent of all active duty members

In Figure 91, differences are shown between Services for those members who indicated whether senior leadership of their Service makes honest efforts to stop harassment and discrimination. Significant differences are as follows:

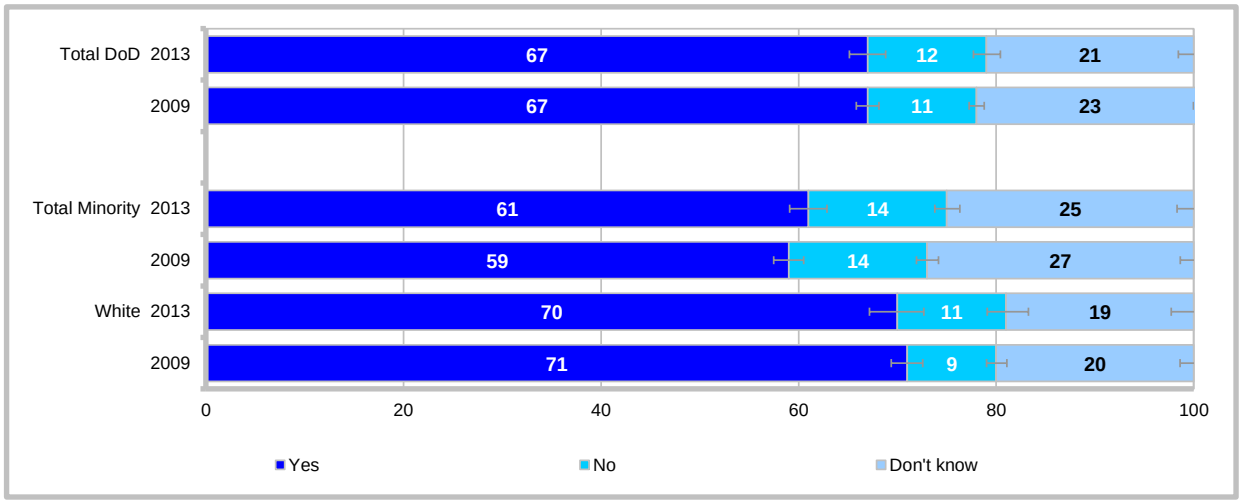
- ***Yes.*** In 2013, Air Force members (74%) were more likely to indicate *yes*, whereas Army members (60%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

- ***No.*** In 2013, Army members (16%) were more likely to indicate *no*, whereas Air Force members (6%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

- ***Don't know.*** In 2013, there were no significant differences between Services for those members who indicated *don't know*. There were also no significant differences for Services in 2013 compared to 2009.

Senior Leadership of Your Installation/Ship Makes Honest Efforts to Stop Harassment and Discrimination

Figure 92.
Installation/Ship Senior Leadership Efforts to Stop Harassment and Discrimination



WEOA 2013 Q52 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

As seen in Figure 92, 67% of members indicated *yes*, senior leadership of their installation/ship makes honest efforts to stop harassment and discrimination; 12% indicated *no*; and 21% indicated *don't know*.[195] These items were unchanged from 2009.

Significant differences between minority members and White (non-Hispanic) members are as follows:

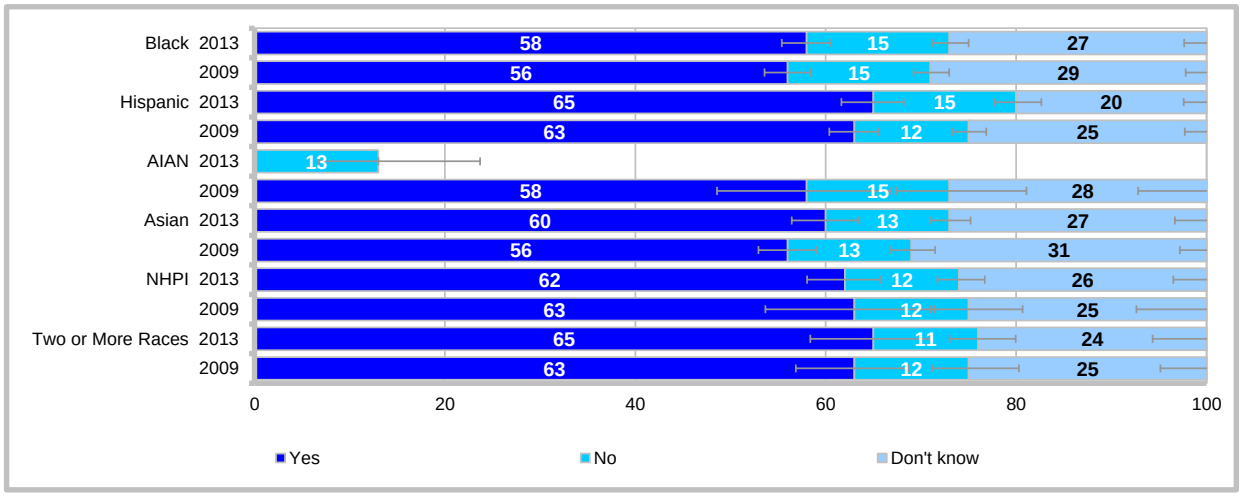
- ***Yes.*** In 2013, White (non-Hispanic) members (70% - unchanged from 2009) were more likely to indicate *yes*, whereas minority members (61% - unchanged from 2009) were less likely.

- ***No.*** In 2013, minority members (14% - unchanged from 2009) were more likely to indicate *no*, whereas White (non-Hispanic) members (11% - unchanged from 2009) were less likely.

[195] In 2013, senior officers (O4-O6; 87%) and junior officers (O1-O3; 78%) were more likely to indicate *yes*, whereas junior enlisted members (E1-E4; 59%) were less likely; in 2013, junior enlisted members (E1-E4; 16%) were more likely to indicate *no*, whereas senior officers (O4-O6; 5%), junior officers (O1-O3; 7%), and senior enlisted members (E5-E9; 10%) were less likely; in 2013, junior enlisted members (E1-E4; 25%) were more likely to indicate *don't know*, whereas senior officers (O4-O6; 8%) and junior officers (O1-O3; 16%) were less likely.

- ***Don't know.*** In 2013, minority members (25% - unchanged from 2009) were more likely to indicate *don't know*, whereas White (non-Hispanic) members (19% - unchanged from 2009) were less likely.

Figure 93.
Installation/Ship Senior Leadership Efforts to Stop Harassment and Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q52 *Margins of error range from ±2% to ±11%*

Percent of all active duty members

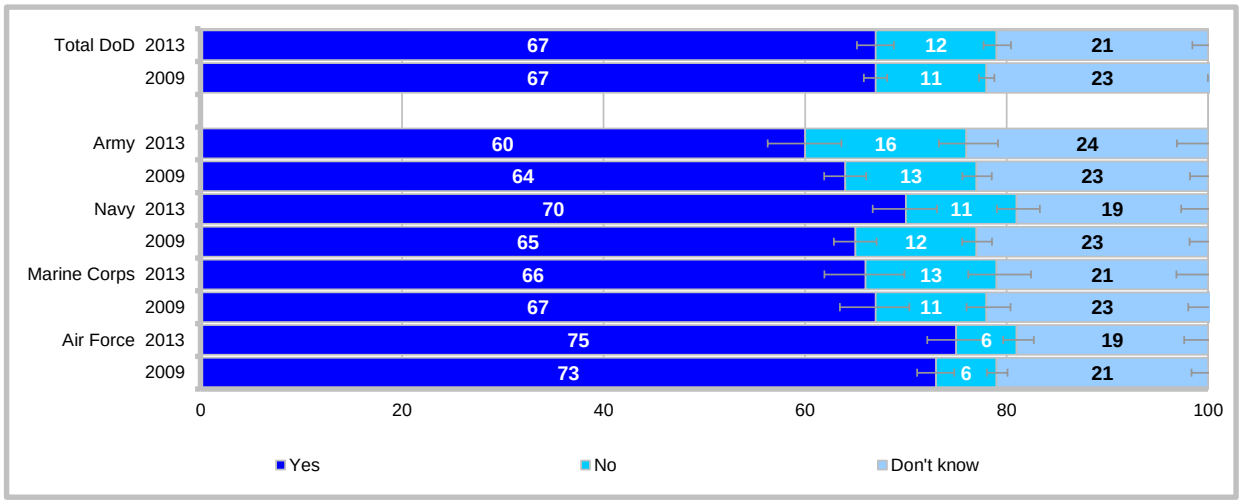
In Figure 93, differences are shown between individual racial/ethnic groups who indicated whether senior leadership of their installation/ship makes honest efforts to stop harassment and discrimination. Statistical significance for *yes* and *don't know* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Yes.*** In 2013, Hispanic members (65%) were more likely to indicate *yes*, whereas Black members (58%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***No.*** In 2013, there were no significant differences between racial/ethnic groups who indicated *no*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Don't know.*** In 2013, Black members (27%) were more likely to indicate *don't know*, whereas Hispanic members (20%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 94.
Installation/Ship Senior Leadership Efforts to Stop Harassment and Discrimination, by Service



WEOA 2013 Q52 *Margins of error range from ±1% to ±5%*

Percent of all active duty members

In Figure 94, differences are shown between Services for those members who indicated whether senior leadership of their installation/ship makes honest efforts to stop harassment and discrimination. Significant differences are as follows:

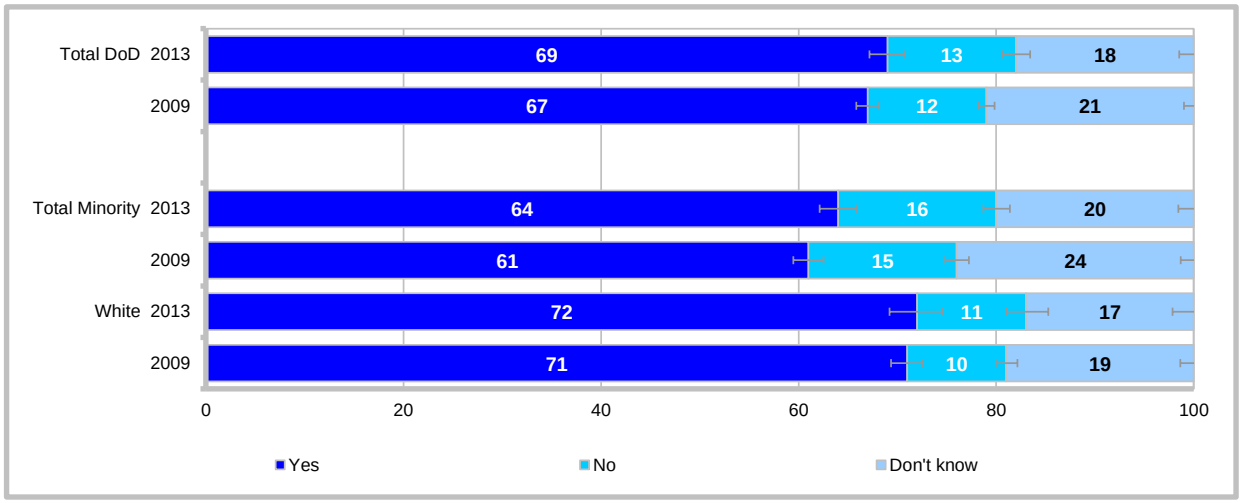
- ***Yes.*** In 2013, Air Force members (75%) were more likely to indicate *yes*, whereas Army members (60%) were less likely. Compared to 2009, the percentage who indicated *yes* was higher in 2013 for Navy members (70% - 5 percentage points higher than 2009).

- ***No.*** In 2013, Army members (16%) were more likely to indicate *no*, whereas Air Force members (6%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

- ***Don't know.*** In 2013, Army members (24%) were more likely to indicate *don't know* compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

Your Immediate Supervisor Makes Honest Efforts to Stop Harassment and Discrimination

Figure 95.
Immediate Supervisor Efforts to Stop Harassment and Discrimination



WEOA 2013 Q52 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

As seen in Figure 95, 69% of members indicated *yes*, their immediate supervisor makes honest efforts to stop harassment and discrimination; 13% indicated *no*; and 18% indicated *don't know*.[196] These items were unchanged from 2009.

Significant differences between minority members and White (non-Hispanic) members are as follows:

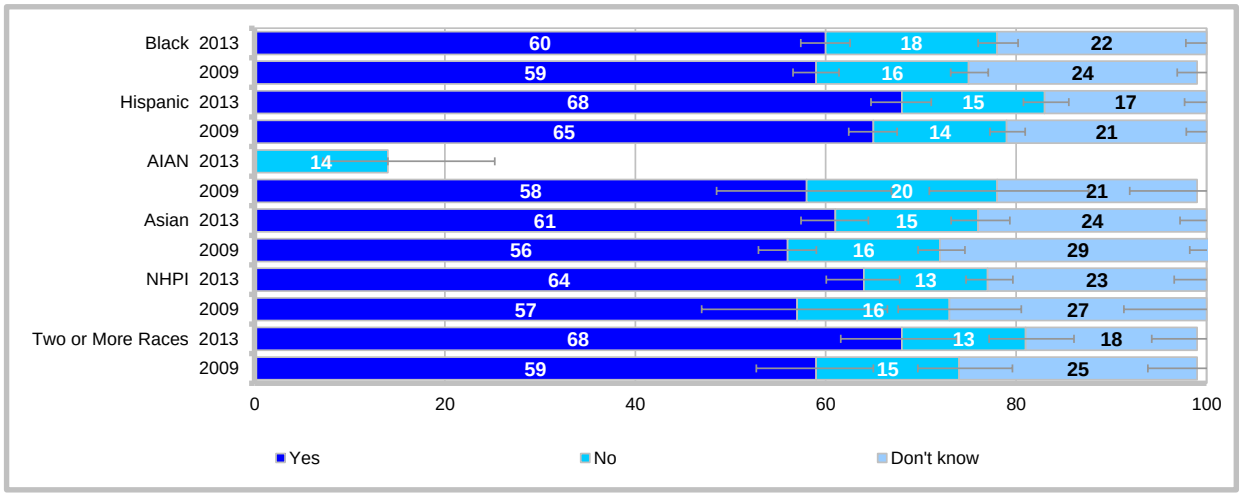
- ***Yes.*** In 2013, White (non-Hispanic) members (72% - unchanged from 2009) were more likely to indicate *yes*, whereas minority members (64% - unchanged from 2009) were less likely.

- ***No.*** In 2013, minority members (16% - unchanged from 2009) were more likely to indicate *no*, whereas White (non-Hispanic) members (11% - unchanged from 2009) were less likely.

[196] In 2013, senior officers (O4-O6; 90%) and junior officers (O1-O3; 81%) were more likely to indicate *yes*, whereas junior enlisted members (E1-E4; 61%) were less likely; in 2013, junior enlisted members (E1-E4; 18%) were more likely to indicate *no*, whereas senior officers (O4-O6; 4%) and junior officers (O1-O3; 5%) were less likely; in 2013, junior enlisted members (E1-E4; 22%) were more likely to indicate *don't know*, whereas senior officers (O4-O6; 6%) and junior officers (O1-O3; 14%) were less likely.

- ***Don't know.*** In 2013, there were no significant differences between minority members (20% - 4 percentage points lower than 2009) and White (non-Hispanic) members (17% - unchanged from 2009) who indicated they *don't know*.

Figure 96.
Immediate Supervisor Efforts to Stop Harassment and Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q52 *Margins of error range from ±2% to ±12%*

Percent of all active duty members

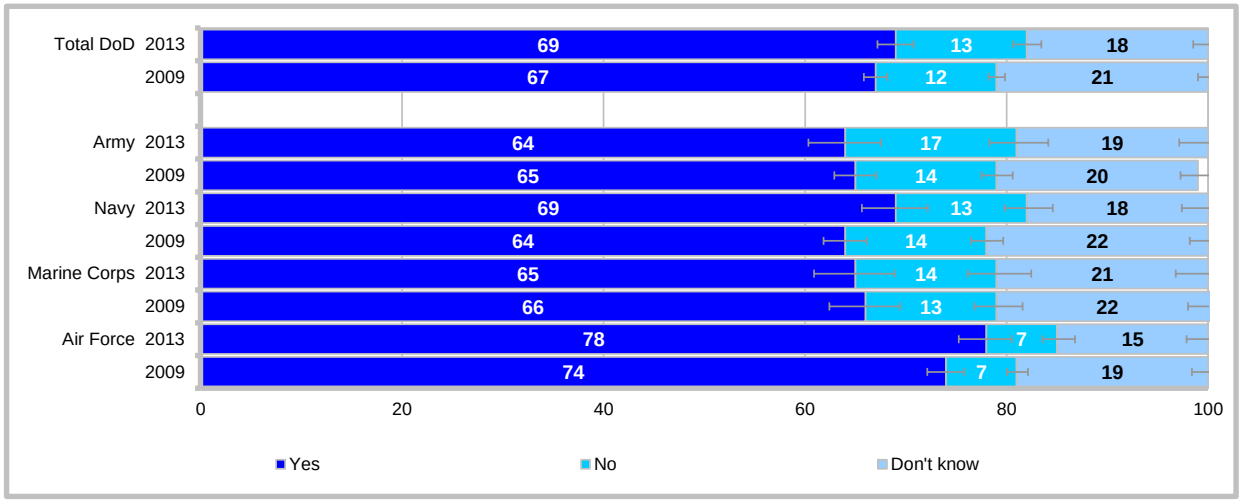
In Figure 96, differences are shown between individual racial/ethnic groups who indicated whether their immediate supervisor makes honest efforts to stop harassment and discrimination. Statistical significance for *yes* and *don't know* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Yes.*** In 2013, Hispanic members (68%) were more likely to indicate *yes*, whereas Black members (60%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***No.*** In 2013, there were no significant differences between racial/ethnic groups for *no*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Don't know.*** In 2013, Hispanic members (17%) were less likely to indicate they *don't know* compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

Figure 97.
Immediate Supervisor Efforts to Stop Harassment and Discrimination, by Service



WEOA 2013 Q52 *Margins of error range from ±1% to ±5%*

Percent of all active duty members

In Figure 97, differences are shown between Services for those members who indicated whether their immediate supervisor makes honest efforts to stop harassment and discrimination. Significant differences are as follows:

- ***Yes.*** In 2013, Air Force members (78%) were more likely to indicate *yes*, whereas Army members (64%) were less likely. Compared to 2009, the percentage who indicated *yes* was higher in 2013 for Navy members (69% - 5 percentage points higher than 2009).

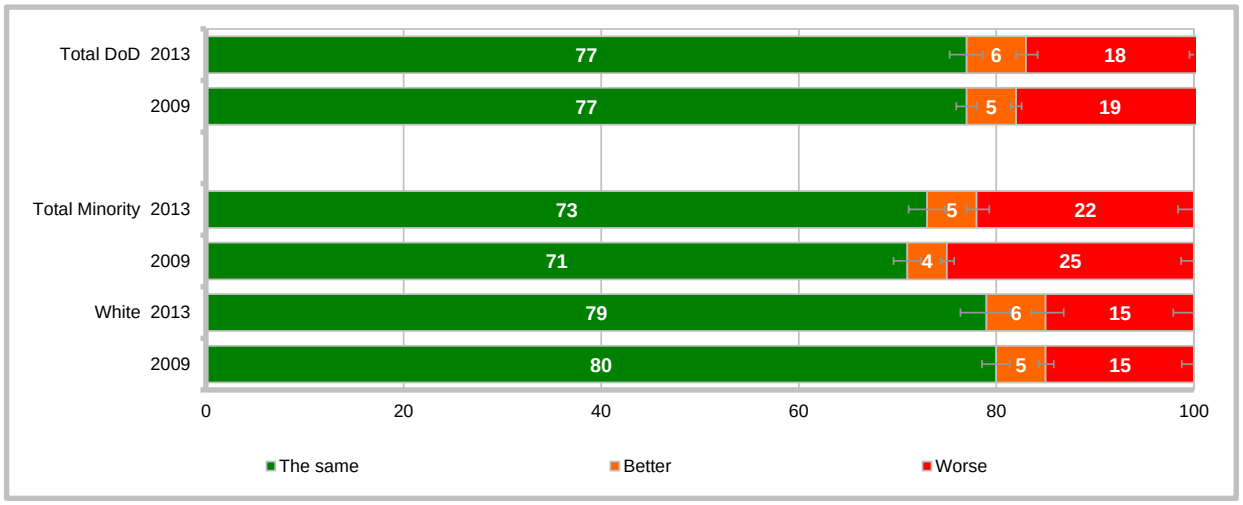
- ***No.*** In 2013, Army members (17%) were more likely to indicate *no*, whereas Air Force members (7%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

- ***Don't know.*** In 2013, there were no significant differences between Services for those members who indicated *don't know*. There were also no significant differences for Services in 2013 compared to 2009.

Perceived Chances of Getting Promoted After Reporting Racial/Ethnic Harassment/ Discrimination

As previously discussed in Chapter 3 (Table 13), 20% of active duty Service members who experienced potential race/ethnicity-related behaviors and chose not to report indicated that one reason for not reporting was that they thought their performance evaluation or chance for promotion would suffer. To assess attitudes and opinions from the full force, Service 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 discrimination.

Figure 98.
Perceived Chances of Getting Promoted After Reporting Racial/Ethnic Harassment/ Discrimination



WEOA 2013 Q53 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

As seen in Figure 98, 77% of members indicated if someone reported racial/ethnic harassment/discrimination, they thought their chances of being promoted would be the *same*; 6% indicated their chances would be *better*; and 18% indicated their chances would be *worse*.[197] These items were unchanged from 2009.

Significant differences between minority members and White (non-Hispanic) members are as follows:

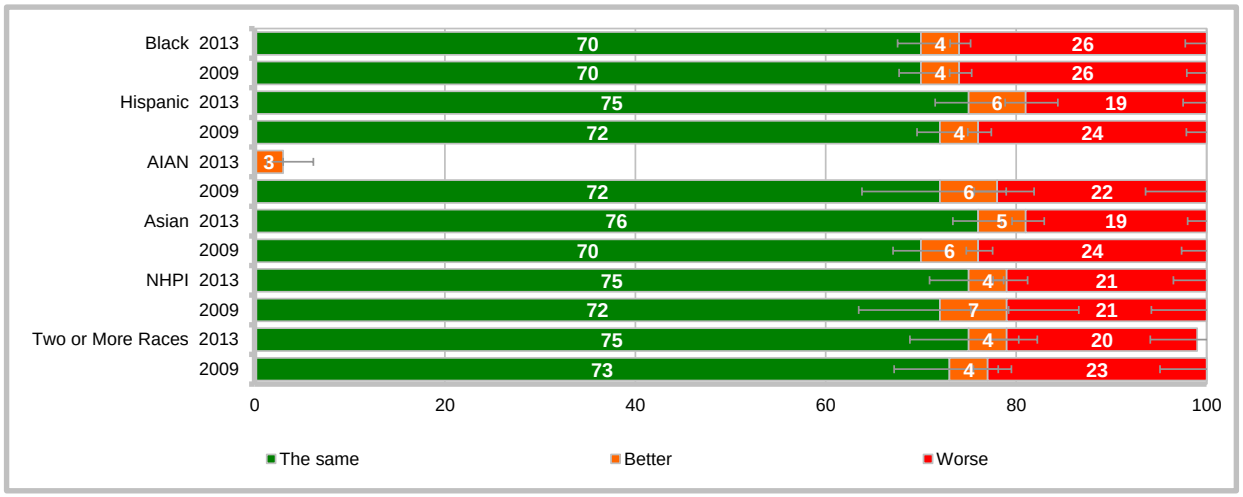
- ***Same.*** In 2013, White (non-Hispanic) members (79% - unchanged from 2009) were more likely to indicate the *same*, whereas minority members (73% - unchanged from 2009) were less likely.

- ***Better.*** In 2013, there were no significant differences between minority members (5% - unchanged from 2009) and White (non-Hispanic) members (6% - unchanged from 2009) who indicated *better*.

- ***Worse.*** In 2013, minority members (22% - unchanged from 2009) were more likely to indicate *worse*, whereas White (non-Hispanic) members (15% - unchanged from 2009) were less likely.

[197] In 2013, senior officers (O4-O6; 84%) and senior enlisted members (E5-E9; 82%) were more likely to indicate *same*, whereas junior enlisted members (E1-E4; 71%) were less likely; in 2013, junior enlisted members (E1-E4; 22%) were more likely to indicate *worse*, whereas senior officers (O4-O6; 12%) and senior enlisted members (E5-E9; 14%) were less likely.

Figure 99.
Perceived Chances of Getting Promoted After Reporting Racial/Ethnic Harassment/ Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q53 *Margins of error range from ±2% to ±9%*

Percent of all active duty members

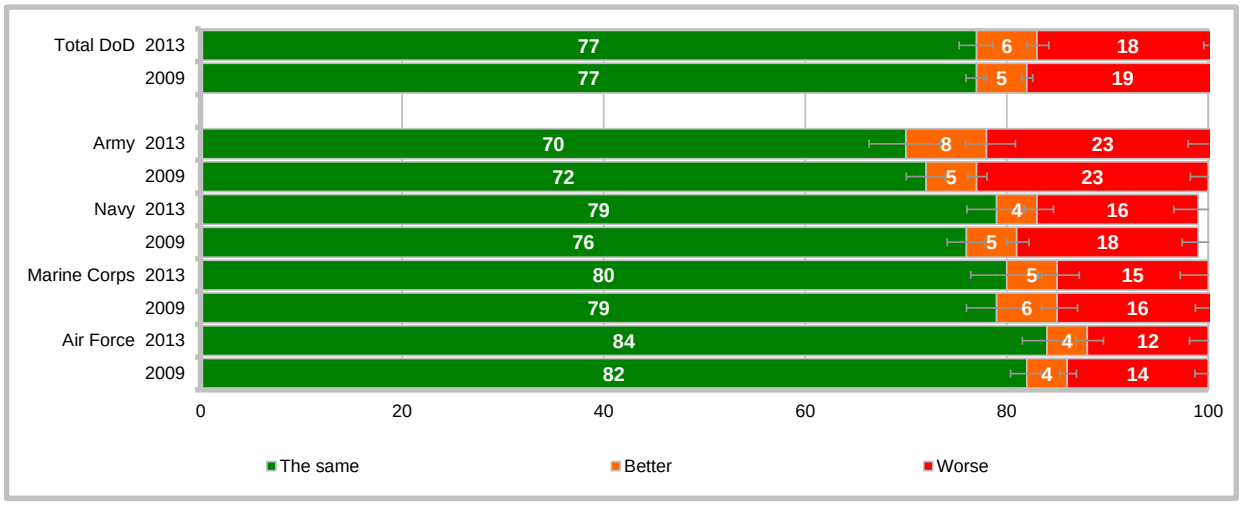
In Figure 99, differences are shown between individual racial/ethnic groups who indicated whether an individual's chances of promotion might be impacted if they reported racial/ethnic harassment/discrimination. Statistical significance for *the same* and *worse* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Same.*** In 2013, Black members (70%) were less likely to indicate the *same* compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated the *same* was higher in 2013 for Asian members (76% - 6 percentage points higher than 2009).

- ***Better.*** In 2013, there were no significant differences between racial/ethnic groups who indicated *better*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Worse.*** In 2013, Black members (26%) were more likely to indicate *worse*, whereas Hispanic members (19%) and Asian members (19%) were less likely. Compared to 2009, the percentage who indicated *worse* was lower in 2013 for Hispanic members (19% - 5 percentage points lower than 2009) and Asian members (19% - 5 percentage points lower than 2009).

Figure 100.
Perceived Chances of Getting Promoted After Reporting Racial/Ethnic Harassment/ Discrimination, by Service



WEOA 2013 Q53 *Margins of error range from ±1% to ±4%*

Percent of all active duty members

In Figure 100, differences are shown between Services for those members who indicated whether an individual's chances of promotion would be impacted if they reported racial/ethnic harassment/discrimination. Significant differences are as follows:

- ***Same.*** In 2013, Air Force members (84%) were more likely to indicate the *same*, whereas Army members (70%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

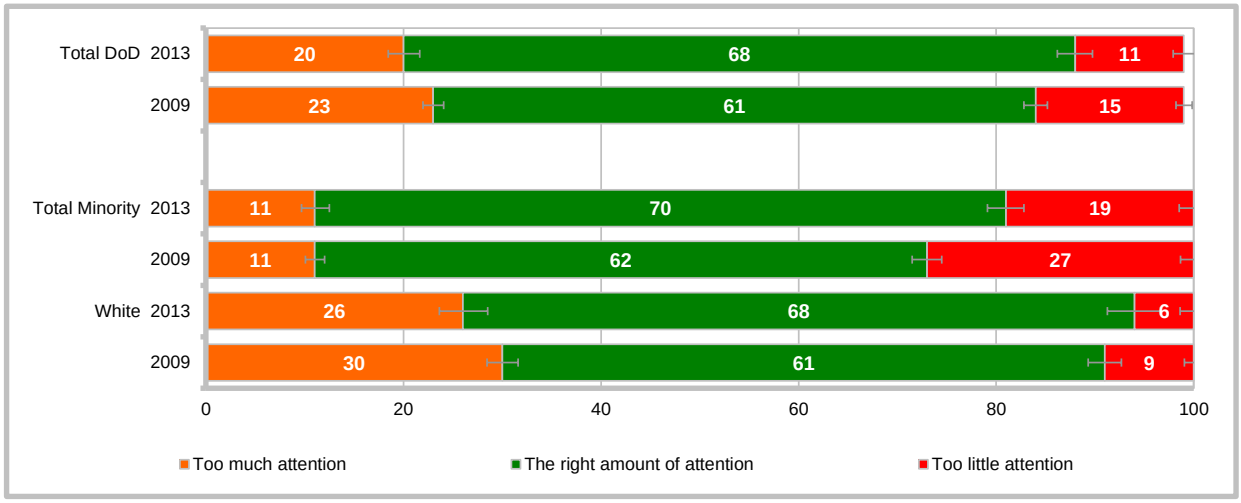
- ***Better.*** In 2013, there were no significant differences between Services for those members who indicated *better*. There were also no significant differences for Services in 2013 compared to 2009.

- ***Worse.*** In 2013, Army members (23%) were more likely to indicate *worse*, whereas Air Force members (12%) were less likely. There were no significant differences for Services in 2013 compared to 2009.

Military Level of Attention to Harassment/Discrimination

Service members were asked whether they thought the military 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*."

Figure 101.
Military Level of Attention to Harassment/Discrimination



WEOA 2013 Q54 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

As seen in Figure 101, about two-thirds of Service members (68% - 7 percentage points higher than 2009) indicated the military has paid the *right amount of attention* to racial/ethnic harassment/discrimination; 20% indicated *too much attention* (unchanged from 2009); and 11% indicated *too little attention* (4 percentage points lower than 2009).[198] Significant differences are as follows:

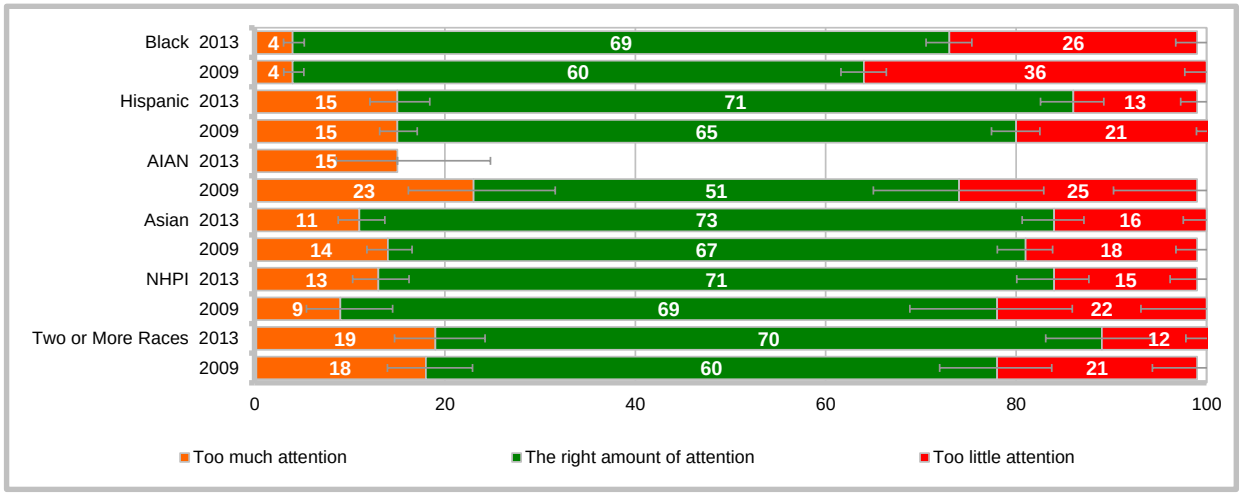
- ***Right amount of attention.*** In 2013, there were no significant differences between minority members (70% - 8 percentage points higher than 2009) and White (non-Hispanic) members (68% - 7 percentage points higher than 2009) who indicated the military pays the *right amount of attention* to racial/ethnic harassment/discrimination.

- ***Too much attention.*** In 2013, White (non-Hispanic) members (26% - 4 percentage points lower than 2009) were more likely to indicate the military pays *too much attention* to racial/ethnic harassment/discrimination, whereas minority members (11% - unchanged from 2009) were less likely.

- ***Too little attention.*** In 2013, minority members (19% - 8 percentage points lower than 2009) were more likely to indicate the military pays *too little attention* to racial/ethnic harassment/discrimination, whereas White (non-Hispanic) members (6% - unchanged from 2009) were less likely.

[198] In 2013, junior officers (O1-O3; 29%) and senior officers (O4-O6; 26%) were more likely to indicate the military pays *too much attention* to racial/ethnic harassment/discrimination, whereas junior enlisted members (E1-E4; 17%) were less likely; in 2013, junior enlisted members (E1-E4; 13%) were more likely to indicate the military pays *too little attention* to racial/ethnic harassment/discrimination, whereas junior officers (O1-O3; 6%) and senior officers (O4-O6; 8%) were less likely.

Figure 102.
Military Level of Attention to Harassment/Discrimination, by Minority Racial/Ethnic Group



WEOA 2013 Q54 *Margins of error range from ±2% to ±12%*

Percent of all active duty members

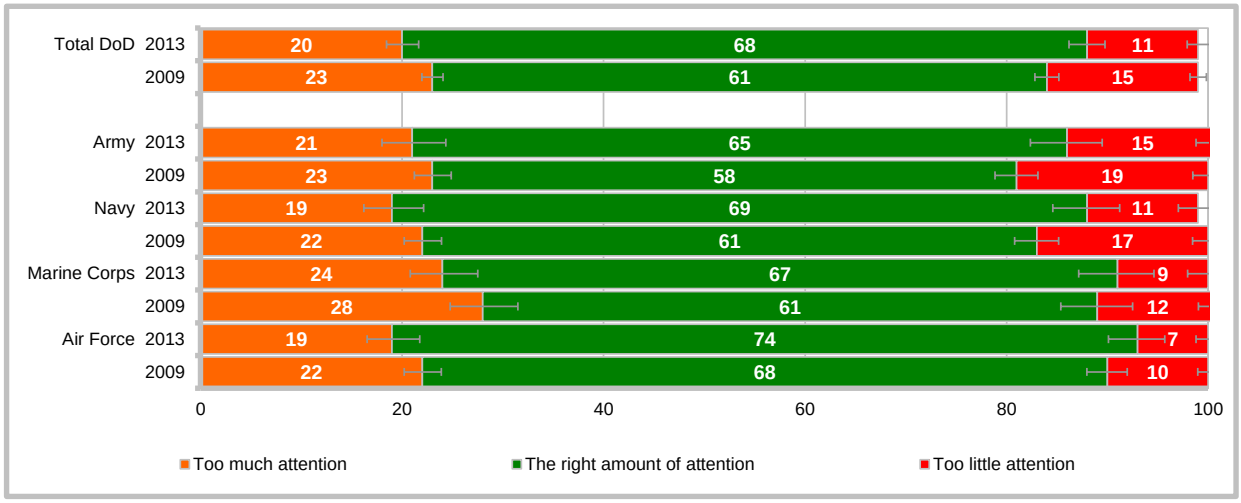
In Figure 102, differences are shown between individual racial/ethnic groups who indicated the perceived level of attention paid to racial/ethnic harassment/discrimination by the military. Statistical significance for *the right amount of attention* and *too little attention* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- ***Right amount of attention.*** In 2013, there were no significant differences between racial/ethnic groups who indicated the military pays the *right amount of attention* to racial/ethnic harassment/discrimination. Compared to 2009, the percentage who indicated *right amount of attention* was higher in 2013 for Black members (69% - 9 percentage points higher than 2009) and Hispanic members (71% - 6 percentage points higher than 2009).

- ***Too much attention.*** In 2013, members of Two or More Races (19%) and Hispanic members (15%) were more likely to indicate the military pays *too much attention* to racial/ethnic harassment/discrimination, whereas Black members (4%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Too little attention.*** In 2013, Black members (26%) were more likely to indicate the military pays *too little attention* to racial/ethnic harassment/discrimination, whereas members of Two or More Races (12%) and Hispanic members (13%) were less likely. Compared to 2009, the percentage who indicated *too little attention* was lower in 2013 for Black members (26% - 10 percentage points lower than 2009), Hispanic members (13% - 8 percentage points lower than 2009), and members of Two or More Races (12% - 9 percentage points lower than 2009).

Figure 103.
Military Level of Attention to Harassment/Discrimination, by Service



WEOA 2013 Q54 *Margins of error range from ±1% to ±4%*

Percent of all active duty members

In Figure 103, differences are shown between Services for those members who indicated the perceived level of attention paid to racial/ethnic harassment/discrimination by the military. Significant differences are as follows:

- ***Right amount of attention.*** In 2013, Air Force members (74%) were more likely to indicate the military pays the *right amount of attention* to racial/ethnic harassment/discrimination, whereas Army members (65%) were less likely. Compared to 2009, the percentage who indicated *right amount of attention* was higher in 2013 for Army members (65% - 7 percentage points higher than 2009), Navy members (69% - 8 percentage points higher than 2009), and Air Force members (74% - 6 percentage points higher than 2009).

- ***Too much attention.*** In 2013, there were no significant differences between Services for those members who indicated the military pays *too much attention* to racial/ethnic harassment/discrimination. There were also no significant differences for Services in 2013 compared to 2009.

- ***Too little attention.*** In 2013, Army members (15%) were more likely to indicate the military pays *too little attention* to racial/ethnic harassment/discrimination, whereas Air Force members (7%) were less likely. Compared to 2009, the percentage who indicated *too little attention* was lower in 2013 for Army members (15% - 4 percentage points lower than 2009), Navy members (11% - 6 percentage points lower than 2009), and Air Force members (7% - 3 percentage points lower than 2009).

Knowledge About Reporting Procedures

As discussed previously in Chapter 3 (Table 13), 9% of active duty Service members who experienced potential race/ethnicity-related behaviors and chose not to report indicated that the reason that they did not report was that they did not know how to report. To assess this finding in the full active duty force, Service members were asked to indicate whether or not they knew how to report experiences of racial/ethnic harassment and/or discrimination at their installation/ship. In addition, they were asked whether they felt the availability of reporting hotlines were publicized enough.

Table 15.
Knowledge About Reporting Procedures

Knowledge About Reporting Procedures									
Within 2013 Comparisons: Higher Response of *Yes*; Lower Response of *Yes*						2013 Trend Comparisons: ↑Significantly Higher Than 2009			
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Know how to report experiences of racial/ethnic harassment at their installation/ship	92%	90%	93%	91%	91%	NR	87%	92%	92%
Know how to report experiences of racial/ethnic discrimination at their installation/ship	92%	90%	93%	91%	91%	NR	87%	92%	92%
Availability of reporting hotlines is publicized enough	82↑	78%↑	85%	78%↑	79%	NR	75%	84%	83%↑
Margin of Error	±2%	±2%	±2-3%	±2-3%	±2-4%		±3-4%	±3-4%	±5%

Note. WEOA2013 Q57. Percentages for AIAN were not reportable. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

As seen in Table 15, the majority of members indicated they *know how to report experiences of racial/ethnic harassment at their installation/ship* (92% - unchanged from 2009), they *know how to report experiences of racial/ethnic discrimination at their installation/ship* (92% - unchanged from 2009), and the *availability of reporting hotlines is publicized enough* (82% - 3 percentage points higher than 2009).[199]

Significant differences between minority members and White (non-Hispanic) members are as follows (specific estimates presented in Table 15):

[199] In 2013, senior officers (O4-O6; 96%) and senior enlisted members (E5-E9; 94%) were more likely to indicate they *know how to report experiences of racial/ethnic harassment at their installation/ship*, whereas junior enlisted members (E1-E4; 89%) were less likely; in 2013, senior officers (O4-O6; 96%) and senior enlisted members (E5-E9; 94%) were more likely to indicate they *know how to report experiences of racial/ethnic discrimination at their installation/ship*, whereas junior enlisted members (E1-E4; 89%) were less likely.

- ***Know how to report experiences of racial/ethnic harassment at their installation/ship.*** In 2013, there were no significant differences between minority members (90% - unchanged from 2009) and White (non-Hispanic) members (93% - unchanged from 2009) who indicated they *know how to report experiences of racial/ethnic harassment at their installation/ship*.

- ***Know how to report experiences of racial/ethnic discrimination at their installation/ship.*** In 2013, White (non-Hispanic) members (93% - unchanged from 2009) were more likely to indicate they *know how to report experiences of racial/ethnic discrimination at their installation/ship*, whereas minority members (90% - unchanged from 2009) were less likely.

- ***Availability of reporting hotlines is publicized enough.*** In 2013, White (non-Hispanic) members (85% - unchanged from 2009) were more likely to indicate the *availability of reporting hotlines is publicized enough*, whereas minority members (78% - 5 percentage points higher than 2009) were less likely.

In Table 15, differences are also shown between individual racial/ethnic groups who indicated knowing how to report experiences and the availability of reporting hotlines. Statistical significance for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows (specific estimates presented in Table 15):

- ***Know how to report experiences of racial/ethnic harassment at their installation/ship.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they *know how to report experiences of racial/ethnic harassment at their installation/ship*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Know how to report experiences of racial/ethnic discrimination at their installation/ship.*** In 2013, there were no significant differences between racial/ethnic groups who indicated they *know how to report experiences of racial/ethnic discrimination at their installation/ship*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Availability of reporting hotlines is publicized enough.*** In 2013, NHPI members (84%) were more likely to indicate the *availability of reporting hotlines is publicized enough* compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated the *availability of reporting hotlines were publicized enough* was higher in 2013 for Black members (78% - 6 percentage points higher than 2009) and members of Two or More Races (83% - 10 percentage points higher than 2009).

Table 16.
Knowledge About Reporting Procedures, by Service

Knowledge About Reporting Procedures					
Within 2013 Comparisons: Higher Response of *Yes*	2013 Trend Comparisons: ↑Significantly Higher Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
Know how to report experiences of racial/ethnic harassment at their installation/ship	92%	91%	91%	91%	95%
Know how to report experiences of racial/ethnic discrimination at their installation/ship	92%	91%	90%	91%	95%↑
Availability of reporting hotlines is publicized enough	82%↑	82%	80%↑	84%	83%
Margin of Error	±2%	±3%	±3-4%	±3-4%	±2-3%

Note. WEOA2013 Q57. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

In Table 16, differences are shown between Services who indicated knowing how to report experiences and the availability of reporting hotlines. Significant differences are as follows (specific estimates presented in Table 16):

- ***Know how to report experiences of racial/ethnic harassment at their installation/ship.*** In 2013, Air Force members (95%) were more likely to indicate they *know how to report experiences of racial/ethnic harassment at their installation/ship* compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

- ***Know how to report experiences of racial/ethnic discrimination at their installation/ship.*** In 2013, Air Force members (95%) were more likely to indicate they *know how to report experiences of racial/ethnic discrimination at their installation/ship* compared to other Services. Compared to 2009, the percentage who indicated they *know how to report experiences of racial/ethnic discrimination* was higher in 2013 for Air Force members (95% - 2 percentage points higher than 2009).

- ***Availability of reporting hotlines is publicized enough.*** In 2013, there were no significant differences between Services for those members who indicated the *availability of reporting hotlines is publicized enough*. Compared to 2009, the percentage who indicated the *availability of reporting hotlines were publicized enough* was higher in 2013 for Navy members (80% - 6 percentage points higher than 2009).

Extent Members Feel Freedom From Issues Related to Racial/Ethnic Harassment/Discrimination in Their Work Group

An important aspect to maintaining equity and fairness within a work group is whether members feel that they are free from repercussions for reporting, that those who offend will not get away with inappropriate behaviors, and that clear policies are in place that forbid racial/ethnic harassment and discrimination. Policies such as these are intended to allow members to feel free from issues related to racial/ethnic harassment and/or discrimination within their work group, as well as 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).

Table 17.
Extent Members Feel Freedom From Issues Related to Racial/Ethnic Harassment/Discrimination in Their Work Group

Extent Members Feel Freedom From Issues Related to Racial/Ethnic Harassment/Discrimination in Their Work Group									
Within 2013 Comparisons Higher Response of *Large Extent* Higher Response of *Not At All*						2013 Trend Comparisons ↑Significantly Higher Than 2009			
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Large Extent									
Free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group	57%	48%	62%	44%	51%	29%	47%	48%	57%
Reports about racial/ethnic harassment and discrimination would be taken seriously in their work group	66%	59%↑	70%	56%	61%	NR	57%	59%	67%
Able to get away with racial/ethnic harassment and discrimination in their work group[a]	17%	17%	17%	18%	16%	NR	15%	15%	17%
Policies forbidding racial/ethnic harassment and discrimination are publicized in their work group	59%	53%	63%	52%	53%	NR	46%	50%	61%
Reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group	55%	48%↑	59%	49%	49%	30%	43%	48%	53%
Margin of Error	±2%	±2%	±3%	±3%	±3-4%	±16-17%	±3-4%	±3-4%	±6-7%
Not at All									
Free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group	11%	13%	9%	13%	15%	15%	11%	12%	10%
Reports about racial/ethnic harassment and discrimination would be taken seriously in their work group	7%	9%	6%	9%	10%	10%	8%	8%	6%
Able to get away with racial/ethnic harassment and discrimination in their work group[a]	45%	42%	48%	40%	44%	31%	38%	42%	44%
Policies forbidding racial/ethnic harassment and discrimination are publicized in their work group	10%	13%	8%	12%	14%	10%	12%	13%	8%
Reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group	10%	12%	9%	12%	14%	9%	13%	13%	10%
Margin of Error	±2%	±2%	±2-3%	±2-3%	±3-4%	±7-18%	±3-4%	±3-4%	±3-7%

Note. WEOA2013 Q56. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a]Item is reverse coded.

As seen in Table 17, more than half (57%) of members indicated they would feel free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group to

a *large extent*; 11% indicated *not at all*.[200] About two-thirds (66%) of members indicated they feel reports about racial/ethnic harassment and discrimination would be taken seriously in their work group to a *large extent*; 7% indicated *not at all*.[201] About one-fifth (17%) of members indicated they feel people would be able to get away with racial/ethnic harassment and discrimination in their work group to a *large extent*; 45% indicated *not at all*.[202] A little more than half (59%) of members indicated they feel policies forbidding racial/ethnic harassment and discrimination are publicized in their work group to a *large extent*; 10% indicated *not at all*.[203] About half (55%) of members indicated they feel reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group to a *large extent*; 10% indicated *not at all*.[204] These items were unchanged from 2009.

Significant differences between minority members and White (non-Hispanic) members who indicated *not at all* feeling free from issues related to racial/ethnic harassment and/or discrimination within their work group are as follows (specific estimates presented in Table 17):[205]

- ***Free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group.***
  - In 2013, minority members (13% - unchanged from 2009) were more likely to indicate they did *not at all* feel free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group; in 2013, White (non-Hispanic) members (9% - unchanged from 2009) were neither more nor less likely to indicate *not at all*.

[200] In 2013, senior officers (O4-O6; 82%), junior officers (O1-O3; 70%), and senior enlisted members (E5-E9; 61%) were more likely to indicate they would feel free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group to a *large extent*, whereas junior enlisted members (E1-E4; 14%) were more likely to indicate they did *not at all* feel free.
[201] In 2013, senior officers (O4-O6; 88%), junior officers (O1-O3; 80%), and senior enlisted members (E5-E9; 70%) were more likely to indicate they would feel reports about racial/ethnic harassment and discrimination would be taken seriously in their work group to a *large extent*, whereas junior enlisted members (E1-E4; 10%) were more likely to indicate they did *not at all.*
[202] In 2013, senior officers (O4-O6; 59%) were more likely to indicate they did *not at all* feel people would be able to get away with racial/ethnic harassment and discrimination in their work group.
[203] In 2013, senior officers (O4-O6; 81%), junior officers (O1-O3; 68%), and senior enlisted members (E5-E9; 67%) were more likely to indicate they feel policies forbidding racial/ethnic harassment and discrimination are publicized in their work group to a *large extent*, whereas junior enlisted members (E1-E4; 14%) were more likely to indicate they did *not at all.*
[204] In 2013, senior officers (O4-O6; 75%), senior enlisted members (E5-E9; 63%), and junior officers (O1-O3; 62%) were more likely to indicate they feel reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group to a *large extent*, whereas junior enlisted members (E1-E4; 15%) were more likely to indicate they did *not at all.*
[205] The item "Able to get away with racial/ethnic harassment and discrimination in their work group," is reverse coded, therefore estimates for *large extent* are given instead of *not at all.*

- ***Reports about racial/ethnic harassment and discrimination would be taken seriously in their work group.***

  - In 2013, there were no significant differences between minority members (9% - unchanged from 2009) and White (non-Hispanic) members (6% - unchanged from 2009) who indicated they did *not at all* feel reports about racial/ethnic harassment and discrimination would be taken seriously in their work group.

- ***Able to get away with racial/ethnic harassment and discrimination in their work group.***[206]

  - In 2013, there were no significant differences between minority members (17% - unchanged from 2009) and White (non-Hispanic) members (17% - unchanged from 2009) who indicated they feel people would be able to get away with racial/ethnic harassment and discrimination in their work group to a *large extent*.

- ***Policies forbidding racial/ethnic harassment and discrimination are publicized in their work group.***

  - In 2013, minority members (13% - unchanged from 2009) were more likely to indicate they did *not at all* feel policies forbidding racial/ethnic harassment and discrimination are publicized in their work group; in 2013, White (non-Hispanic) members (8% - unchanged from 2009) were neither more nor less likely to indicate *not at all*.

- ***Reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group.***

  - In 2013, minority members (12% - unchanged from 2009) were more likely to indicate they did *not at all* feel reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group; in 2013, White (non-Hispanic) members (9% - unchanged from 2009) were neither more nor less likely to indicate *not at all*.

In Table 17, differences are also shown between individual racial/ethnic groups who indicated their feelings about freedom from issues related to racial/ethnic harassment and/or discrimination within their work group. In 2013, there were no significant differences between racial/ethnic groups who indicated they do *not at all* feel free from issues related to racial/ethnic harassment and/or discrimination within their work group. There were also no significant differences for racial/ethnic groups who indicated *not at all* in 2013 compared to 2009.

[206] Item is reverse coded, therefore significant differences are shown for *large extent* instead of *not at all*.

Table 18.
Extent Members Feel Freedom From Issues Related to Racial/Ethnic Harassment/Discrimination in Their Work Group, by Service

Extent Members Feel Freedom From Issues Related to Racial/Ethnic Harassment/Discrimination in Their Work Group					
Within 2013 Comparisons Higher Response of *Large Extent* Higher Response of *Not At All*	2013 Trend Comparisons ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
Large Extent					
Free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group	57%	51%	56%	55%	68%
Reports about racial/ethnic harassment and discrimination would be taken seriously in their work group	66%	58%	67%	64%	77%
Able to get away with racial/ethnic harassment and discrimination in their work group[a]	17%	18%	15%	16%	17%
Policies forbidding racial/ethnic harassment and discrimination are publicized in their work group	59%	57%	56%	57%	65%
Reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group	55%	53%	52%	53%	61%
Margin of Error	±2%	±4%	±3-4%	±4-5%	±3-4%
Not at All					
Free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group	11%	13%	10%	12%	9%
Reports about racial/ethnic harassment and discrimination would be taken seriously in their work group	7%	9%	6%	9%	6%
Able to get away with racial/ethnic harassment and discrimination in their work group[a]	45%	39%	47%	47%	52%
Policies forbidding racial/ethnic harassment and discrimination are publicized in their work group	10%	10%	10%	13%	8%
Reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group	10%	11%	11%	13%	7%↓
Margin of Error	±2%	±3-4%	±3-4%	±3-5%	±2-4%

Note. WEOA2013 Q56. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a]Item is reverse coded.

In Table 18, differences are shown between Services for those members who indicated their feelings about freedom from issues related to racial/ethnic harassment and/or discrimination within their work group. Significant differences for those members who indicated *not at all* feeling free from issues related to racial/ethnic harassment and/or discrimination within their work group are as follows (specific estimates presented in Table 18):[207]

[207] The item "Able to get away with racial/ethnic harassment and discrimination in their work group," is reverse coded, therefore estimates for *large extent* are given instead of *not at all.*

- ***Free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group.***

  - In 2013, there were no significant differences between Services for those members who indicated they did *not at all* feel free to report racial/ethnic harassment and discrimination without fear of reprisals in their work group. There were also no significant differences for Services in 2013 compared to 2009.

- ***Reports about racial/ethnic harassment and discrimination would be taken seriously in their work group.***

  - In 2013, there were no significant differences between Services for those members who indicated they did *not at all* feel reports about racial/ethnic harassment and discrimination would be taken seriously in their work group. There were also no significant differences for Services in 2013 compared to 2009.

- ***Able to get away with racial/ethnic harassment and discrimination in their work group.***[208]

  - In 2013, there were no significant differences between Services for those members who indicated they feel people would be able to get away with racial/ethnic harassment and discrimination in their work group to a *large extent*. There were also no significant differences for Services in 2013 compared to 2009.

- ***Policies forbidding racial/ethnic harassment and discrimination are publicized in their work group.***

  - In 2013, there were no significant differences between Services for those members who indicated they did *not at all* feel policies forbidding racial/ethnic harassment and discrimination are publicized in their work group. There were also no significant differences for Services in 2013 compared to 2009.

- ***Reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group.***

  - In 2013, there were no significant differences between Services for those members who indicated they did *not at all* feel reporting procedures related to racial/ethnic harassment and discrimination are publicized in their work group. Compared to 2009, the percentage who indicated *not at all* was lower in 2013 for Air Force members (7% - 3 percentage points lower than 2009).

[208] Item was reverse coded, therefore significant differences are shown for *large extent* instead of *not at all*.

Opinions of Race Relations

In order to better understand the equal opportunity environment among active duty Service members, the survey assesses members' perceptions about race relations. Members were asked how they would classify race relations overall at four different levels including *work group, installation/ship, in their Service,* and *in the local community around their installation*.

Table 19.
Opinions of Race Relations

Opinions of Race Relations									
Within 2013 Comparisons: Higher Response of *Excellent/Very Good*; Higher Response of *Fair/Poor*						2013 Trend Comparisons: ↑Significantly Higher Than 2009; ↓Significantly Lower Than 2009			
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Excellent/Very Good									
Race relations in their work group	74%↑	67%↑	79%	61%	72%	NR	66%	70%	75%
Race relations at their installation/ship	69%	61%↑	74%	53%	68%↑	NR	63%	64%	67%
Race relations in their Service	65%↑	57%↑	69%	48%↑	65%↑	NR	59%	60%	63%
Race relations in the local community around their installation	55%↑	51%↑	58%↑	44%↑	57%↑	31%	55%	55%	55%
Margin of Error	±2%	±2%	±3%	±3%	±4%	±17%	±4%	±4%	±6-7%
Fair/Poor									
Race relations in their work group	7%↓	11%↓	4%	14%	8%	NR	11%	9%	5%↓
Race relations at their installation/ship	8%↓	12%↓	5%	16%↓	9%	NR	11%	11%	7%↓
Race relations in their Service	9%↓	14%↓	6%	20%↓	11%	11%	13%	14%	9%↓
Race relations in the local community around their installation	16%↓	18%↓	15%↓	23%↓	15%	NR	15%	16%	18%↓
Margin of Error	±1-2%	±2%	±2-3%	±2-3%	±2-3%	±10%	±3%	±3-4%	±3-6%

Note. WEOA2013 Q55. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

As seen in Table 19, about three-fourths (74% - 3 percentage points higher than 2009) of members indicated race relations in their work group were *excellent/very good*, whereas 7% (2 percentage points lower than 2009) indicated race relations in their work group were *fair/poor*.[209] About two-thirds (69% - unchanged from 2009) of members indicated race relations at their installation/ship were *excellent/very good*, whereas 8% (2 percentage points lower than 2009)

[209] In 2013, senior officers (O4-O6; 90%) and junior officers (O1-O3; 88%) were more likely to indicate race relations in their work group were *excellent/very good*, whereas junior enlisted members (E1-E4; 9%) were more likely to indicate *fair/poor*.

indicated race relations at their installation/ship were *fair/poor*.[210] About two-thirds (65% - 4 percentage points higher than 2009) of members indicated race relations in their Service were *excellent/very good*, whereas 9% (3 percentage points lower than 2009) indicated race relations in their Service were *fair/poor*.[211] About half (55% - 6 percentage points higher than 2009) of members indicated race relations in the local community around their installation were *excellent/very good*, whereas 16% (5 percentage points lower than 2009) indicated race relations in the local community around their installation were *fair/poor*.[212]

Significant differences between minority members and White (non-Hispanic) members are as follows (specific estimates presented in Table 19):

- ***In their work group.*** In 2013, White (non-Hispanic) members (79% - unchanged from 2009) were more likely to indicate race relations in their work group were *excellent/very good*, whereas minority members (11% - 3 percentage points lower than 2009) were more likely to indicate race relations in their work group were *fair/poor*.

- ***At their installation/ship.*** In 2013, White (non-Hispanic) members (74% - unchanged from 2009) were more likely to indicate race relations at their installation/ship were *excellent/very good*, whereas minority members (12% - 4 percentage points lower than 2009) were more likely to indicate race relations at their installation/ship were *fair/poor*.

- ***In their Service.*** In 2013, White (non-Hispanic) members (69% - unchanged from 2009) were more likely to indicate race relations in their Service were *excellent/very good*, whereas minority members (14% - 5 percentage points lower than 2009) were more likely to indicate race relations in their Service were *fair/poor*.

- ***In the local community around their installation.*** In 2013, White (non-Hispanic) members (58% - 6 percentage points higher than 2009) were more likely to indicate race relations in the local community around their installation were *excellent/very good*, whereas minority members (18% - 7 percentage points lower than 2009) were more likely to indicate race relations in the local community around their installation were *fair/poor*.

In Table 19, differences are also shown between individual racial/ethnic groups who provided opinions about race relations in the military. Significant differences are as follows (specific estimates presented in Table 19):

[210] In 2013, senior officers (O4-O6; 84%) and junior officers (O1-O3; 83%) were more likely to indicate race relations at their installation/ship were *excellent/very* good, whereas junior enlisted members (E1-E4; 9%) were more likely to indicate *fair/poor*.
[211] In 2013, senior officers (O4-O6; 77%) and junior officers (O1-O3; 76%) were more likely to indicate race relations in their Service were *excellent/very good*.
[212] In 2013, junior officers (O1-O3; 61%) were more likely to indicate race relations in the local community around their installation were *excellent/very good*.

- ***In their work group.*** In 2013, members of Two or More Races (75%) and Hispanic members (72%) were more likely to indicate race relations in their work group were *excellent/very good*, whereas Black members (14%) were more likely to indicate race relations in their work group were *fair/poor*.

  – There were no significant differences for racial/ethnic groups in 2013 compared to 2009 for those who indicated *excellent/very good*.

  – Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for members of Two or More Races (5% - 8 percentage points lower than 2009).

- ***At their installation/ship.*** In 2013, Hispanic members (68%) were more likely to indicate race relations at their installation/ship were *excellent/very good*, whereas Black members (16%) were more likely to indicate race relations at their installation/ship were *fair/poor*.

  – Compared to 2009, the percentage who indicated *excellent/very good* was higher in 2013 for Hispanic members (68% - 6 percentage points higher than 2009).

  – Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for Black members (16% - 5 percentage points lower than 2009) and members of Two or More Races (7% - 8 percentage points lower than 2009).

- ***In their Service.*** In 2013, Hispanic members (65%) were more likely to indicate race relations in their Service were *excellent/very good*, whereas Black members (20%) were more likely to indicate race relations in their Service were *fair/poor*.

  – Compared to 2009, the percentage who indicated *excellent/very good* was higher in 2013 for Black members (48% - 5 percentage points higher than 2009) and Hispanic members (65% - 9 percentage points higher than 2009).

  – Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for Black members (20% - 5 percentage points lower than 2009) and members of Two or More Races (9% - 10 percentage points lower than 2009).

- ***In the local community around their installation.*** In 2013, Hispanic members (57%) were more likely to indicate race relations in the local community around their installation were *excellent/very good*, whereas Black members (23%) were more likely to indicate race relations in the local community around their installation were *fair/poor*.

  – Compared to 2009, the percentage who indicated *excellent/very good* was higher in 2013 for Black members (44% - 6 percentage points higher than 2009) and Hispanic members (57% - 7 percentage points higher than 2009).

  – Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for Black members (23% - 7 percentage points lower than 2009) and members of Two or More Races (18% - 11 percentage points lower than 2009).

Table 20.
Opinions of Race Relations, by Service

Opinions of Race Relations					
Within 2013 Comparisons Higher Response of *Excellent/Very Good* Lower Response of *Fair/Poor*	2013 Trend Comparisons ↑Significantly Higher Than 2009 ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
Excellent/Very Good					
Race relations in their work group	74%↑	70%	74%↑	73%	82%
Race relations at their installation/ship	69%	62%	70%↑	71%	78%
Race relations in their Service	65%↑	58%	64%↑	67%	75%
Race relations in the local community around their installation	55%↑	50%	58%↑	57%	60%
Margin of Error	±2%	±4%	±4%	±4-5%	±3-4%
Fair/Poor					
Race relations in their work group	7%↓	8%↓	8%	6%	4%
Race relations at their installation/ship	8%↓	10%	9%↓	6%	4%
Race relations in their Service	9%↓	13%	10%↓	8%	5%
Race relations in the local community around their installation	16%↓	19%↓	17%↓	13%	14%↓
Margin of Error	±1-2%	±2-4%	±3%	±3%	±2-3%

Note. WEOA2013 Q55. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

In Table 20, differences are shown between Services for those members who indicated opinions about race relations in the military. Significant differences are as follows (specific estimates presented in Table 20):

- ***In their work group.*** In 2013, Air Force members (82%) were more likely to indicate race relations in their work group were *excellent/very good* compared to other Services. There were no significant differences for Services for those members who indicated *fair/poor*.
  - Compared to 2009, the percentage who indicated *excellent/very good* was higher in 2013 for Navy members (74% - 7 percentage points higher than 2009).
  - Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for Army members (8% - 3 percentage points lower than 2009).
- ***At their installation/ship.*** In 2013, Air Force members (78%) were more likely to indicate race relations at their installation/ship were *excellent/very good*, whereas Army members (10%) were more likely to indicate race relations at their installation/ship were *fair/poor*.
  - Compared to 2009, the percentage who indicated *excellent/very good* was higher in 2013 for Navy members (70% - 8 percentage points higher than 2009).

- Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for Navy members (9% - 3 percentage points lower than 2009).

- ***In their Service.*** In 2013, Air Force members (75%) were more likely to indicate race relations in their Service were *excellent/very good*, whereas Army members (13%) were more likely to indicate race relations in their Service were *fair/poor*.

  - Compared to 2009, the percentage who indicated *excellent/very good* was higher in 2013 for Navy members (64% - 9 percentage points higher than 2009).

  - Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for Navy members (10% - 4 percentage points lower than 2009).

- ***In the local community around their installation.*** In 2013, Air Force members (60%) were more likely to indicate race relations in the local community around their installation were *excellent/very good* compared to other Services. There were no significant differences for Services for those members who indicated *fair/poor*.

  - Compared to 2009, the percentage who indicated *excellent/very good* was higher in 2013 for Navy members (58% - 12 percentage points higher than 2009).

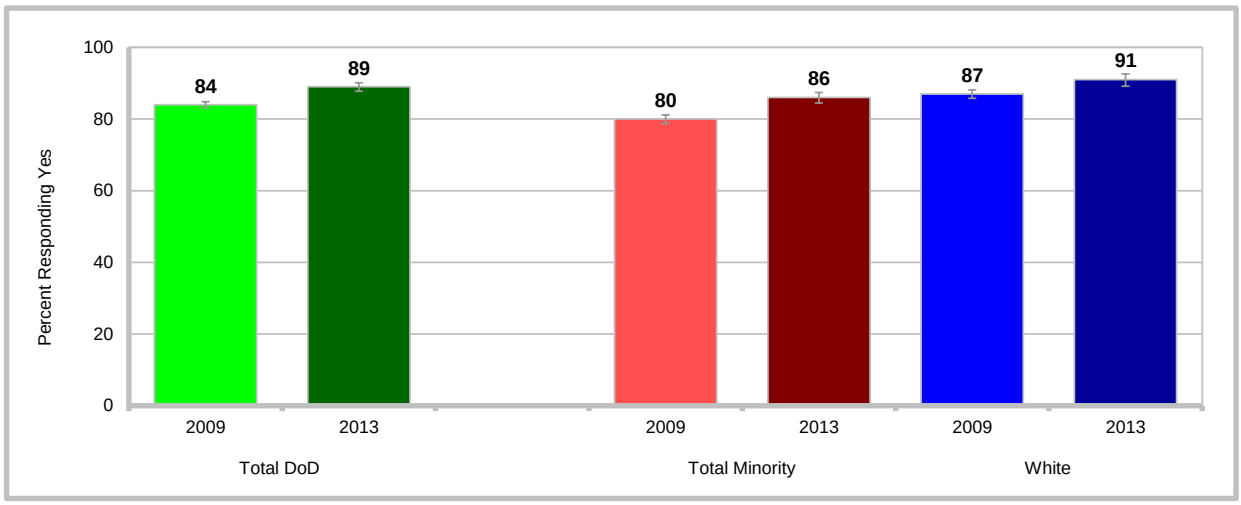
  - Compared to 2009, the percentage who indicated *fair/poor* was lower in 2013 for Army members (19% - 6 percentage points lower than 2009), Navy members (17% - 5 percentage points lower than 2009), and Air Force members (14% - 4 percentage points lower than 2009).

Training

In the next section, members were asked if they had received training in the past 12 months on topics related to racial/ethnic harassment and/or 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.

Received Training

Figure 104.
Received Training



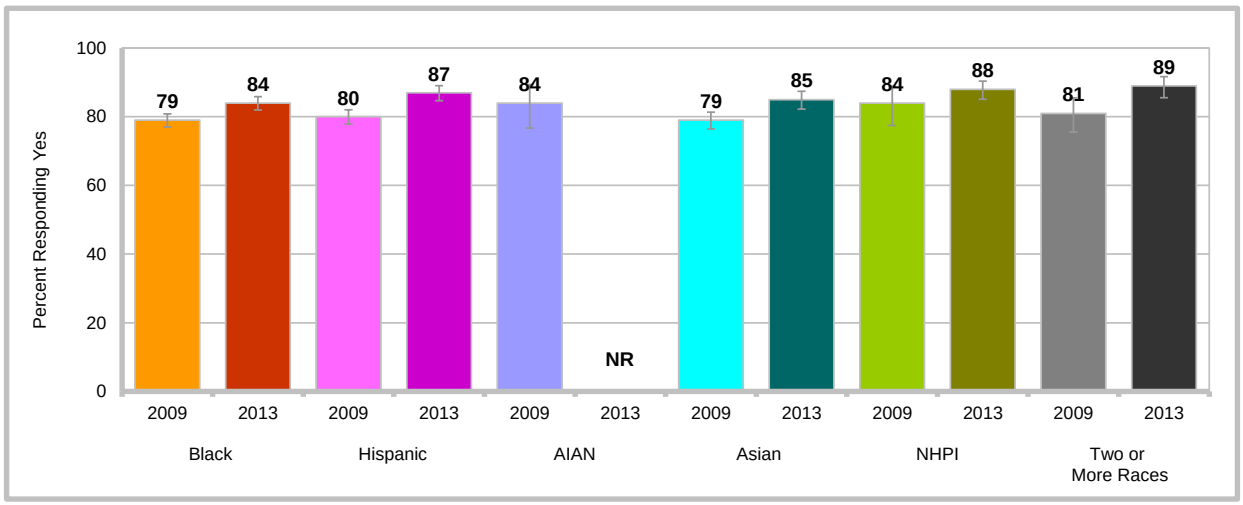
WEOA 2013 Q58 *Margins of error range from ±1% to ±2%*

Percent of all active duty members

As seen in Figure 104, the majority (89% - 5 percentage points higher than 2009) of members indicated they received training on racial/ethnic harassment and/or discrimination in the 12 months prior to taking the survey.[213] In 2013, White (non-Hispanic) members (91% - 4 percentage points higher than 2009) were more likely to indicate having received training on racial/ethnic harassment and/or discrimination, whereas minority members (86% - 6 percentage points higher than 2009) were less likely.

[213] In 2013, there were no significant differences in receipt of training between paygrades .

Figure 105.
Received Training, by Minority Racial/Ethnic Group



WEOA 2013 Q58 *Margins of error range from ±3% to ±8%*

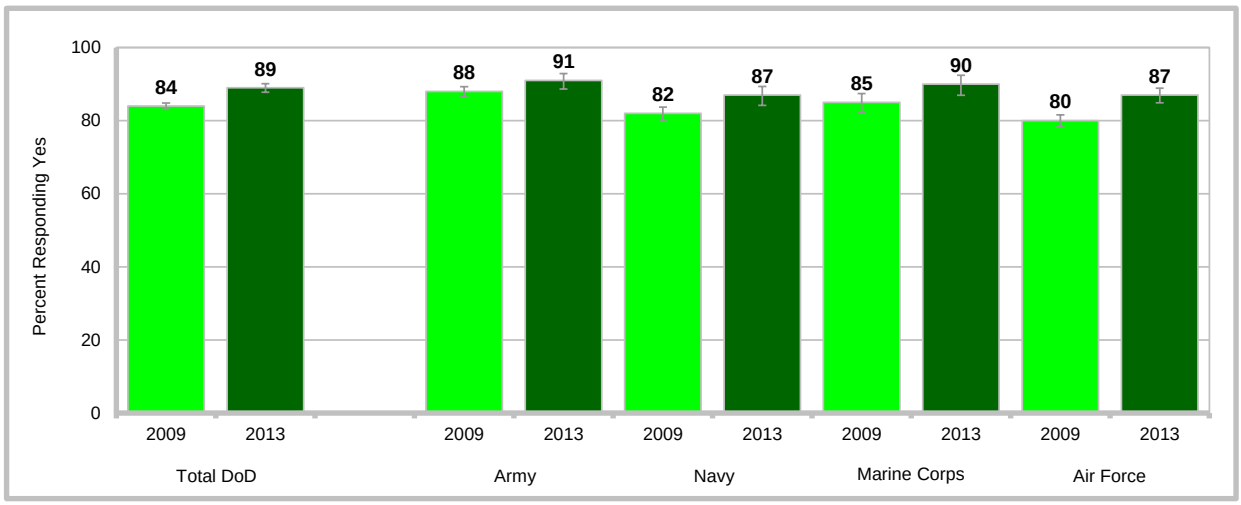
Percent of all active duty members

In Figure 105, differences are shown between individual racial/ethnic groups who indicated having received training. Statistical significance for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, there were no significant differences between racial/ethnic groups who indicated having received training on racial/ethnic harassment and discrimination.

- Compared to 2009, the percentage who indicated receiving training was higher in 2013 for Black members (84% - 5 percentage points higher than 2009), Hispanic members (87% - 7 percentage points higher than 2009), and Asian members (85% - 6 percentage points higher than 2009).

Figure 106.
Received Training, by Service



WEOA 2013 Q58 *Margins of error range from ±1% to ±4%*

Percent of all active duty members

In Figure 106, differences are shown between Services for those members who indicated having received training. Significant differences are as follows:

- In 2013, there were no significant differences between Services for those members who indicated having received training on racial/ethnic harassment and discrimination.

- Compared to 2009, the percentage who indicated receiving training was higher in 2013 for Navy members (87% - 5 percentage points higher than 2009) and Air Force members (87% - 7 percentage points higher than 2009).

Agreement With Content Provided by Training

Table 21.
Level of Agreement With Content of Training

Level of Agreement With Content of Training									
Within 2013 Comparisons: Higher Response of *Agree*					2013 Trend Comparisons: ↑Significantly Higher Than 2009; ↓Significantly Lower Than 2009				
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Agree									
Training received teaches racial/ethnic harassment/discrimination reduces cohesion/effectiveness of military as a whole	87%	88%↑	86%	88%	88%	84%	85%	89%	89%
Training received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination	86%	88%↑	85%	87%	89%↑	81%	85%	89%	88%
Training received identifies behaviors that are offensive to others and should not be tolerated	86%	87%	85%	88%	88%	81%	85%	88%	88%
Training received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences	86%	87%↑	85%	87%	88%	83%	84%	88%	87%
Training received explains the process for reporting racial/ethnic harassment and discrimination	85%	86%	85%	86%	88%	NR	84%	90%	85%
Training received provides information on their Service's policies on participation in racist/extremist organizations, hate crimes, or gangs	85%	85%	84%	85%	86%	79%	84%	87%	85%
Training received gives useful tools for dealing with racial/ethnic harassment and discrimination	82%	84%	81%	84%	86%	NR	83%	88%	83%
Training received promotes cross-cultural awareness	82%	83%↑	81%	83%	84%	78%	82%	86%	81%
Training received makes them feel it is safe to report offensive racial/ethnic situations	81%	81%↑	81%	80%	83%	NR	82%	86%	81%
Training received promotes religious tolerance	77%	79%↑	76%	79%	79%	69%	80%	84%	77%
Margin of Error	±2%	±2%	±3%	±3%	±3-4%	±10-14%	±3%	±3-4%	±4-7%

Note. WEOA2013 Q59. Top four responses for *agree* for each group indicated in bold. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

Table 22.
Level of Disagreement With Content of Training

Level of Disagreement With Content of Training									
2013 Trend Comparisons ↑Significantly Higher Than 2009 ↓Significantly Lower Than 2009									
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Disagree									
Training received teaches racial/ethnic harassment/discrimination reduces cohesion/effectiveness of military as a whole	1%	<1%↓	1%	1%	<1%	<1%	1%	<1%	<1%
Training received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination	1%	<1%↓	1%	<1%↓	<1%	3%	1%	<1%	<1%↓
Training received identifies behaviors that are offensive to others and should not be tolerated	1%	<1%↓	1%	<1%↓	<1%	1%	1%	<1%	<1%↓
Training received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences	1%	<1%↓	1%	<1%↓	<1%	1%	1%	<1%	<1%↓
Training received explains the process for reporting racial/ethnic harassment and discrimination	1%	<1%↓	1%	<1%↓	<1%	<1%	1%	<1%	<1%
Training received provides information on their Service's policies on participation in racist/extremist organizations, hate crimes, or gangs	1%↓	1%↓	1%	<1%↓	1%	3%	1%	<1%	<1%↓
Training received gives useful tools for dealing with racial/ethnic harassment and discrimination	1%↓	1%↓	1%	<1%↓	1%	1%	1%	<1%	<1%↓
Training received promotes cross-cultural awareness	1%↓	1%↓	1%↓	1%↓	1%↓	1%	1%	<1%	1%↓
Training received makes them feel it is safe to report offensive racial/ethnic situations	1%↓	1%↓	2%	1%↓	1%↓	3%	1%	<1%	3%
Training received promotes religious tolerance	2%↓	1%↓	2%	1%↓	1%	3%	1%	<1%	1%↓
Margin of Error	±1%	±1%	±2%	±1-2%	±1-2%	±1-10%	±1%	±1%	±1-9%

Note. WEOA2013 Q59. Top four responses for *agree* for each group indicated in bold. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

As seen in Table 21, of the 89% of members who indicated they received training on racial/ethnic harassment and discrimination, the majority of members *agreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness

of the military as a whole (87%);[214] provides a good understanding of what words/actions are racial/ethnic harassment/discrimination (86%); identifies behaviors that are offensive to others and should not be tolerated (86%);[215] provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences (86%);[216] explains the process for reporting racial/ethnic harassment and discrimination (85%);[217] provides information on their Service's policies on participation in racist/extremist organizations, hate crimes, or gangs (85%);[218] gives useful tools for dealing with racial/ethnic harassment and discrimination (82%), promotes cross-cultural awareness (82%); makes them feel it is safe to report offensive racial/ethnic situations (81%);[219] and promotes religious tolerance (77%). These items were unchanged from 2009.

As seen in Table 22, of the 89% of members who indicated receiving training on racial/ethnic harassment and discrimination, 3% or fewer members *disagreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole (1% - unchanged from 2009), provides a good understanding of what words/actions are racial/ethnic harassment/discrimination (1% - unchanged from 2009), identifies behaviors that are offensive to others and should not be tolerated (1% - unchanged from 2009), provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences (1% - unchanged from 2009), explains the process for reporting racial/ethnic harassment and discrimination (1% - unchanged from 2009), provides information on their Service's policies on participation in racist/extremist organizations, hate crimes, or gangs (1% - 1 percentage point lower than 2009), gives useful tools for dealing with racial/ethnic harassment and discrimination (1% - 1 percentage point lower than 2009), promotes cross-cultural awareness (1% - 3 percentage points lower than 2009), makes them feel it is safe to report offensive racial/ethnic situations (1% - 3 percentage points lower than 2009), and promotes religious tolerance (2% - 2 percentage points lower than 2009).

Of the 89% of members who indicated they received training on racial/ethnic issues, members most commonly agreed the training they received:

- *Teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole*,
- *Provides a good understanding of what words/actions are racial/ethnic harassment/discrimination*,

[214] In 2013, senior officers (O4-O6; 93%) were more likely to indicate they agreed that the training they received *teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole*.
[215] In 2013, senior officers (O4-O6; 92%) were more likely to indicate they agreed that the training they received *identifies behaviors that are offensive to others and should not be tolerated*.
[216] In 2013, senior officers (O4-O6; 93%) were more likely to indicate they agreed that the training they received *provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences*.
[217] In 2013, senior officers (O4-O6; 93%) were more likely to indicate they agreed that the training they received *explains the process for reporting racial/ethnic harassment and discrimination*.
[218] In 2013, senior officers (O4-O6; 93%) were more likely to indicate they agreed that the training they received *provides information on their Service's policies on participation in racist/extremist organizations, hate crimes, or gangs*.
[219] In 2013, senior officers (O4-O6; 88%) were more likely to indicate they agreed that the training they received *makes them feel it is safe to report offensive racial/ethnic situations*.

- *Identifies behaviors that are offensive to others and should not be tolerated*, and

- *Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences*.

These top four content areas were the same for White (non-Hispanic) members and minority members. In 2013, across all content areas, there were no significant differences between minority members and White (non-Hispanic) members. Significant differences between minority members and White (non-Hispanic) members who indicated that they *agreed* or *disagreed* that the training they received provided information about racial/ethnic harassment/discrimination are as follows (specific estimates presented in Table 21 and Table 22):

- ***Training received teaches racial/ethnic harassment/discrimination reduces cohesion/effectiveness of military as a whole.***

  - In 2013, there were no significant differences between minority members (88% - 3 percentage points higher than 2009) and White (non-Hispanic) members (86% - unchanged from 2009) who *agreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole.

  - In 2013, there were no significant differences between minority members (<1% - 2 percentage points lower than 2009) and White (non-Hispanic) members (1% - unchanged from 2009) who *disagreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole.

- ***Training received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination.***

  - In 2013, there were no significant differences between minority members (88% - 4 percentage points higher than 2009) and White (non-Hispanic) members (85% - unchanged from 2009) who *agreed* that the training they received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination.

  - In 2013, there were no significant differences between minority members (<1% - 2 percentage points lower than 2009) and White (non-Hispanic) members (1% - unchanged from 2009) who *disagreed* that the training they received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination.

- ***Training received identifies behaviors that are offensive to others and should not be tolerated.***

  - In 2013, there were no significant differences between minority members (87% - unchanged from 2009) and White (non-Hispanic) members (85% - unchanged

from 2009) who *agreed* that the training they received identifies behaviors that are offensive to others and should not be tolerated.

  - In 2013, there were no significant differences between minority members (<1% - 2 percentage points lower than 2009) and White (non-Hispanic) members (1% - unchanged from 2009) who *disagreed* that the training they received identifies behaviors that are offensive to others and should not be tolerated.

- ***Training received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.***

  - In 2013, there were no significant differences between minority members (87% - 4 percentage points higher than 2009) and White (non-Hispanic) members (85% - unchanged from 2009) who *agreed* that the training they received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.

  - In 2013, there were no significant differences between minority members (<1% - 2 percentage points lower than 2009) and White (non-Hispanic) members (1% - unchanged from 2009) who *disagreed* that the training they received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.

In Table 21 and Table 22, differences are shown between individual racial/ethnic groups for all elements of racial/ethnic harassment/discrimination training that members *agreed* or *disagreed* their training provided. Overall, in 2013, there were no significant differences between individual racial/ethnic groups for the top four elements that Total DoD members *agreed* their training provided.[220] Significant differences for the top four elements between 2009 and 2013 are as follows (specific estimates presented in Table 21 and Table 22):

- ***Training received teaches racial/ethnic harassment/discrimination reduces cohesion/effectiveness of military as a whole.***

  - In 2013, there were no significant differences between racial/ethnic groups who *agreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole compared to 2009.

  - In 2013, there were no significant differences between racial/ethnic groups who *disagreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole compared to 2009.

[220] The top four elements for NHPI members differed slightly. In 2013, instead of *provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences* (88%), NHPI members indicated *explains the process for reporting racial/ethnic harassment and discrimination* (90%) more frequently.

- ***Training received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination.***

  - Compared to 2009, the percentage who *agree* that the training they received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination was higher in 2013 for Hispanic members (89% - 4 percentage points higher than 2009).

  - Compared to 2009, the percentage who *disagree* that the training they received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination was lower in 2013 for Black members (<1% - 2 percentage points lower than 2009) and members of Two or More Races (<1% - 6 percentage points lower than 2009).

- ***Training received identifies behaviors that are offensive to others and should not be tolerated.***

  - In 2013, there were no significant differences between racial/ethnic groups who *agreed* that the training they received identifies behaviors that are offensive to others and should not be tolerated compared to 2009.

  - Compared to 2009, the percentage who *disagree* that the training they received identifies behaviors that are offensive to others and should not be tolerated was lower in 2013 for Black members (<1% - 1 percentage point lower than 2009) and members of Two or More Races (<1% - 6 percentage points lower than 2009).

- ***Training received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.***

  - In 2013, there were no significant differences between racial/ethnic groups who *agreed* that the training they received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences compared to 2009.

  - Compared to 2009, the percentage who *disagree* that the training they received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences was lower in 2013 for Black members (<1% - 3 percentage points lower than 2009) and members of Two or More Races (<1% - 6 percentage points lower than 2009).

Table 23.
Level of Agreement With Content of Training, by Service

Level of Agreement With Content of Training					
Within 2013 Comparisons: Higher Response of *Agree*	2013 Trend Comparisons: ↑Significantly Higher Than 2009; ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
Agree					
Training received teaches racial/ethnic harassment/discrimination reduces cohesion/effectiveness of military as a whole	87%	84%	86%	87%	91%
Training received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination	86%	84%	86%	87%	90%
Training received identifies behaviors that are offensive to others and should not be tolerated	86%	84%	85%	86%	90%
Training received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences	86%	84%	85%	85%	90%
Training received explains the process for reporting racial/ethnic harassment and discrimination	85%	83%	84%	87%	89%
Training received provides information on their Service's policies on participation in racist/extremist organizations, hate crimes, or gangs	85%	82%	84%	85%	88%
Training received gives useful tools for dealing with racial/ethnic harassment and discrimination	82%	79%	82%	83%	85%
Training received promotes cross-cultural awareness	82%	80%	82%↑	81%	86%
Training received makes them feel it is safe to report offensive racial/ethnic situations	81%	77%	81%↑	83%	85%
Training received promotes religious tolerance	77%	75%	76%	77%	82%
Margin of Error	±2%	±4%	±3-4%	±4%	±3%
Disagree					
Training received teaches racial/ethnic harassment/discrimination reduces cohesion/effectiveness of military as a whole	1%	1%	1%	1%	<1%↓
Training received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination	1%	1%	1%	1%	<1%↓
Training received identifies behaviors that are offensive to others and should not be tolerated	1%	1%	1%	1%	<1%↓
Training received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences	1%	1%	1%	1%	<1%↓
Training received explains the process for reporting racial/ethnic harassment and discrimination	1%	1%	1%	1%	<1%↓
Training received provides information on their Service's policies on participation in racist/extremist organizations, hate crimes, or gangs	1%↓	1%	1%	1%	<1%↓
Training received gives useful tools for dealing with racial/ethnic harassment and discrimination	1%↓	1%	1%	1%	<1%↓
Training received promotes cross-cultural awareness	1%↓	2%↓	2%	1%	<1%↓
Training received makes them feel it is safe to report offensive racial/ethnic situations	1%↓	2%↓	2%	1%	1%↓
Training received promotes religious tolerance	2%↓	3%	2%↓	1%	1%↓
Margin of Error	±1%	±2-3%	±2-3%	±2-3%	±1%

Note. WEOA2013 Q59. Top four responses for *agree* for each group indicated in bold. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

In Table 23, differences are shown between Services for the elements of racial/ethnic harassment/discrimination training that members *agreed* or *disagreed* their training provided.[221] Significant differences for the top four elements are as follows (specific estimates presented in Table 23):

- ***Training received teaches racial/ethnic harassment/discrimination reduces cohesion/effectiveness of military as a whole.***

  - In 2013, Air Force members (91%) were more likely to indicate they *agreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

  - In 2013, there were no significant differences between Services for those members who *disagreed* that the training they received teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole. Compared to 2009, the percentage who *disagree* was lower in 2013 for Air Force members (<1% - 1 percentage point lower than 2009).

- ***Training received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination.***

  - In 2013, Air Force members (90%) were more likely to indicate they *agreed* that the training they received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination, compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

  - In 2013, there were no significant differences between Services for those members who *disagreed* that the training they received provides a good understanding of what words/actions are racial/ethnic harassment/discrimination. Compared to 2009, the percentage who *disagree* was lower in 2013 for Air Force members (<1% - 1 percentage point lower than 2009).

- ***Training received identifies behaviors that are offensive to others and should not be tolerated.***

  - In 2013, Air Force members (90%) were more likely to indicate they *agreed* that the training they received identifies behaviors that are offensive to others and should not be tolerated compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

  - In 2013, there were no significant differences between Services for those members who *disagreed* that the training they received identifies behaviors that

[221] The top four elements for Marine Corps members differed slightly. In 2013, instead of *provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences* (85%), Marine Corps members indicated *explains the process for reporting racial/ethnic harassment and discrimination* (87%) more frequently.

are offensive to others and should not be tolerated. Compared to 2009, the percentage who *disagree* was lower in 2013 for Air Force members (<1% - 1 percentage point lower than 2009).

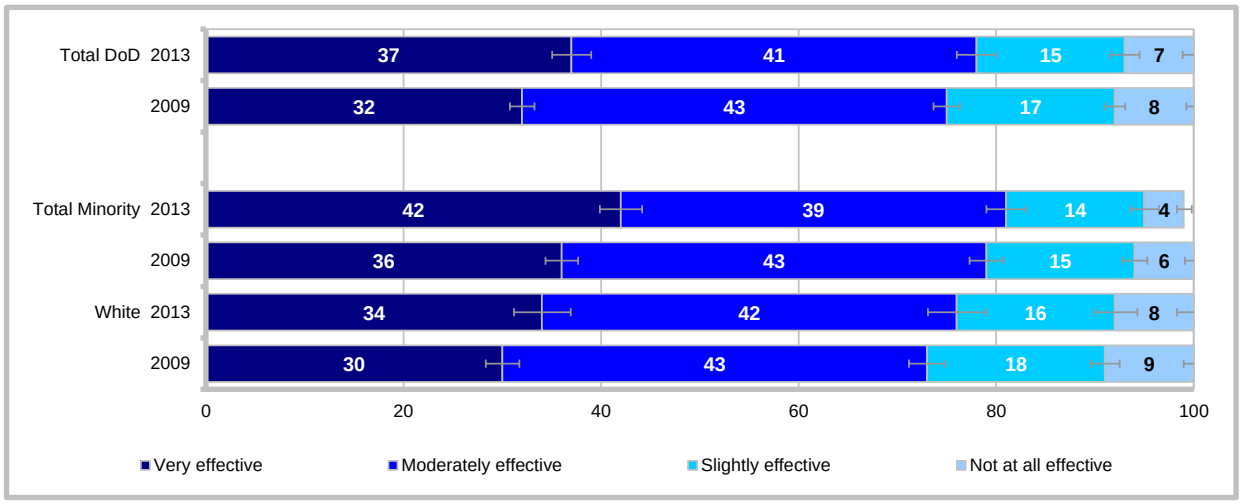
- ***Training received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.***

  – In 2013, Air Force members (90%) were more likely to indicate they *agreed* that the training they received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

  – In 2013, there were no significant differences between Services for those members who *disagreed* that the training they received provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences. Compared to 2009, the percentage who *disagree* was lower in 2013 for Air Force members (<1% - 1 percentage point lower than 2009).

Effectiveness of Training in Actually Reducing/Preventing Harassment/Discrimination Behaviors

Figure 107.
Effectiveness of Training in Actually Reducing/Preventing Harassment/Discrimination Behaviors



WEOA 2013 Q60 *Margins of error range from ±1% to ±3%*

Percent of active duty members who received training

As seen in Figure 107, of the 89% of members who indicated receiving training on racial/ethnic harassment and discrimination, 37% indicated their training was *very effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and

discrimination (5 percentage points higher than 2009); 41% indicated training was *moderately effective* (unchanged from 2009); 15% indicated training was *slightly effective* (unchanged from 2009); and 7% indicated training was *not at all effective* (unchanged from 2009).[222]

Significant differences between minority members and White (non-Hispanic) members are as follows:

- ***Very effective.*** In 2013, minority members (42% - 6 percentage points higher than 2009) were more likely to indicate their training was *very effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination, whereas White (non-Hispanic) members (34% - unchanged from 2009) were less likely.

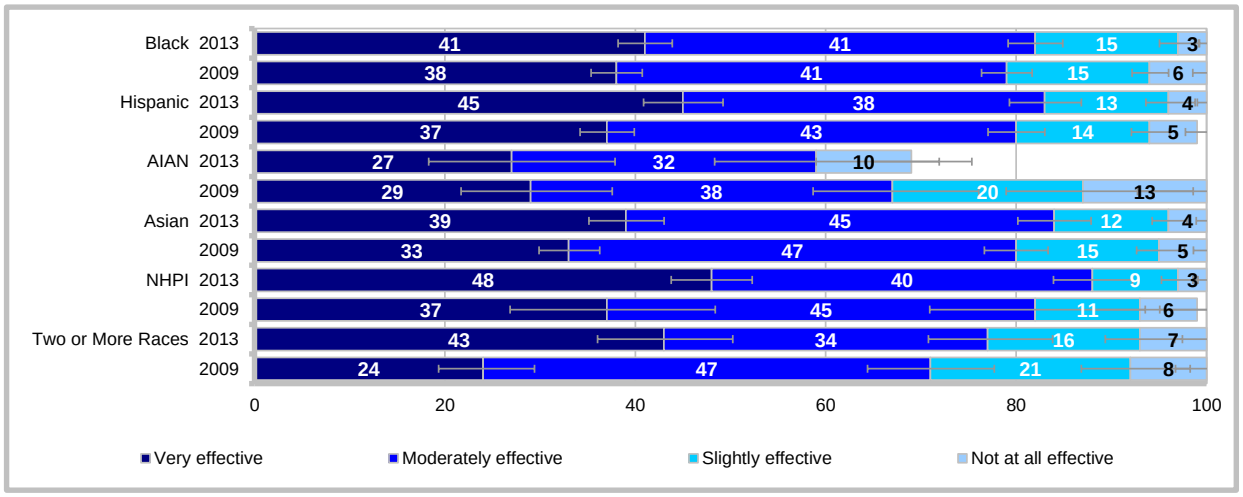
- ***Moderately effective.*** In 2013, there were no significant differences between minority members (39% - 4 percentage points lower than 2009) and White (non-Hispanic) members (42% - unchanged from 2009) who indicated training was *moderately effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination.

- ***Slightly effective.*** In 2013, there were no significant differences between minority members (14% - unchanged from 2009) and White (non-Hispanic) members (16% - unchanged from 2009) who indicated training was *slightly effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination.

- ***Not at all effective.*** In 2013, White (non-Hispanic) members (8% - unchanged from 2009) were more likely to indicate their training was *not at all effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination, whereas minority members (4% - 2 percentage points lower than 2009) were less likely.

[222] In 2013, junior enlisted members (E1-E4; 42%) were more likely to indicate their training was *very effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination, whereas junior officers (O1-O3; 22%) and senior officers (O4-O6; 29%) were less likely; in 2013, junior officers (O1-O3; 24%) were more likely to indicate their training was *slightly effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination.

Figure 108.
Effectiveness of Training in Actually Reducing/Preventing Harassment/Discrimination Behaviors, by Minority Racial/Ethnic Group



WEOA 2013 Q60 *Margins of error range from ±1% to ±15%*

Percent of active duty members who received training

In Figure 108, differences are shown between individual racial/ethnic groups who indicated the effectiveness of received training in actually reducing/preventing harassment/discrimination. Statistical significance for *slightly effective* for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

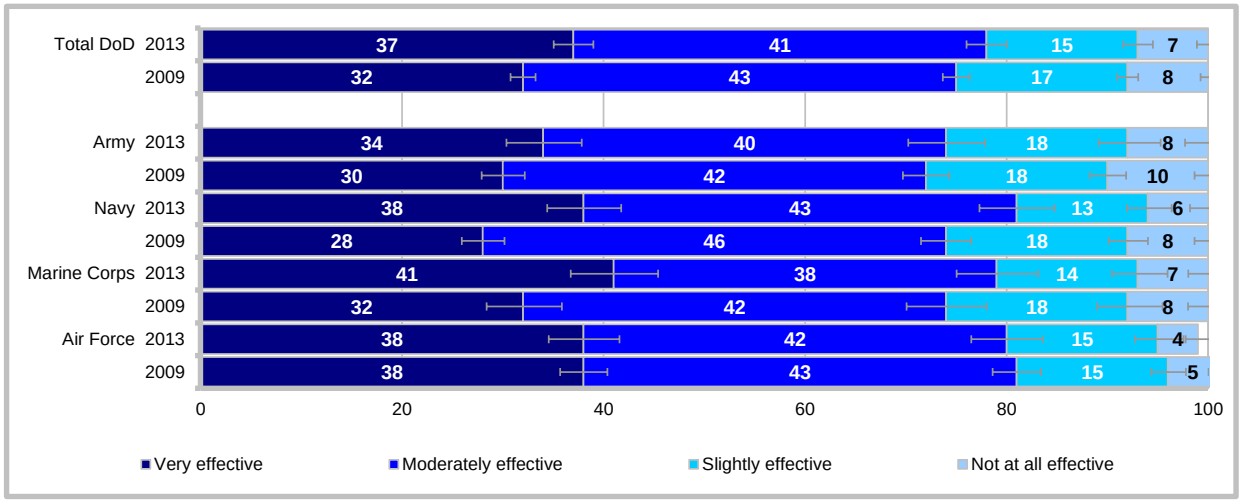
- ***Very effective.*** In 2013, AIAN members (27%) were less likely to indicate their training was *very effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination, compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *very effective* was higher in 2013 for Hispanic members (45% - 8 percentage points higher than 2009) and members of Two or More Races (43% - 19 percentage points higher than 2009).

- ***Moderately effective.*** In 2013, Asian members (45%) were more likely to indicate their training was *moderately effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination, compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *moderately effective* was lower in 2013 for members of Two or More Races (34% - 13 percentage points lower than 2009).

- ***Slightly effective.*** In 2013, NHPI members (9%) were less likely to indicate their training was *slightly effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Not at all effective.*** In 2013, there were no significant differences between racial/ethnic groups who indicated training was *not at all effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination. Compared to 2009, the percentage who indicated *not at all effective* was lower in 2013 for Black members (3% - 3 percentage points lower than 2009).

Figure 109.
Effectiveness of Training in Actually Reducing/Preventing Harassment/Discrimination Behaviors, by Service



WEOA 2013 Q60 *Margins of error range from ±1% to ±5%*

Percent of active duty members who received training

In Figure 109, differences are shown between Services for those members who indicated the effectiveness of received training in actually reducing/preventing harassment/discrimination. Significant differences are as follows:

- ***Very effective.*** In 2013, there were no significant differences between Services for those members who indicated training was *very effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination. Compared to 2009, the percentage who indicated *very effective* was higher in 2013 for Navy members (38% - 10 percentage points higher than 2009) and Marine Corps members (41% - 9 percentage points higher than 2009).

- ***Moderately effective.*** In 2013, there were no significant differences between Services for those members who indicated training was *moderately effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination. There were also no significant differences for Services in 2013 compared to 2009.

- ***Slightly effective.*** In 2013, there were no significant differences between Services for those members who indicated training was *slightly effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination. Compared to 2009, the percentage who indicated *slightly effective* was lower in 2013 for Navy members (13% - 5 percentage points lower than 2009).

- ***Not at all effective.*** In 2013, Air Force members (4%) were less likely to indicate training was *not at all effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination, compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

Chapter 5: Social Perceptions and Military/Civilian Comparisons

The DoD Human Goals Charter places great emphasis on the responsibility of military organizations to foster an environment of equal opportunity for all Service members (Department of Defense, 1994, 1998, and 2014). This chapter describes military members' perceptions of social interactions and opportunities within the military and global attitudes toward race relations. This chapter also addresses perceptions of cross race/ethnicity interactions within the work group, and whether Service members perceive race relations as better in the military or in the civilian world.

As in previous chapters of this report, each section presents findings for Total DoD, minority members, and White (non-Hispanic) members overall, as well as by race/ethnicity,[223] Service, and paygrade. Significant paygrade comparisons are included in footnotes to ease readability. Analyses by race/ethnicity, Service, and paygrade were made by comparing results for each group against the average of all other groups.[224] A comparison of 2009 and 2013 findings overall, by race/ethnicity, and by Service is included where applicable in each section.

Social Perceptions

Service members were asked to indicate their comfort or acceptance of a diverse racial and religious work group. These questions offer a perspective of the sensitivity and confidence members feel when interacting with members who are culturally and religiously diverse.

[223] 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: 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.

[224] For example, Service members in the Army are compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Extent Members Feel Comfortable With Cross Race/Ethnicity Interactions

Table 24.
Comfort With Cross Race/Ethnicity Interactions

Comfort With Cross Race/Ethnicity Interactions Within 2013 Comparisons Higher Response of *Large Extent* Higher Response of *Not At All*									
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Large Extent									
Extent members feel comfortable interacting with people from different racial/ethnic groups	80%	76%	83%	75%	78%	NR	67%	72%	84%
Extent members feel comfortable interacting with people who have different religious beliefs than them[a]	69%	64%	73%	63%	67%	NR	56%	59%	69%
Extent members feel comfortable being open about their religious beliefs with other Service members[a]	53%	53%	53%	54%	55%	NR	48%	52%	51%
Margin of Error	±2%	±2-3%	±3%	±3-4%	±4%		±4%	±5%	±7%
Not at All									
Extent members feel comfortable interacting with people from different racial/ethnic groups	3%	5%	3%	5%	5%	2%	6%	6%	1%
Extent members feel comfortable interacting with people who have different religious beliefs than them[a]	8%	9%	7%	10%	9%	6%	9%	12%	8%
Extent members feel comfortable being open about their religious beliefs with other Service members[a]	12%	12%	11%	11%	10%	13%	12%	12%	15%
Margin of Error	±1-2%	±1-2%	±2-3%	±2%	±2-3%	±2-12%	±3-5%	±2-3%	±1-7%

Note. WEOA2013 Q61. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a]Item was new in 2013.

As seen in Table 24, the majority (80% - unchanged from 2009) of members indicated levels of comfort interacting with people from different racial/ethnic groups to a *large extent*,

whereas 3% (unchanged from 2009) of members indicated *not at all* feeling comfortable.[225] About two-thirds (69%) of members indicated feeling comfortable interacting with people who have different religious beliefs than them to a *large extent*, whereas 8% indicated *not at all* feeling comfortable (new item in 2013).[226] About half (53%) of members indicated feeling comfortable being open about their religious beliefs with other Service members to a *large extent*, whereas 12% indicated *not at all* feeling comfortable (new item in 2013).[227]

Significant differences between minority members and White (non-Hispanic) members who indicated *not at all* are as follows (specific estimates presented in Table 24):

- ***Interacting with people from different racial/ethnic groups.***
  - In 2013, minority members (5% - unchanged from 2009) were more likely to indicate *not at all* feeling comfortable interacting with people from different racial/ethnic groups; in 2013, White (non-Hispanic) members (3% - unchanged from 2009) were neither more nor less likely to indicate *not at all* feeling comfortable interacting with people from different racial/ethnic groups.
- ***Interacting with people who have different religious beliefs than them.***
  - In 2013, there were no significant differences between minority members (9%) and White (non-Hispanic) members (7%) who indicated *not at all* feeling comfortable interacting with people who have different religious beliefs than them.
- ***Being open about their religious beliefs with other Service members.***
  - In 2013, there were no significant differences between minority members (12%) and White (non-Hispanic) members (11%) who indicated *not at all* feeling comfortable being open about their religious beliefs with other Service members.

In Table 24, differences are also shown between individual racial/ethnic groups who indicated perceived feelings of comfort with cross race/ethnicity interactions. Individual racial/ethnic groups did not significantly differ in *not at all* feeling comfortable with cross race/ethnicity interactions. In addition, percentages of *not at all* were unchanged since 2009 for racial/ethnic groups.

[225] In 2013, senior officers (O4-O6; 96%), junior officers (O1-O3; 91%), and senior enlisted members (E5-E9; 83%) were more likely to indicate feeling comfortable interacting with people from different racial/ethnic groups to a *large extent*.
[226] In 2013, senior officers (O4-O6; 84%) and junior officers (O1-O3; 80%) were more likely to indicate feeling comfortable interacting with people who have different religious beliefs than them to a *large extent*.
[227] In 2013, senior enlisted members (E5-E9; 57%) were more likely to indicate feeling comfortable being open about their religious beliefs with other Service members to a *large extent*.

Table 25.
Comfort With Cross Race/Ethnicity Interactions, by Service

Comfort With Cross Race/Ethnicity Interactions					
Within 2013 Comparisons Higher Response of *Large Extent*					
	Total DoD	Army	Navy	Marine Corps	Air Force
Large Extent					
Extent members feel comfortable interacting with people from different racial/ethnic groups	80%	77%	78%	76%	89%
Extent members feel comfortable interacting with people who have different religious beliefs than them[a]	69%	67%	69%	65%	76%
Extent members feel comfortable being open about their religious beliefs with other Service members[a]	53%	52%	52%	54%	56%
Margin of Error	±2%	±4%	±4%	±4-5%	±3-4%
Not at All					
Extent members feel comfortable interacting with people from different racial/ethnic groups	3%	4%	4%	5%	2%
Extent members feel comfortable interacting with people who have different religious beliefs than them[a]	8%	7%	8%	10%	7%
Extent members feel comfortable being open about their religious beliefs with other Service members[a]	12%	12%	12%	10%	11%
Margin of Error	±1-2%	±2-3%	±2-3%	±3%	±2-3%

Note. WEOA2013 Q61. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a]Item was new in 2013.

In Table 25, differences are shown between Services for those members who indicated their perceived feelings of comfort with cross race/ethnicity interactions. Services did not significantly differ in *not at all* feeling comfortable with cross race/ethnicity interactions. In addition, percentages of *not at all* were unchanged since 2009 for the Services.

Table 26.
Problems With Cross Race/Ethnicity Interactions

Problems With Cross Race/Ethnicity Interactions									
Within 2013 Comparisons: Higher Response of *Not At All*; Higher Response of *Large Extent*						2013 Trend Comparisons: ↑Significantly Higher Than 2009; ↓Significantly Lower Than 2009			
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Not At All									
Extent members feel pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups	74%	69%	78%	68%	70%	NR	63%	65%	76%
Extent members feel the need to watch what they say when interacting with people from different racial/ethnic groups	45%↓	42%↓	47%↓	42%↓	45%↓	24%↓	34%↓	40%	47%↓
Extent members feel the need to watch their behavior when interacting with people from different racial/ethnic groups	51%↓	46%↓	55%↓	43%↓	51%↓	NR	38%↓	43%	52%↓
Extent members feel pressure from Service members to avoid socializing with members who have different religious beliefs[a]	75%	70%	77%	70%	71%	NR	62%	65%	78%
Margin of Error	±2%	±2-3%	±3%	±3%	±4%	±14%	±4-5%	±5%	±6-7%
Large Extent									
Extent members feel pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups	7%	8%↑	6%	8%	8%	4%	7%	8%	6%
Extent members feel the need to watch what they say when interacting with people from different racial/ethnic groups	13%↑	16%↑	12%↑	19%↑	15%↑	11%	18%↑	18%↑	12%
Extent members feel the need to watch their behavior when interacting with people from different racial/ethnic groups	12%↑	15%↑	9%↑	18%↑	14%↑	10%	16%↑	16%	12%
Extent members feel pressure from Service members to avoid socializing with members who have different religious beliefs[a]	5%	6%	4%	6%	6%	3%	7%	6%	5%
Margin of Error	±1-2%	±1-2%	±2%	±2-3%	±2-3%	±3-10%	±2-3%	±2-3%	±4%

Note. WEOA2013 Q61. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a]Item was new in 2013.

As seen in Table 26, about three-quarters of members (74% - unchanged from 2009) indicated *not at all* feeling pressure from Service members of their own race/ethnicity not to socialize with members of other racial/ethnic groups, whereas less than 10% (7% - unchanged from 2009) indicated feeling pressure to a *large extent*.[228] A little less than half (45% - 14 percentage points lower than 2009) of members indicated *not at all* feeling the need to watch what they say when interacting with people from different racial/ethnic groups, whereas 13% (5 percentage points higher than 2009) indicated feeling the need to watch what they say to a *large extent*. About half (51% - 13 percentage points lower than 2009) of members indicated *not at all* feeling the need to watch their behavior when interacting with people from different racial/ethnic groups, whereas 12% (5 percentage points higher than 2009) indicated feeling the need to a *large extent*. About three-fourths (75%) of members indicated *not at all* feeling pressure from Service members to avoid socializing with members who have different religious beliefs, whereas 5% indicated feeling pressure to a *large extent* (new item in 2013).[229]

Significant differences between minority members and White (non-Hispanic) members who indicated cross race/ethnicity interactions were a problem to a *large extent* are as follows (specific estimates presented in Table 26):

- ***Feel pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups.***

  – In 2013, there were no significant differences between minority members (8% - 2 percentage points higher than 2009) and White (non-Hispanic) members (6% - unchanged from 2009) who indicated feeling pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups to a *large extent*.

- ***Feel the need to watch what they say when interacting with people from different racial/ethnic groups.***

  – In 2013, minority members (16% - 6 percentage points higher than 2009) were more likely to indicate feeling the need to watch what they say when interacting with people from different racial/ethnic groups to a *large extent*; in 2013, White (non-Hispanic) members (12% - 5 percentage points higher than 2009) were neither more nor less likely to indicate feeling the need to watch what they say when interacting with people from different racial/ethnic groups to a *large extent*.

- ***Feel the need to watch their behavior when interacting with people from different racial/ethnic groups.***

  – In 2013, minority members (15% - 5 percentage points higher than 2009) were more likely to indicate feeling the need to watch their behavior when interacting

[228] In 2013, senior officers (O4-O6; 91%) and junior officers (O1-O3; 83%) were more likely to indicate *not at all* feeling pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups.

[229] In 2013, senior officers (O4-O6; 87%) and junior officers (O1-O3; 81%) were more likely to indicate *not at all* feeling pressure from Service members to avoid socializing with members who have different religious beliefs.

with people from different racial/ethnic groups to a *large extent*; in 2013, White (non-Hispanic) members (9% - 3 percentage points higher than 2009) were neither more nor less likely to indicate feeling the need to watch their behavior when interacting with people from different racial/ethnic groups to a *large extent.*

- ***Feel pressure from Service members to avoid socializing with members who have different religious beliefs.***

  – In 2013, minority members (6%) were more likely to indicate feeling pressure from Service members to avoid socializing with members who have different religious beliefs to a *large extent*; in 2013, White (non-Hispanic) members (4%) were neither more nor less likely to indicate feeling pressure from Service members to avoid socializing with members who have different religious beliefs to a *large extent*.

In Table 26, differences are also shown between individual racial/ethnic groups who indicated perceived problems with cross race/ethnicity interactions. Significant differences for those members who indicated cross race/ethnicity interactions were a problem to a *large extent* are as follows (specific estimates presented in Table 26):

- ***Feel pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups.***

  – In 2013, there were no significant differences between racial/ethnic groups who indicated feeling pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups to a *large extent*. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Feel the need to watch what they say when interacting with people from different racial/ethnic groups.***

  – In 2013, Black members (19%) were more likely to indicate feeling the need to watch what they say when interacting with people from different racial/ethnic groups to a *large extent*, compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *large extent* was higher in 2013 for Black members (19% - 7 percentage points higher than 2009), Hispanic members (15% - 6 percentage points higher than 2009), Asian members (18% - 7 percentage points higher than 2009), and NHPI members (18% - 9 percentage points higher than 2009).

- ***Feel the need to watch their behavior when interacting with people from different racial/ethnic groups.***

  – In 2013, Black members (18%) were more likely to indicate feeling the need to watch their behavior when interacting with people from different racial/ethnic groups to a *large extent*, compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *large extent* was higher in 2013 for Black

members (18% - 6 percentage points higher than 2009), Hispanic members (14% - 6 percentage points higher than 2009), and Asian members (16% - 7 percentage points higher than 2009).

- ***Feel pressure from Service members to avoid socializing with members who have different religious beliefs.***

  – In 2013, there were no significant differences between racial/ethnic groups who indicated feeling pressure from Service members to avoid socializing with members who have different religious beliefs to a *large extent*.

Table 27.
Problems With Cross Race/Ethnicity Interactions, by Service

Problems With Cross Race/Ethnicity Interactions					
Within 2013 Comparisons Higher Response of *Not At All*	2013 Trend Comparisons ↑Significantly Higher Than 2009 ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
Not At All					
Extent members feel pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups	74%	72%	72%	71%	82%
Extent members feel the need to watch what they say when interacting with people from different racial/ethnic groups	45%↓	45%↓	46%↓	43%↓	47%↓
Extent members feel the need to watch their behavior when interacting with people from different racial/ethnic groups	51%↓	50%↓	52%↓	49%↓	54%↓
Extent members feel pressure from Service members to avoid socializing with members who have different religious beliefs[a]	75%	72%	74%	72%	81%
Margin of Error	±2%	±4%	±4%	±4-5%	±3-4%
Large Extent					
Extent members feel pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups	7%	7%	6%	8%	6%
Extent members feel the need to watch what they say when interacting with people from different racial/ethnic groups	13%↑	15%↑	12%↑	13%	14%↑
Extent members feel the need to watch their behavior when interacting with people from different racial/ethnic groups	12%↑	12%↑	11%↑	10%	12%↑
Extent members feel pressure from Service members to avoid socializing with members who have different religious beliefs[a]	5%	5%	4%	5%	4%
Margin of Error	±1-2%	±2-3%	±2-3%	±3%	±2-3%

Note. WEOA2013 Q61. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.
[a]Item was new in 2013.

In Table 27, differences are shown between Services for those members who indicated perceived problems with cross race/ethnicity interactions. Overall, for those members who indicated cross race/ethnicity interactions were a problem to a *large extent*, there were no significant differences between Services, though there were differences when comparing to

estimates from 2009. Significant differences for *large extent* are as follows (specific estimates presented in Table 27):

- ***Feel pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups.***

  – In 2013, there were no significant differences between Services for those members who indicated feeling pressure from Service members of their race/ethnicity not to socialize with members of other racial/ethnic groups to a *large extent*. There were also no significant differences for Services in 2013 compared to 2009.

- ***Feel the need to watch what they say when interacting with people from different racial/ethnic groups.***

  – In 2013, there were no significant differences between Services for those members who indicated feeling the need to watch what they say to a *large extent* when interacting with people from different racial/ethnic groups. Compared to 2009, the percentage who indicated *large extent* was higher in 2013 for Army members (15% - 6 percentage points higher than 2009), Navy members (12% - 5 percentage points higher than 2009), and Air Force members (14% - 7 percentage points higher than 2009).

- ***Feel the need to watch their behavior when interacting with people from different racial/ethnic groups.***

  – In 2013, there were no significant differences between Services for those members who indicated feeling the need to watch their behavior when interacting with people from different racial/ethnic groups to a *large extent*. Compared to 2009, the percentage who indicated *large extent* was higher in 2013 for Army members (12% - 3 percentage points higher than 2009), Navy members (11% - 5 percentage points higher than 2009), and Air Force members (12% - 6 percentage points higher than 2009).

- ***Feel pressure from Service members to avoid socializing with members who have different religious beliefs.***

  – In 2013, there were no significant differences between Services for those members who indicated feeling pressure from Service members to avoid socializing with members who have different religious beliefs to a *large extent*.

Agreement With Discriminatory Ideals of Other Organizations

Table 28.
Agreement With Discriminatory Ideals of Other Organizations

Agreement With Discriminatory Ideals of Other Organizations Within 2013 Comparisons Higher Response of *Agree* Lower Response of *Agree*									
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Agreement with ideals of organizations that point out the dangers of racial/ethnic diversity	17%	20%	16%	22%	17%	NR	22%	27%	15%
Agreement with ideals of organizations that warn of the dangers of interactions between people of different races/ethnicities	13%	15%	12%	16%	15%	NR	19%	19%	10%
Agreement with ideals of organizations that support the separation of people based on race/ethnicity	9%	11%	8%	10%	10%	NR	15%	13%	8%
Margin of Error	±2%	±2%	±2-3%	±2-3%	±3%		±3%	±3-4%	±4-7%

Note. WEOA2013 Q62. No marking indicates there is no significant difference between 2009 and 2013 for that estimate. Estimates for AIAN were not reportable.

As seen in Table 28, the majority of members do not agree with discriminatory ideals that other organizations may have. Seventeen percent of members indicated they were likely to agree with the ideals of organizations that *point out the dangers of racial/ethnic diversity*, 13% of members indicated they were likely to agree with the ideals of organizations that *warn of the dangers of interactions between people of different races/ethnicities*, and 9% of members indicated they were likely to agree with the ideals of organizations that *support the separation of people based on race/ethnicity*.[230] These items were unchanged from 2009.

Significant differences between minority members and White (non-Hispanic) members who indicated they were more likely to agree with the ideals of these organizations are as follows (specific estimates presented in Table 28):

- ***Ideals that point out the dangers of racial/ethnic diversity.*** In 2013, minority members (20% - unchanged from 2009) were more likely to agree with the ideals of

[230] In 2013, junior enlisted members (E1-E4; 21%) indicated they were more likely to agree with the ideals of organizations that *point out the dangers of racial/ethnic diversity*, whereas senior officers (O4-O6; 5%) and junior officers (O1-O3; 8%) indicated they were less likely; in 2013, junior enlisted members (E1-E4; 16%) were more likely to agree with the ideals of organizations that *warn of the dangers of interactions between people of different races/ethnicities*, whereas senior officers (O4-O6; 4%) and junior officers (O1-O3; 6%) were less likely; in 2013, senior officers (O4-O6; 3%) and junior officers (O1-O3; 5%) indicated they were less likely to agree with the ideals of organizations that *support the separation of people based on race/ethnicity*.

organizations that *point out the dangers of racial/ethnic diversity*, whereas White (non-Hispanic) members (16% - unchanged from 2009) were less likely.

- ***Ideals that warn of the dangers of interactions between people of different races/ethnicities.*** In 2013, minority members (15% - unchanged from 2009) were more likely to agree with the ideals of organizations that *warn of the dangers of interactions between people of different races/ethnicities*, whereas White (non-Hispanic) members (12% - unchanged from 2009) were less likely.

- ***Ideals that support the separation of people based on race/ethnicity.*** In 2013, there were no significant differences between minority members (11% - unchanged from 2009) and White (non-Hispanic) members (8% - unchanged from 2009) who indicated they were likely to agree with the ideals of organizations that *support the separation of people based on race/ethnicity*.

In Table 28, differences are also shown between individual racial/ethnic groups who were likely to agree with discriminatory ideals of other organizations. Significant differences are as follows (specific estimates presented in Table 28):

- ***Ideals that point out the dangers of racial/ethnic diversity.*** In 2013, NHPI members (27%) indicated they were more likely to agree with discriminatory ideals of other organizations that *point out the dangers of racial/ethnic diversity* compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Ideals that warn of the dangers of interactions between people of different races/ethnicities.*** In 2013, Asian members (19%) indicated they were more likely to agree with discriminatory ideals of other organizations that *warn of the dangers of interactions between people of different races/ethnicities*, whereas members of Two or More Races (10%) were less likely. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

- ***Ideals that support the separation of people based on race/ethnicity.*** In 2013, Asian members (15%) indicated they were more likely to agree with discriminatory ideals of other organizations that *support the separation of people based on race/ethnicity* compared to other racial/ethnic groups. There were no significant differences for racial/ethnic groups in 2013 compared to 2009.

Table 29.
Agreement With Discriminatory Ideals of Other Organizations, by Service

Agreement With Discriminatory Ideals of Other Organizations Within 2013 Comparisons Lower Response of *Agree*					
	Total DoD	Army	Navy	Marine Corps	Air Force
Agreement with ideals of organizations that point out the dangers of racial/ethnic diversity	17%	19%	17%	18%	13%
Agreement with ideals of organizations that warn of the dangers of interactions between people of different races/ethnicities	13%	14%	15%	12%	11%
Agreement with ideals of organizations that support the separation of people based on race/ethnicity	9%	11%	10%	8%	6%
Margin of Error	±2%	±3-4%	±3-4%	±3-4%	±2-3%

Note. WEOA2013 Q62. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

In Table 29, differences are shown between Services for those members who indicated they were likely to agree with discriminatory ideals of other organizations. Significant differences are as follows (specific estimates presented in Table 29):

- ***Ideals that point out the dangers of racial/ethnic diversity.*** In 2013, Air Force members (13%) indicated they were less likely to agree with discriminatory ideals of other organizations that *point out the dangers of racial/ethnic diversity* compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

- ***Ideals that warn of the dangers of interactions between people of different races/ethnicities.*** In 2013, there were no significant differences between Services for those members who agree with discriminatory ideals of other organizations that *warn of the dangers of interactions between people of different races/ethnicities*. There were also no significant differences for Services in 2013 compared to 2009.

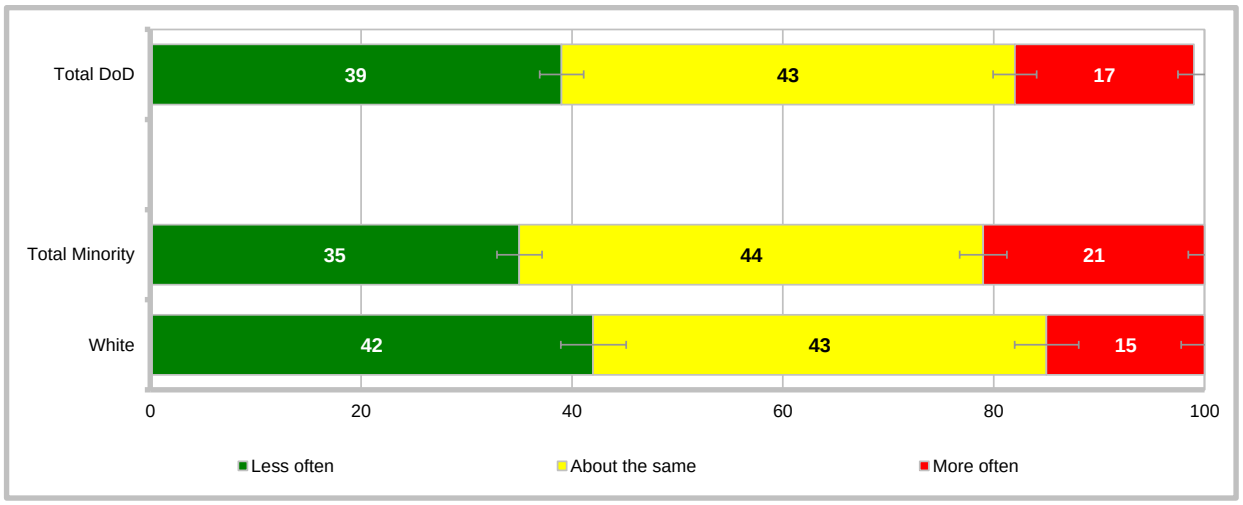
- ***Ideals that support the separation of people based on race/ethnicity.*** In 2013, Air Force members (6%) indicated they were less likely to agree with discriminatory ideals of other organizations that *support the separation of people based on race/ethnicity* compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

Perceived Military/Civilian Comparisons

Six 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 Service members thought that race relations have improved in the military and in the nation compared with the last 5 years. Analyses for race relations in the military were limited to those Service members with at least 5 years of military service.

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

Figure 110.
Occurrence of Racial/Ethnic Harassment and Discrimination in the Nation Now Compared With the Last Five Years



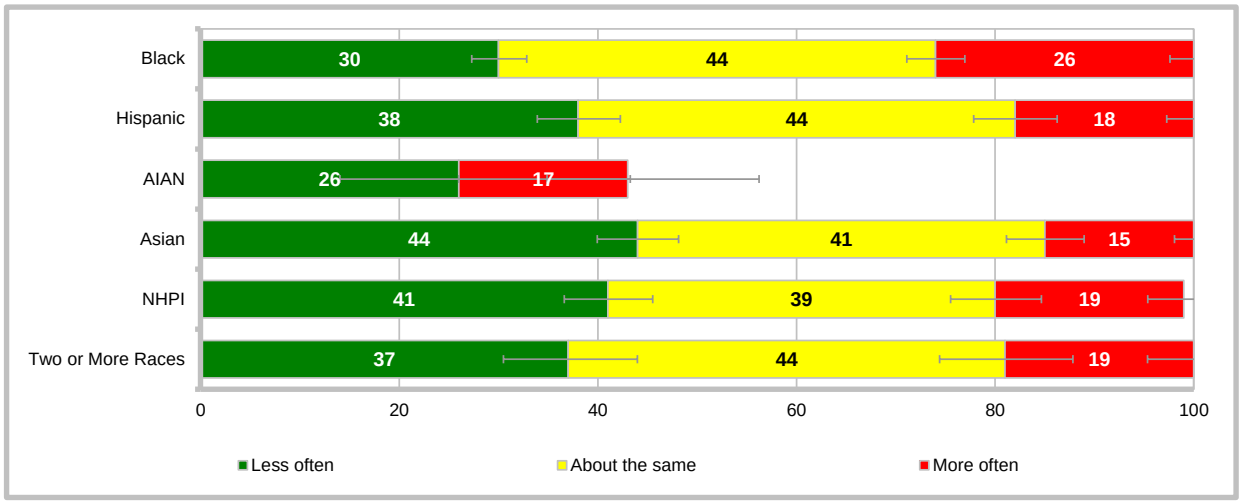
WEOA 2013 Q65 *Margins of error range from ±2% to ±4%*

Percent of all active duty members

As seen in Figure 110, a little more than one-third (39%) of members indicated racial/ethnic harassment and discrimination occurs *less often* in the nation now compared to the last 5 years, whereas 17% indicated *more often*. This item was new in 2013.[231] In 2013, White (non-Hispanic) members (42%) were more likely to indicate racial/ethnic harassment and discrimination in the nation occurs *less often* now compared to the last 5 years, whereas minority members (21%) were more likely to indicate racial/ethnic harassment and discrimination in the nation occurs *more often* now compared to the last 5 years.

[231] In 2013, there were no significant differences between paygrades for *more often* or *less often*.

Figure 111.
Occurrence of Racial/Ethnic Harassment and Discrimination in the Nation Now Compared With the Last Five Years, by Minority Racial/Ethnic Group



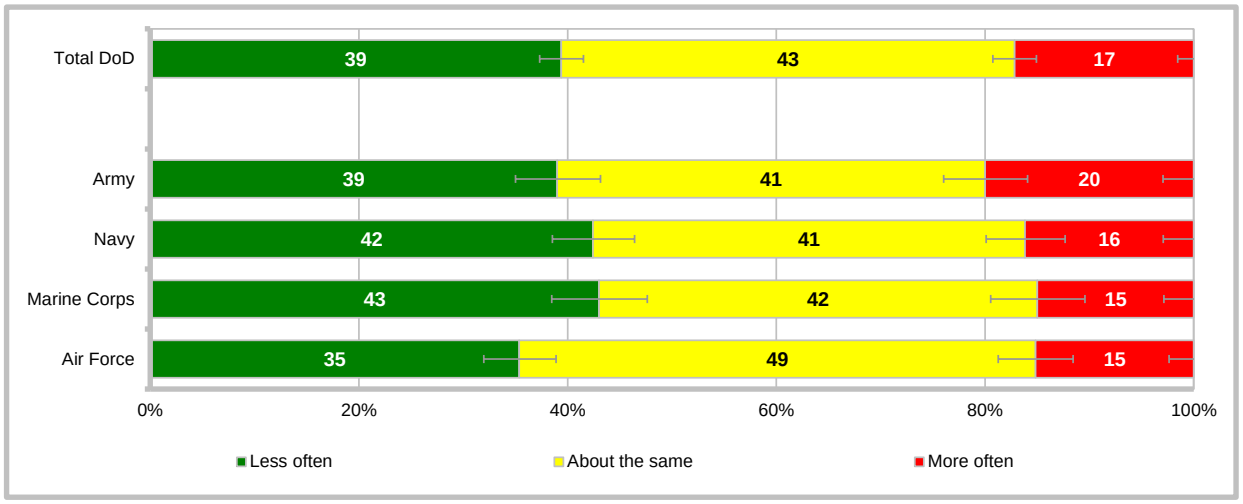
WEOA 2013 Q65 *Margins of error range from ±3% to ±18%*

Percent of all active duty members

In Figure 111, differences are shown between individual racial/ethnic groups who indicated the occurrence of racial/ethnic harassment and discrimination occurs *more* or *less often* in the nation now compared to the last 5 years. Statistical significance for *about the same* for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, Asian members (44%) were more likely to indicate racial/ethnic harassment and discrimination in the nation occurs *less often* now compared to the last 5 years, whereas Black members (26%) were more likely to indicate racial/ethnic harassment and discrimination in the nation occurs *more often* now compared to the last 5 years.

Figure 112.
Occurrence of Racial/Ethnic Harassment and Discrimination in the Nation Now Compared With the Last Five Years, by Service



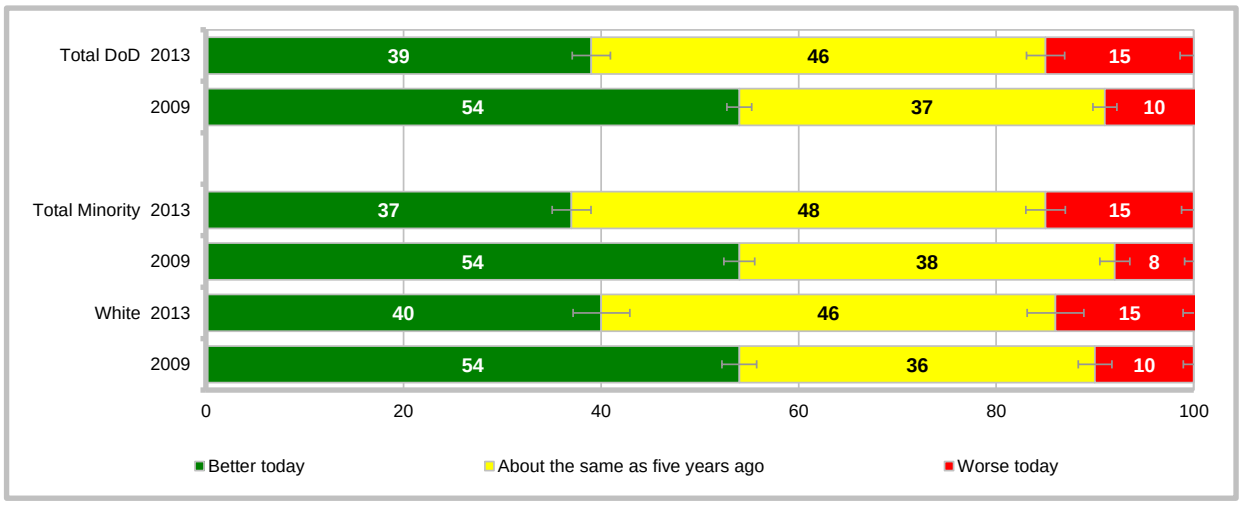
WEOA 2013 Q65 *Margins of error range from ±2% to ±5%*

Percent of all active duty members

In Figure 112, differences are shown between Services for those members who indicated the occurrence of racial/ethnic harassment and discrimination occurs *more* or *less often* in the nation now compared to the last 5 years. In 2013, there were no significant differences between Services for those members who indicated the occurrence of racial/ethnic harassment and discrimination in the nation.

Racial/Ethnic Relations in the Nation Over the Last 5 Years

Figure 113.
Racial/Ethnic Relations in the Nation Over the Last 5 Years



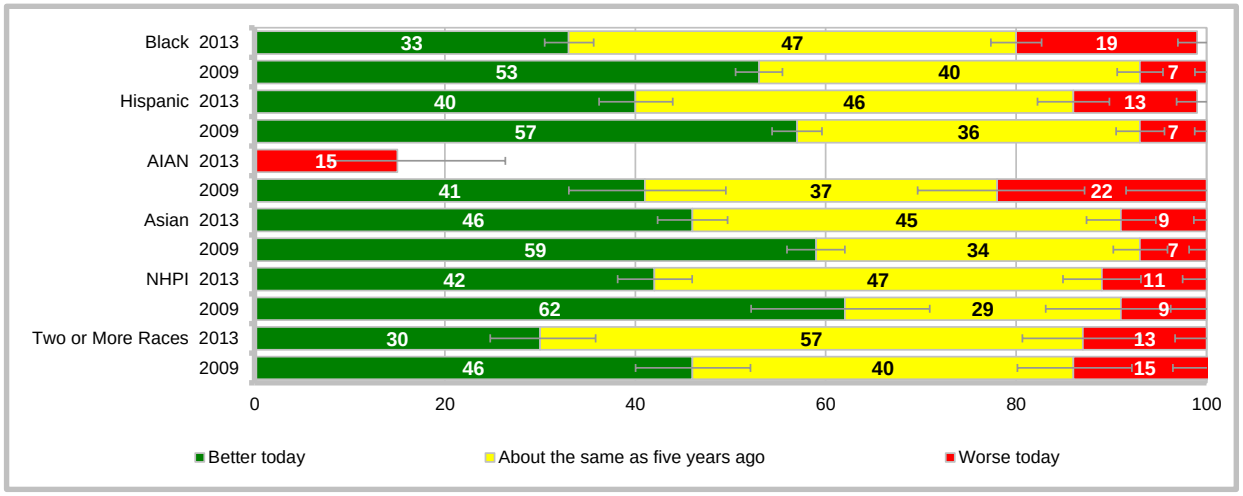
WEOA 2013 Q66 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

As seen in Figure 113, a little more than one-third (39% - 15 percentage points lower than 2009) of members indicated race/ethnic relations in our nation are *better today*, whereas 15% (5 percentage points higher than 2009) indicated race relations are *worse today* compared to 5 years ago.[232] In 2013, there were no significant differences between minority members (37% - 17 percentage points lower than 2009) and White (non-Hispanic) members (40% - 14 percentage points lower than 2009) who indicated race/ethnic relations are *better today*. In 2013, there were also no differences between minority members (15% - 7 percentage points higher than 2009) and White (non-Hispanic) members (15% - 5 percentage points higher than 2009) who indicated race/ethnic relations are *worse today*.

[232] In 2013, junior enlisted members (E1-E4; 44%) were more likely to indicate race/ethnic relations in our nation are *better today*.

Figure 114.
Racial/Ethnic Relations in the Nation Over the Last 5 Years, by Minority Racial/Ethnic Group



WEOA 2013 Q66 *Margins of error range from ±2% to ±12%*

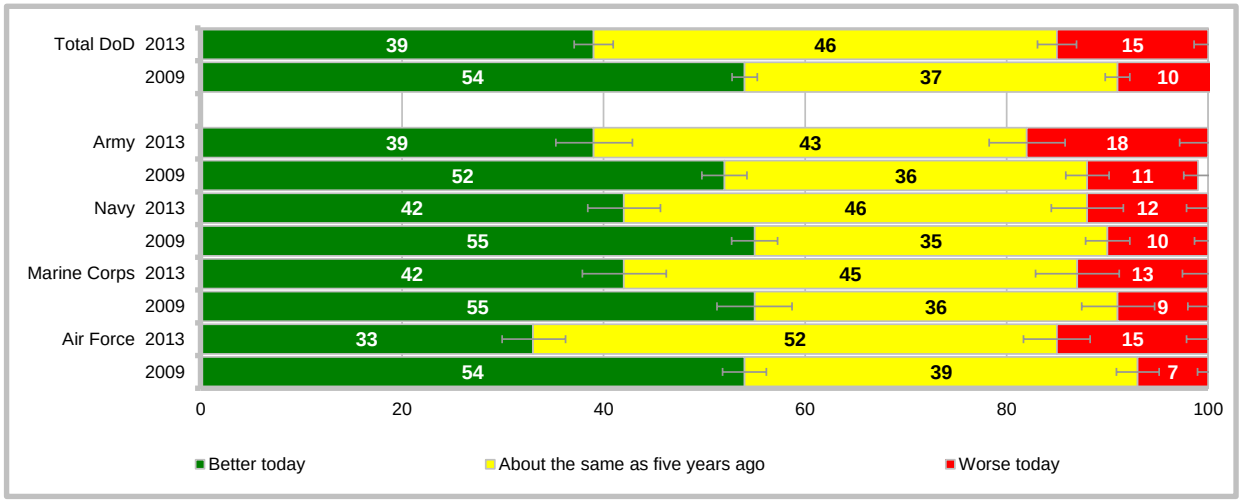
Percent of all active duty members

In Figure 114, differences are shown between individual racial/ethnic groups who indicated the perceived state of race/ethnic relations in our nation today. Statistical significance for *better today* and *about the same* for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Significant differences are as follows:

- In 2013, Asian members (46%) were more likely to indicate race/ethnic relations in our nation are *better today*, compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *better today* was lower in 2013 for Black members (33% - 20 percentage points lower than 2009), Hispanic members (40% - 17 percentage points lower than 2009), Asian members (46% - 13 percentage points lower than 2009), NHPI members (42% - 20 percentage points lower than 2009), and members of Two or More Races (30% - 16 percentage points lower than 2009).

- In 2013, Black members (19%) were more likely to indicate race/ethnic relations in our nation are *worse today* compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *worse today* was higher in 2013 for Black members (19% - 12 percentage points higher than 2009) and Hispanic members (13% - 6 percentage points higher than 2009).

Figure 115.
Racial/Ethnic Relations in the Nation Over the Last 5 Years, by Service



WEOA 2013 Q66 *Margins of error range from ±1% to ±5%*

Percent of all active duty members

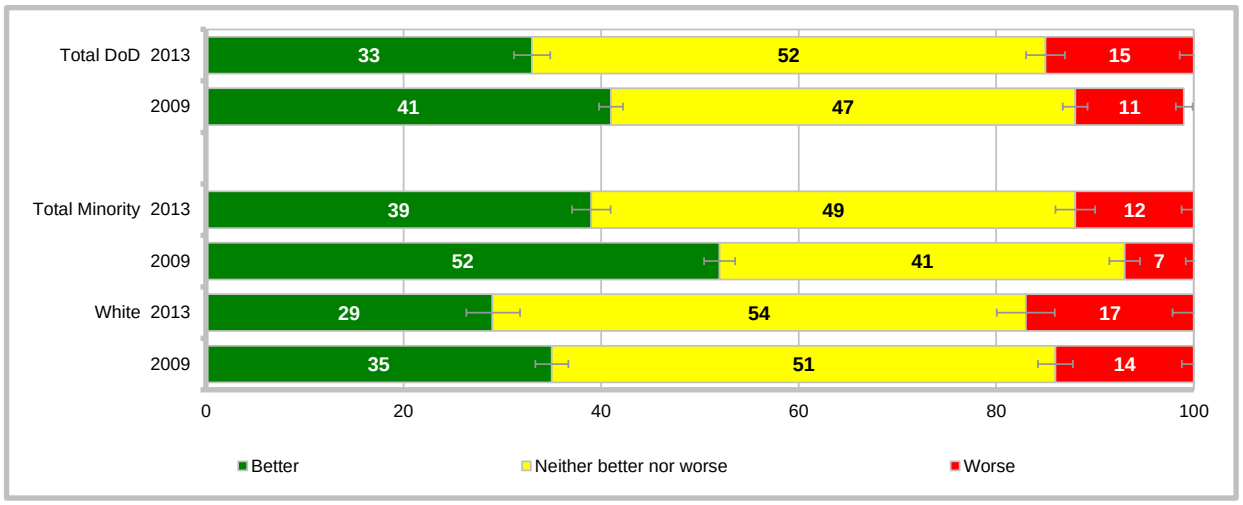
In Figure 115, differences are shown between Services for those members who indicated the perceived state of race/ethnic relations in our nation today. Significant differences are as follows:

- In 2013, there were no significant differences between Services for those members who indicated race/ethnic relations in our nation are *better today*. Compared to 2009, the percentage who indicated *better today* was lower in 2013 for all Services: Army members (39% - 13 percentage points lower than 2009), Navy members (42% - 13 percentage points lower than 2009), Marine Corps members (42% - 13 percentage points lower than 2009), and Air Force members (33% - 21 percentage points lower than 2009).

- In 2013, there were no significant differences between Services for those members who indicated race/ethnic relations in our nation are *worse today*. Compared to 2009, the percentage who indicated *worse today* was higher in 2013 for Army members (18% - 7 percentage points higher than 2009) and Air Force members (15% - 8 percentage points higher than 2009).

Opportunities in the Nation Over the Last 5 Years for People of Their Racial/Ethnic Background

Figure 116.
Opportunities in the Nation Over the Last 5 Years for People of Their Racial/Ethnic Background



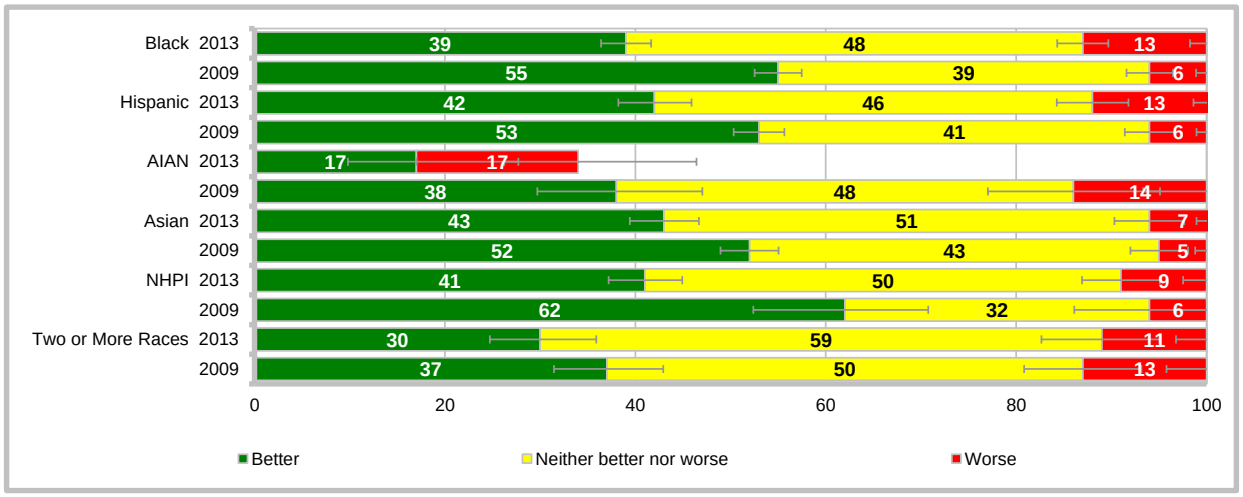
WEOA 2013 Q67 *Margins of error range from ±1% to ±3%*

Percent of all active duty members

As seen in Figure 116, about one-third (33% - 8 percentage points lower than 2009) of members, indicated opportunities in the nation for people of their racial/ethnic background have gotten *better* over the last 5 years, whereas 15% (4 percentage points higher than 2009) indicated opportunities have gotten *worse*.[233] In 2013, minority members (39% - 13 percentage points lower than 2009) were more likely to indicate opportunities in the nation for people of their racial/ethnic background have gotten *better* over the last 5 years, whereas White (non-Hispanic) members (17% - unchanged from 2009) were more likely to indicate opportunities in the nation for people of their racial/ethnic background have gotten *worse* over the last 5 years.

[233] In 2013, there were no significant differences between paygrades for *better* or *worse*.

Figure 117.
Opportunities in the Nation Over the Last 5 Years for People of Their Racial/Ethnic Background, by Minority Racial/Ethnic Group



WEOA 2013 Q67 *Margins of error range from ±2% to ±13%*

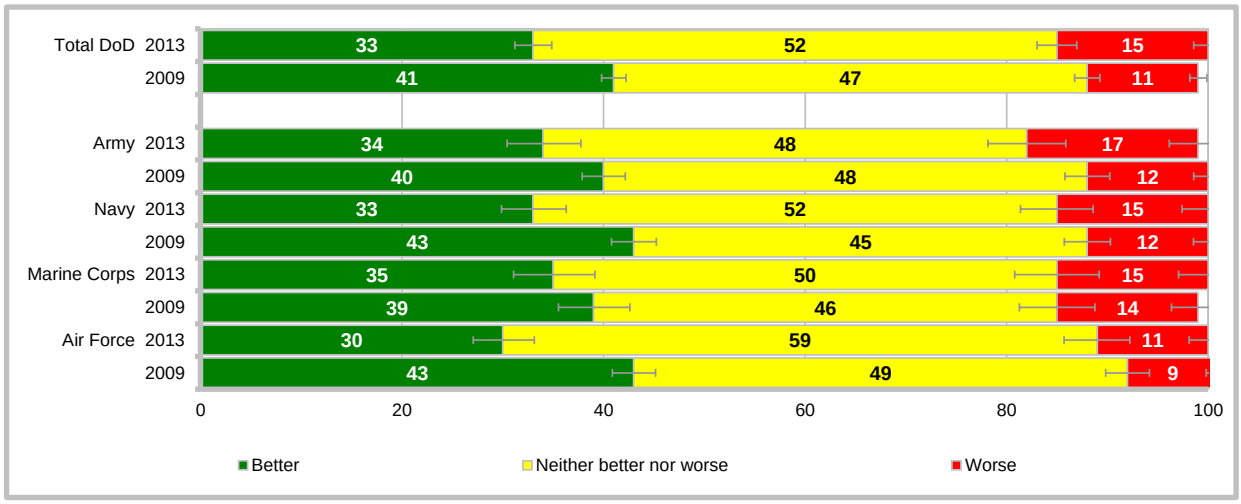
Percent of all active duty members

In Figure 117, differences are shown between individual racial/ethnic groups who indicated opportunities in the nation for people of their racial/ethnic background have gotten *better* or *worse* over the last 5 years. Statistical significance for *neither better nor worse* for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, there were no significant differences between racial/ethnic groups who indicated opportunities in the nation for people of their racial/ethnic background have gotten *better* over the last 5 years. Compared to 2009, the percentage who indicated *better* was lower in 2013 for Black members (39% - 16 percentage points lower than 2009), Hispanic members (42% - 11 percentage points lower than 2009), AIAN members (17% - 21 percentage points lower than 2009), Asian members (43% - 9 percentage points lower than 2009), and NHPI members (41% - 21 percentage points lower than 2009).

- In 2013, there were no significant differences between racial/ethnic groups who indicated opportunities in the nation for people of their racial/ethnic background have gotten *worse* over the last 5 years. Compared to 2009, the percentage who indicated *worse* was higher in 2013 for Black members (13% - 7 percentage points higher than 2009) and Hispanic members (13% - 7 percentage points higher than 2009).

Figure 118.
Opportunities in the Nation Over the Last 5 Years for People of Their Racial/Ethnic Background, by Service



WEOA 2013 Q67 *Margins of error range from ±1% to ±5%*

Percent of all active duty members

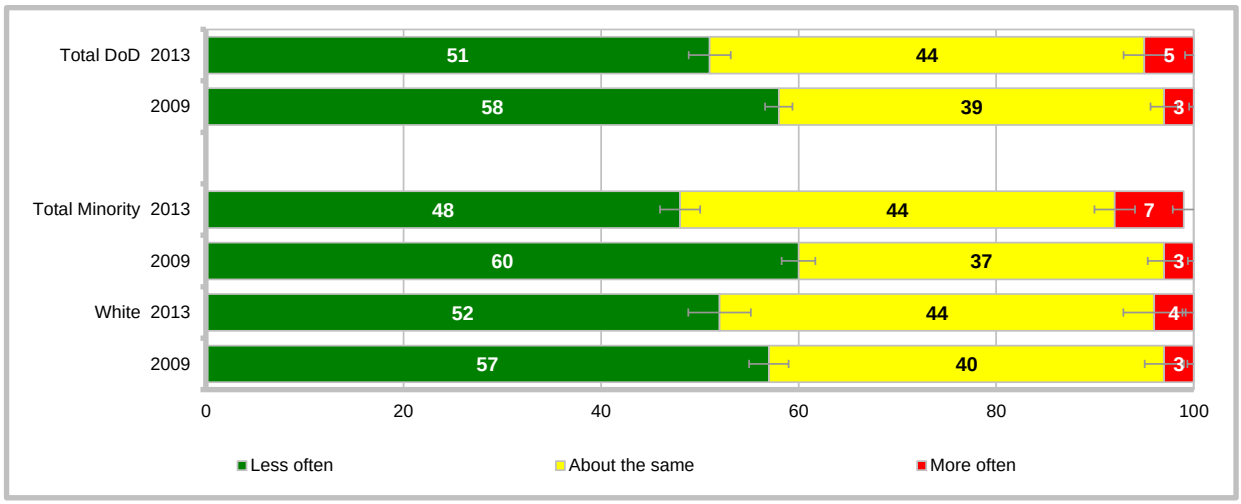
In Figure 118, differences are shown between Services for those members who indicated opportunities in the nation for people of their racial/ethnic background have gotten *better* or *worse* over the last 5 years. Significant differences are as follows:

- In 2013, there were no significant differences between Services for those members who indicated opportunities in the nation for people of their racial/ethnic background have gotten *better* over the last 5 years. Compared to 2009, the percentage who indicated *better* was lower in 2013 for Navy members (33% - 10 percentage points lower than 2009) and Air Force members (30% - 13 percentage points lower than 2009).

- In 2013, there were no significant differences between Services for those members who indicated opportunities in the nation for people of their racial/ethnic background have gotten *worse* over the last 5 years. Compared to 2009, the percentage who indicated *worse* was higher in 2013 for Army members (17% - 5 percentage points higher than 2009).

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

Figure 119.
Occurrence of Racial/Ethnic Harassment and Discrimination in the Military Now Compared With the Last Five Years



WEOA 2013 Q68

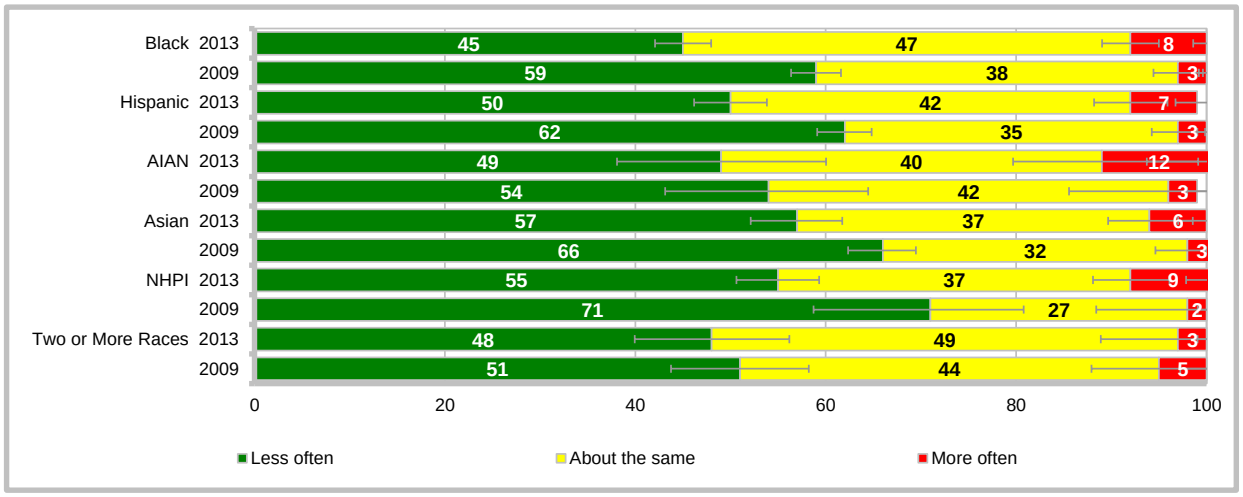
Margins of error range from ±1% to ±4%

Percent of all active duty members with 5 or more years of service

As seen in Figure 119, about half (51% - 7 percentage points lower than 2009) of members with at least 5 years of service, indicated racial/ethnic harassment and discrimination in the military occurs *less often* now compared to the last 5 years, whereas 5% (2 percentage points higher than 2009) indicated *more often*.[234] In 2013, there were no significant differences between minority members (48% - 12 percentage points lower than 2009) and White (non-Hispanic) members (52% - unchanged from 2009) who indicated racial/ethnic harassment and discrimination in the military occurs *less often* now compared to the last 5 years. In 2013, minority members (7% - 4 percentage points higher than 2009) were more likely to indicate racial/ethnic harassment and discrimination in the military occurs *more often* now compared to the last 5 years; in 2013, White (non-Hispanic) members (4% - unchanged from 2009) were neither more nor less likely to indicate *more often*.

[234] In 2013, senior officers (O4-O6; 58%) were more likely to indicate racial/ethnic harassment and discrimination in the military occurs *less often* now compared to the last 5 years.

Figure 120.
Occurrence of Racial/Ethnic Harassment and Discrimination in the Military Now Compared With the Last Five Years, by Minority Racial/Ethnic Group



WEOA 2013 Q68 *Margins of error range from ±2% to ±16%*

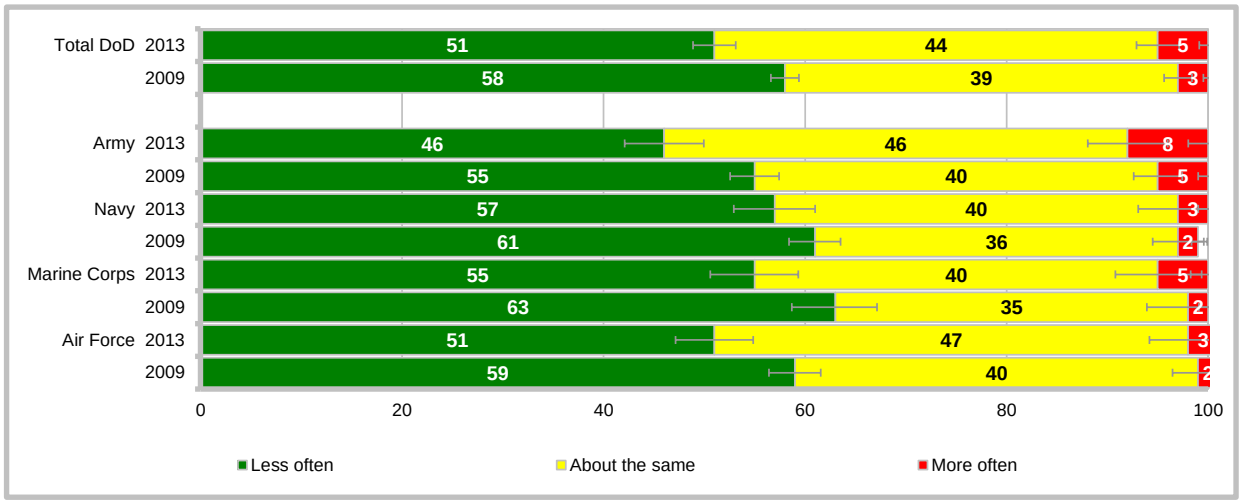
Percent of all active duty members with 5 or more years of service

In Figure 120, differences are shown between individual racial/ethnic groups who indicated the occurrence of racial/ethnic harassment and discrimination in the military was *more* or *less often* now compared to the last 5 years. Significant differences are as follows:

- In 2013, Asian members (57%) and NHPI members (55%) were more likely to indicate racial/ethnic harassment and discrimination in the military occurs *less often* now compared to the last 5 years compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *less often* was lower in 2013 for Black members (45% - 14 percentage points lower than 2009), Hispanic members (50% - 12 percentage points lower than 2009), and Asian members (57% - 9 percentage points lower than 2009).

- In 2013, there were no significant differences between racial/ethnic groups who indicated racial/ethnic harassment and discrimination in the military occurs *more often* now compared to the last 5 years. Compared to 2009, the percentage who indicated *more often* was higher in 2013 for Black members (8% - 5 percentage points higher than 2009), Hispanic members (7% - 4 percentage points higher than 2009), and NHPI members (9% - 7 percentage points higher than 2009).

Figure 121.
Occurrence of Racial/Ethnic Harassment and Discrimination in the Military Now Compared With the Last Five Years, by Service



WEOA 2013 Q68

Margins of error range from ±1% to ±5%

Percent of all active duty members with 5 or more years of service

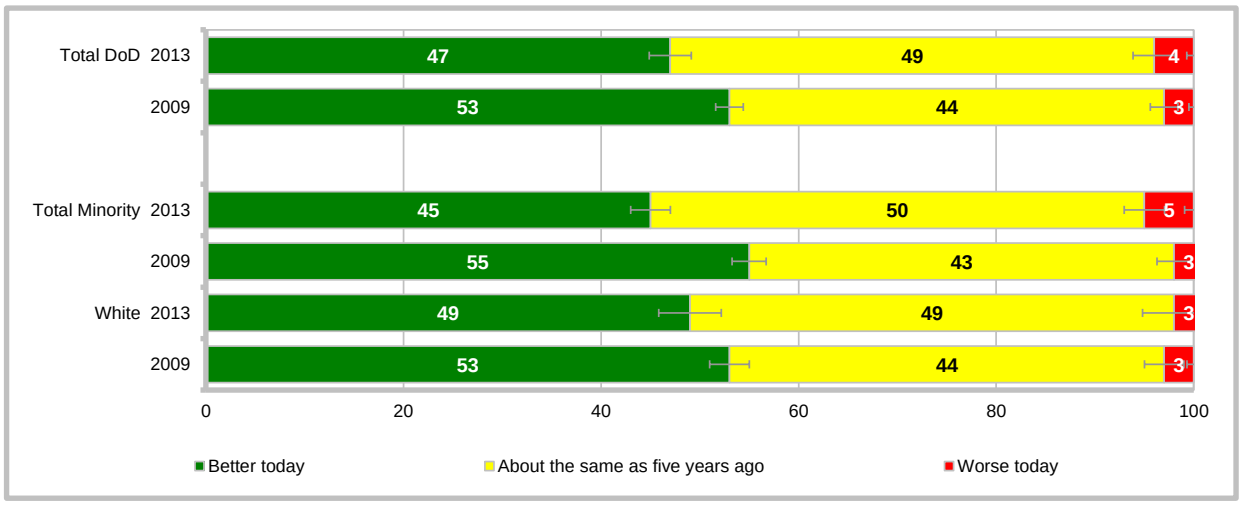
In Figure 121, differences are shown between Services for those members who indicated the occurrence of racial/ethnic harassment and discrimination in the military was *more* or *less often* now compared to the last 5 years. Significant differences are as follows:

- In 2013, Navy members (57%) were more likely to indicate racial/ethnic harassment and discrimination in the military occurs *less often* now compared to the last 5 years compared to other Services. Compared to 2009, the percentage who indicated *less often* was lower in 2013 for Army members (46% - 9 percentage points lower than 2009) and Air Force members (51% - 8 percentage points lower than 2009).

- In 2013, Army members (8%) were more likely to indicate racial/ethnic harassment and discrimination in the military occurs *more often* now compared to the last 5 years compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

Racial/Ethnic Relations in the Military Over the Last 5 Years

Figure 122.
Racial/Ethnic Relations in the Military Over the Last 5 Years



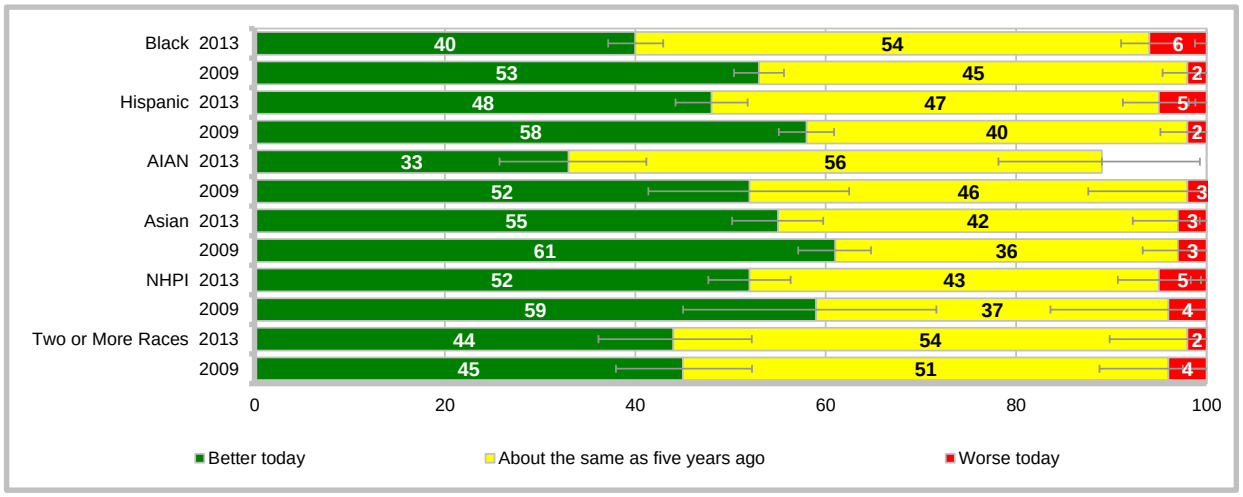
WEOA 2013 Q69 *Margins of error range from ±1% to ±4%*

Percent of all active duty members with 5 or more years of service

As seen in Figure 122, almost half (47% - 6 percentage points lower than 2009) of members with at least 5 years of service, indicated race/ethnic relations in the military are *better today*, whereas 4% (unchanged from 2009) indicated race/ethnic relations are *worse today*.[235] In 2013, there were no significant differences between minority members (45% - 10 percentage points lower than 2009) and White (non-Hispanic) members (49% - unchanged from 2009) who indicated race/ethnic relations in the military are *better today*. In 2013, minority members (5% - 2 percentage points higher than 2009) were more likely to indicate race/ethnic relations in the military are *worse today*; in 2013, White (non-Hispanic) members (3% - unchanged from 2009) were neither more nor less likely to indicate *worse today*.

[235] In 2013, junior enlisted members (E1-E4; 10%) were more likely to indicate race/ethnic relations in the military are *worse today*.

Figure 123.
Racial/Ethnic Relations in the Military Over the Last 5 Years, by Minority Racial/Ethnic Group



WEOA 2013 Q69 *Margins of error range from ±1% to ±15%*

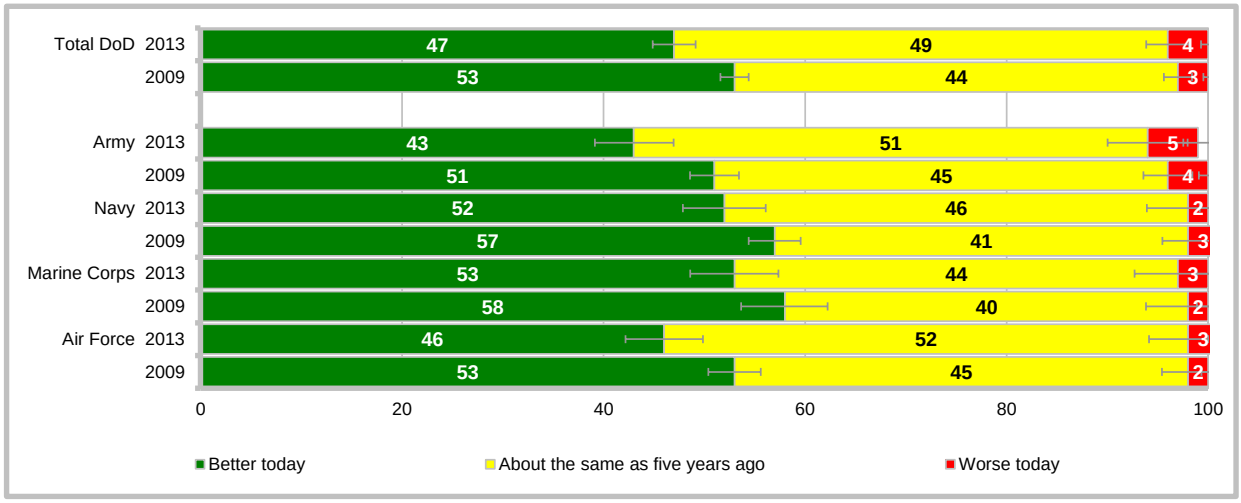
Percent of all active duty members with 5 or more years of service

In Figure 123, differences are shown between individual racial/ethnic groups who indicated the perceived state of race/ethnic relations in the military today. Statistical significance for *about the same as five years ago* for AIAN members cannot be calculated because the 2013 estimate is not reportable for this group. Significant differences are as follows:

- In 2013, Asian members (55%) and NHPI members (52%) were more likely to indicate race/ethnic relations in the military are *better today* compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *better today* was lower in 2013 for Black members (40% - 13 percentage points lower than 2009), Hispanic members (48% - 10 percentage points lower than 2009), and AIAN members (33% - 19 percentage points lower than 2009).

- In 2013, there were no significant differences between racial/ethnic groups who indicated race/ethnic relations in the military are *worse today*. Compared to 2009, the percentage who indicated *worse today* was higher in 2013 for Black members (6% - 4 percentage points higher than 2009).

Figure 124.
Racial/Ethnic Relations in the Military Over the Last 5 Years, by Service



WEOA 2013 Q69 *Margins of error range from ±1% to ±5%*

Percent of all active duty members with 5 or more years of service

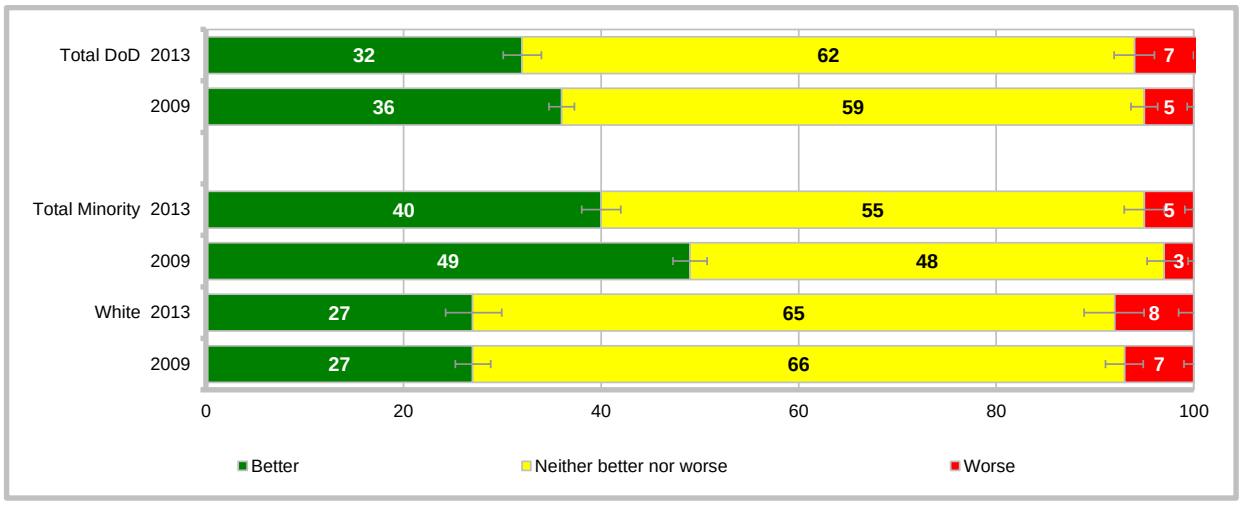
In Figure 124, differences are shown between Services for those members who indicated the perceived state of race/ethnic relations in the military today. Significant differences are as follows:

- In 2013, there were no significant differences between Services for those members who indicated race/ethnic relations in the military are *better today*. Compared to 2009, the percentage who indicated *better today* was lower in 2013 for Army members (43% - 8 percentage points lower than 2009) and Air Force members (46% - 7 percentage points lower than 2009).

- In 2013, Army members (5%) were more likely to indicate race/ethnic relations in the military are *worse today*. There were no significant differences for Services in 2013 compared to 2009.

Opportunities in the Military Over the Last 5 Years for People of Their Racial/Ethnic Background

Figure 125.
Opportunities in the Military Over the Last 5 Years for People of Their Racial/Ethnic Background



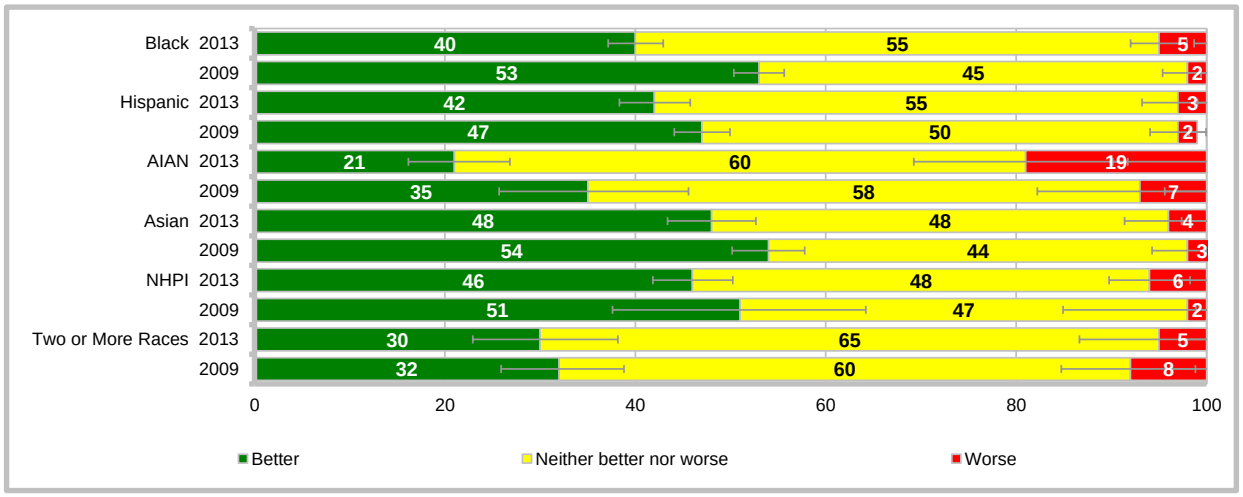
WEOA 2013 Q70 *Margins of error range from ±1% to ±4%*

Percent of all active duty members with 5 or more years of service

As seen in Figure 125, about one-third (32% - 4 percentage points lower than 2009) of members with a least 5 years of service, indicated opportunities in the military for people of their racial/ethnic background have gotten *better* over the last 5 years, whereas 7% (unchanged from 2009) indicated opportunities in the military have gotten *worse*.[236] In 2013, minority members (40% - 9 percentage points lower than 2009) were more likely to indicate opportunities in the military for people of their racial/ethnic background have gotten *better* over the last 5 years; in 2013, White (non-Hispanic) members (27% - unchanged from 2009) were neither more nor less likely to indicate *better*. In 2013, White (non-Hispanic) members (8% - unchanged from 2009) were more likely to indicate opportunities in the military for people of their racial/ethnic background have gotten *worse* over the last 5 years; in 2013, minority members (5% - 2 percentage points higher than 2009) were neither more nor less likely to indicate *worse*.

[236] In 2013, there were no significant differences between paygrades for *better* or *worse*.

Figure 126.
Opportunities in the Military Over the Last 5 Years for People of Their Racial/Ethnic Background, by Minority Racial/Ethnic Group



WEOA 2013 Q70 *Margins of error range from ±1% to ±17%*

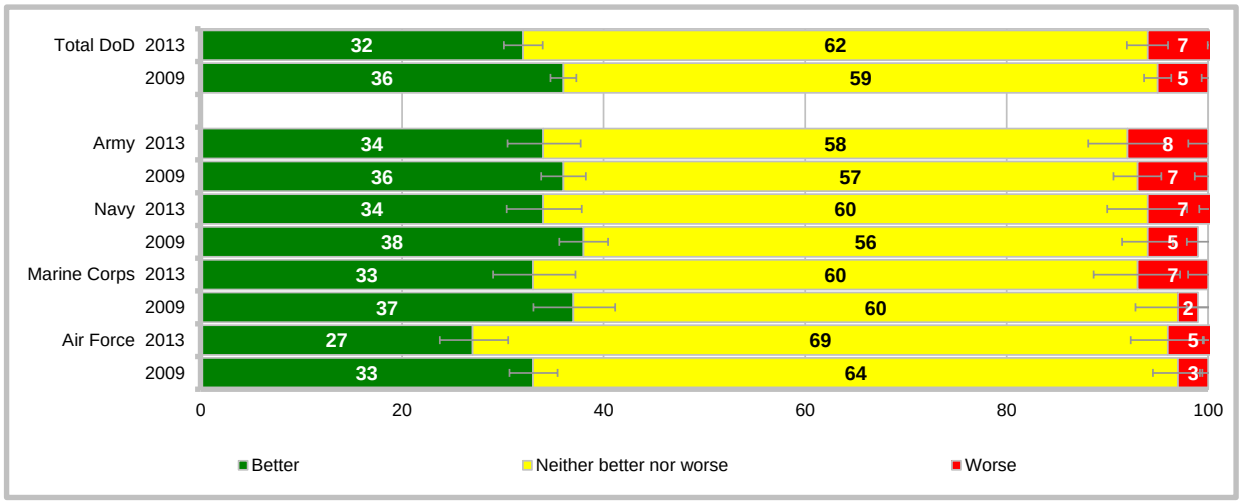
Percent of all active duty members with 5 or more years of service

In Figure 126, differences are shown between individual racial/ethnic groups who indicated opportunities in the military for people of their racial/ethnic background have gotten *better* or *worse* over the last 5 years. Significant differences are as follows:

- In 2013, Asian members (48%) were more likely to indicate opportunities in the military for people of their racial/ethnic background have gotten *better* over the last 5 years compared to other racial/ethnic groups. Compared to 2009, the percentage who indicated *better* was lower in 2013 for Black members (40% - 13 percentage points lower than 2009).

- In 2013, there were no significant differences between racial/ethnic groups who indicated opportunities in the military for people of their racial/ethnic background have gotten *worse* over the last 5 years. Compared to 2009, the percentage who indicated *worse* was higher in 2013 for Black members (5% - 3 percentage points higher than 2009).

Figure 127.
Opportunities in the Military Over the Last 5 Years for People of Their Racial/Ethnic Background, by Service



WEOA 2013 Q70 *Margins of error range from ±1% to ±5%*

Percent of all active duty members with 5 or more years of service

In Figure 127, differences are shown between Services for those members who indicated opportunities in the military for people of their racial/ethnic background have gotten *better* or *worse* over the last 5 years. Significant differences are as follows:

- In 2013, there were no significant differences between Services for those members who indicated opportunities in the military for people of their racial/ethnic background have gotten *better* over the last 5 years. Compared to 2009, the percentage who indicated *better* was lower in 2013 for Air Force members (27% - 6 percentage points lower than 2009).

- In 2013, there were no significant differences between Services for those members who indicated opportunities in the military for people of their racial/ethnic background have gotten *worse* over the last 5 years. Compared to 2009, the percentage who indicated *worse* was higher in 2013 for Marine Corps members (7% - 5 percentage points higher than 2009).

Chapter 6: Racist/Extremist Groups, Hate Crimes, and Gangs

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

Since the 1960's, the DoD has published formal policies that prohibit Service member participation in hate crimes/activities and extremist organizations. DoD Directive 1325.06, "Handling Dissident and Protest Activities Among Members of the Armed Forces," states that military personnel must reject participation in organizations that espouse supremacist causes; attempt to create illegal discrimination based on race, creed, color, sex, religion, or national origin; advocate the use of force or violence; or otherwise engage in efforts to deprive individuals of their civil rights (Department of Defense, 2009). Senior DoD officials have stressed the Department's continuing commitment to eliminate extremist activity in the military.

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. In 2007, according to the National Gang Intelligence Center assessment, gang activity was pervasive throughout all branches of the military and across most ranks. The Department is therefore committed to continually assessing these issues in the Workplace and Equal Opportunity Surveys. The existence of gangs in areas surrounding military installations and the interaction of gang members with Service members poses a credible threat to members' well-being and a potential for disruption of military performance and cohesion.

- About one-tenth of members indicated that racist/extremist groups (13%), hate crimes (12%), and gangs (13%) were a problem to ***any extent*** at their installation/ship.
- More than a quarter of members indicated that racist/extremist groups (26%), hate crimes (24%), and gangs (32%) were a problem to ***any extent*** in the local community around their installation.

As in previous chapters of this report, each section presents findings for Total DoD, Minority members and White (non-Hispanic) members overall, as well as by race/ethnicity,[237] Service, and paygrade. Significant paygrade comparisons are included in footnotes to ease readability. Analyses by race/ethnicity, Service, and paygrade were made by comparing results for each group against the average of all other groups.[238] Where applicable, a comparison between 2009 and 2013 findings overall, by race/ethnicity, and by Service is included.

[237] 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: 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.

[238] For example, Service members in the Army are compared to the average of responses from Service members in the Navy, Marine Corps, and Air Force.

Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Installation/Ship

In response to concerns about hate crimes and gang activities involving active duty 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 installation/ship. In this section, findings are reported for Service members who indicated problems to a *very large extent* or *large extent*, which are collapsed into a single category of "large extent."

Table 30.
Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Installation/Ship

Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Installation/Ship									
Within 2013 Comparisons Within 2013 Comparisons Higher Response of *Not At All* Higher Response of *Large Extent*						2013 Trend Comparisons ↑Significantly Higher Than 2009			
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Not At All									
Are racist/extremist organizations or individuals a problem?	87%	84%	88%	81%	88%	NR	81%	82%	89%
Are hate crimes a problem?	88%	87%	89%	85%	89%	NR	84%	84%	91%
Are gangs a problem?	87%	86%	87%	84%	88%	NR	83%	84%	89%
Margin of Error	±2%	±2%	±3%	±3%	±3%		±3%	±4%	±6%
Large Extent									
Are racist/extremist organizations or individuals a problem?	2%	3%	1%	4%↑	2%	NR	5%↑	3%	1%
Are hate crimes a problem?	2%	3%	1%	3%↑	2%	NR	5%	4%	1%
Are gangs a problem?	3%	4%	2%	4%	3%	NR	5%	4%	1%
Margin of Error	±1%	±2%	±1-2%	±2%	±1-2%		±2%	±2-4%	±1-2%

Note. WEOA2013 Q63. No marking indicates there is no significant difference between 2009 and 2013 for that estimate. No estimates were reportable for AIAN in 2013.

As seen in Table 30, the large majority of members indicated no problems with these issues at their installation/ship. Specifically, members indicated *racist/extremist organizations or individuals* (87%), *hate crimes* (88%), and/or *gangs* (87%) were *not at all* a problem at their installation/ship.[239] Less than five percent of members did report problems at their installation/ship, with members indicating *racist/extremist organizations or individuals* (2%),

[239] In 2013, senior officers (O4-O6; 93%) were more likely to indicate hate crimes were *not at all* a problem at their installation/ship.

hate crimes (2%), and/or *gangs* (3%) were a problem to a large extent.[240] These items were unchanged from 2009.

In Table 30, differences are also shown between White (non-Hispanic) members and minority members for *racist/extremist organizations*, *hate crimes*, and/or *gangs* at their installation/ship. Significant differences for those who reported problems to a large extent are as follows (specific estimates presented in Table 30):

- ***Racist/extremist organizations or individuals.***
  - In 2013, minority members (3%) were more likely to indicate racist/extremist organizations or individuals were a problem to a large extent at their installation/ship; White (non-Hispanic) members (1%) were neither more nor less likely to indicate racist/extremist organizations or individuals were a problem to a large extent at their installation/ship. These rates were unchanged from 2009.
- ***Hate crimes.***
  - In 2013, minority members (3%) were more likely to indicate hate crimes were a problem to a large extent at their installation/ship; White (non-Hispanic) members (1%) were neither more nor less likely to indicate hate crimes were a problem to a large extent at their installation/ship. These rates were unchanged from 2009.
- ***Gangs.***
  - In 2013, there were no significant differences between minority members (4%) and White (non-Hispanic) members (2%) who indicated gangs were a problem to a large extent at their installation/ship. These rates were unchanged from 2009.

To further break down the experiences of individual racial/ethnic groups, Table 30 shows differences between individual racial/ethnic groups for *racist/extremist organizations*, *hate crimes*, and/or *gangs* at their installation/ship. Statistical significance for AIAN members cannot be calculated because the 2013 estimates are not reportable for this group. Overall, in 2013, reports that *racist/extremist organizations/individuals*, *hate crimes*, and/or *gangs* were a problem to a large extent at their installation/ship did not differ between racial/ethnic groups. Significant differences for those who reported problems to a large extent are as follows (specific estimates presented in Table 30):

- ***Racist/extremist organizations or individuals.***
  - In 2013, there were no significant differences between racial/ethnic groups who indicated racist/extremist organizations or individuals were a problem to a large extent at their installation/ship. Compared to 2009, the percentage of those who indicated large extent was higher in 2013 for Black members (4% - 3 percentage

[240] About one-tenth of members indicated that racist/extremist groups (13%), hate crimes (12%), and gangs (13%) were a problem to any extent at their installation/ship.

points higher than 2009) and Asian members (5% - 2 percentage points higher than 2009).

- ***Hate crimes.***
  - In 2013, there were no significant differences between racial/ethnic groups who indicated hate crimes were a problem to a large extent at their installation/ship. Compared to 2009, the percentage who indicated large extent was higher in 2013 for Black members (3% - 2 percentage points higher than 2009).

- ***Gangs.***
  - In 2013, there were no significant differences between racial/ethnic groups who indicated gangs were a problem to a large extent at their installation/ship. There were also no significant differences for racial/ethnic groups in 2013 compared to 2009.

Table 31.
Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Installation/Ship, by Service

Racist/Extremist Organizations, Hate Crimes, and Gangs at Their Installation/Ship					
Within 2013 Comparisons Higher Response of *Not At All* Higher Response of *Large Extent*			2013 Trend Comparisons ↑Significantly Higher Than 2009		
	Total DoD	Army	Navy	Marine Corps	Air Force
Not At All					
Are racist/extremist organizations or individuals a problem?	87%	79%	89%	89%	94%
Are hate crimes a problem?	88%	82%	90%	89%	96%
Are gangs a problem?	87%	78%	91%	89%	95%↑
Margin of Error	±2%	±4%	±3%	±3%	±2%
Large Extent					
Are racist/extremist organizations or individuals a problem?	2%	3%	2%	2%	1%
Are hate crimes a problem?	2%	3%	2%	2%	1%
Are gangs a problem?	3%	5%	2%	2%	1%
Margin of Error	±1%	±2%	±1-2%	±2-3%	±1-2%

Note. WEOA2013 Q63. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

In Table 31, differences are shown between Services for *racist/extremist organizations*, *hate crimes*, and/or *gangs* at their installation/ship. Significant differences for those who reported problems to a large extent are as follows (specific estimates presented in Table 31):

- ***Racist/extremist organizations or individuals.***

  - In 2013, there were no significant differences between Services for those members who indicated racist/extremist organizations or individuals were a problem to a large extent at their installation/ship. There were also no significant differences for Services in 2013 compared to 2009.

- ***Hate crimes.***

  - In 2013, there were no significant differences between Services for those members who indicated hate crimes were a problem to a large extent at their installation/ship. There were also no significant differences for Services in 2013 compared to 2009.

- ***Gangs.***

  - In 2013, Army members (5%) were more likely to indicate gangs were a problem to a large extent at their installation/ship compared to other Services. There were no significant differences for Services in 2013 compared to 2009.

Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community

The following sections summarize findings about members' perceptions of racist/extremist organizations, hate crimes, and gang activities *in the local community* around their installation. While activities in the local community are outside the purview of ODMEO, the Department has a vested interest in assessing problems in these locations. Extremism, hate crimes and gang activities perpetrated or experienced by Service members are a concern for DoD, regardless of whether they occur at an installation/ship or in the local community near an installation. Concerns of Service 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 Service members who indicated *very large extent* or *large extent*, which are collapsed into a single category of "large extent."

Table 32.
Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community

Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community									
Within 2013 Comparisons: Higher Response of *Not At All*						2013 Trend Comparisons: ↑Significantly Higher Than 2009; ↓Significantly Lower Than 2009			
	Total DoD	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More
Not At All									
Are racist/extremist organizations or individuals a problem?	74%↑	76%↑	72%↑	75%	81%↑	NR	73%	74%	75%
Are hate crimes a problem?	76%↑	79%↑	74%↑	79%	83%↑	NR	76%	77%	76%
Are gangs a problem?	68%↑	73%↑	66%↑	73%↑	76%↑	NR	73%	75%	69%↑
Margin of Error	±2%	±2%	±3%	±3%	±3%		±4%	±5%	±6-7%
Large Extent									
Are racist/extremist organizations or individuals a problem?	3%	3%	2%	3%	2%	NR	3%	3%	2%
Are hate crimes a problem?	3%	3%	2%	2%	3%	NR	4%	3%	2%
Are gangs a problem?	5%↓	5%	6%↓	4%	5%	NR	5%	4%	6%
Margin of Error	±1-2%	±2%	±2%	±2%	±2%		±2%	±2-4%	±2-4%

Note. WEOA2013 Q64. No marking indicates there is no significant difference between 2009 and 2013 for that estimate. No estimates were reportable for AIAN in 2013.

As seen in Table 32, the majority of active duty members reported no problems with *racist/extremist organizations/individuals*, *hate crimes*, and/or *gangs*. Specifically, more than two-thirds of members indicated *racist/extremist organizations or individuals* (74% - 5 percentage points higher than 2009), *hate crimes* (76% - 5 percentage points higher than 2009) and/or *gangs* (68% - 7 percentage points higher than 2009) were *not at all* a problem in the local community around their installation.[241] Less than one-tenth of members indicated *racist/extremist organizations or individuals* (3% - unchanged from 2009), *hate crimes* (3% - unchanged from 2009), and/or *gangs* (5% - 3 percentage points lower than 2009) were a problem to a large extent.[242]

In Table 32, differences are also shown between White (non-Hispanic) members and minority members for *racist/extremist organizations*, *hate crimes*, and/or *gangs* in the local community around their installation. Overall, in 2013, reports that *racist/extremist organizations/individuals*, *hate crimes*, and/or *gangs* were a problem to a large extent in the local

[241] In 2013, junior enlisted members (E1-E4; 79%) were more likely to indicate racist/extremist organizations or individuals were *not at all* a problem in the local community around their installation; in 2013, junior enlisted members (E1-E4; 80%) were more likely to indicate hate crimes were *not at all* a problem in the local community around their installation; in 2013, junior enlisted members (E1-E4; 75%) were more likely to indicate gangs were *not at all* a problem in the local community around their installation.

[242] More than a quarter of members indicated that racist/extremist groups (26%), hate crimes (24%), and gangs (32%) were a problem to any extent in the local community around their installation.

community around the installation did not differ between White (non-Hispanic) members and minority members. Overall there were also no significant differences between minority members and White (non-Hispanic) members who indicated large extent. Significant differences for those who reported problems to a large extent are as follows (specific estimates presented in Table 32):

- ***Racist/extremist organizations or individuals.***
  - In 2013, there were no significant differences between minority members (3%) and White (non-Hispanic) members (2%) who indicated racist/extremist organizations or individuals were a problem to a large extent in the local community around their installation. These rates were unchanged from 2009.

- ***Hate crimes.***
  - In 2013, there were no significant differences between minority members (3%) and White (non-Hispanic) members (2%) who indicated hate crimes were a problem to a large extent in the local community around their installation. These rates were unchanged from 2009.

- ***Gangs.***
  - In 2013, there were no significant differences between minority members (5% - unchanged from 2009) and White (non-Hispanic) members (6% - 2 percentage points lower than 2009) who indicated gangs were a problem to a large extent in the local community around their installation.

To further break down the experiences of individual racial/ethnic groups, Table 32 shows differences between individual racial/ethnic groups for *racist/extremist organizations*, *hate crimes*, and/or *gangs* in the local community around their installation. Overall, there were no significant differences between individual racial/ethnic groups who indicated large extent. In addition, estimates for this measure were unchanged from 2009.

Table 33.
Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community, by Service

Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community					
Within 2013 Comparisons: Higher Response of *Not At All*	2013 Trend Comparisons: ↑Significantly Higher Than 2009; ↓Significantly Lower Than 2009				
	Total DoD	Army	Navy	Marine Corps	Air Force
Not At All					
Are racist/extremist organizations or individuals a problem?	74%↑	70%	77%↑	81%↑	72%
Are hate crimes a problem?	76%↑	74%	77%	82%↑	76%
Are gangs a problem?	68%↑	66%↑	72%↑	74%↑	66%↑
Margin of Error	±2%	±4%	±4%	±4%	±3-4%
Large Extent					
Are racist/extremist organizations or individuals a problem?	3%	3%	3%	2%	2%
Are hate crimes a problem?	3%	3%	3%	2%	2%
Are gangs a problem?	5%↓	6%	4%↓	4%	6%
Margin of Error	±1-2%	±2-3%	±2%	±2%	±2%

Note. WEOA2013 Q64. No marking indicates there is no significant difference between 2009 and 2013 for that estimate.

In Table 33, differences are shown between Services for *racist/extremist organizations*, *hate crimes*, and/or *gangs* in the local community around their installation. Overall, in 2013, reports that *racist/extremist organizations/individuals*, *hate crimes*, and/or *gangs* were a problem to a large extent in the local community around the installation did not differ between the Services. Significant differences for those who reported problems to a large extent are as follows (specific estimates presented in Table 33):

- ***Racist/extremist organizations or individuals.***
  - In 2013, there were no significant differences between Services for those members who indicated racist/extremist organizations or individuals were a problem to a large extent in the local community around their installation. There were also no significant differences for Services in 2013 compared to 2009.
- ***Hate crimes.***
  - In 2013, there were no significant differences between Services for those members who indicated hate crimes were a problem to a large extent in the local community around their installation. There were also no significant differences for Services in 2013 compared to 2009.
- ***Gangs.***
  - In 2013, there were no significant differences between Services for those members who indicated gangs were a problem to a large extent in the local

community around their installation. Compared to 2009, the percentage who indicated large extent was lower in 2013 for Navy members (4% - 4 percentage points lower than 2009).

Chapter 7: Summary and Future Directions

The Department continues to emphasize the need to assess the level and consequences of racial/ethnic harassment and discrimination within the Services. The *2013 WEOA* is a source of information for evaluating and assessing race/ethnicity-relations in the Services. Overall, according to the results of the *2013 WEOA*, about one in ten members (10.2%) experienced racial/ethnic harassment and/or discrimination in the 12 months prior to taking the survey. This is a significant decrease from 2009 (13.9%). Minority members (15.9%) were more likely to experience these behaviors compared to White (non-Hispanic) members (6.5%). Additionally, the Department saw a decline between 2009 and 2013 in experiences of racial/ethnic harassment and/or discrimination.

Though the principal purpose of the survey was to assess and provide estimates of incident rates and consequences of racial/ethnic harassment and discrimination, the survey also examined Service 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 Service-level trainings, 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. For these sections, top-line findings include:

- The most common characteristics of the "One Situation" as indicated by respondents include behaviors occurred *at a military installation* (83%), the offender(s) was/were *White* (49%), and the offender(s) was/were *military only* (81%).

- Of members who indicated experiencing potential race/ethnicity-related behaviors, 9% *requested a transfer* and 30% thought about getting out of their Service in response to the most bothersome situation.

- Among members who indicated experiencing potential race/ethnicity-related behaviors, 23% reported the situation to a military authority. Of these members, 81% reported to *someone in their chain of command*, 61% reported to *someone in the chain of command of the person who did it*, 39% reported to *another person or office with responsibility for follow-up*, and 30% reported to *a special military office responsible for handling these kinds of reports*.

- Of members who indicated experiencing potential race/ethnicity-related behaviors, 82% indicated experiencing *neither professional nor social retaliation* as a result of the situation, 4% indicated experiencing *professional retaliation only*, 6% indicated experiencing *social retaliation only*, and 8% indicated experiencing *both professional and social retaliation*.

- Among members who did not report the "One Situation," the top four reasons indicated for not reporting were they *thought it was not important enough to report* (44%), they *took care of the problem themselves* (37%), they *did not think anything would be done* (34%), and they *thought it would make their work situation unpleasant* (30%).

- About two-thirds of members indicated that senior leadership of their Service (67%), senior leadership of their installation (67%), and their immediate supervisor (69%) make honest efforts to stop harassment and discrimination.

- About three-fourths (77%) of members indicated if someone reported racial/ethnic harassment/discrimination, they believed their chances of being promoted would be the *same*; 6% indicated their chances would be *better*; and 18% indicated their chances would be *worse*.

- About two-thirds of Service members (68%) indicated the military has paid the *right amount of attention* to racial/ethnic harassment/discrimination, 20% indicated *too much attention*, and 11% indicated *too little attention*.

- The large majority of members indicated they *know how to report experiences of racial/ethnic harassment at their installation/ship* (92%), they *know how to report experiences of racial/ethnic discrimination at their installation/ship (92%), and the availability of reporting hotlines is publicized enough* (82%).

- The large majority (89%) of members indicated having received training on racial/ethnic harassment and discrimination in the 12 months prior to taking the survey. Of these, members most commonly agreed the training they received *teaches racial/ethnic harassment/discrimination reduces the cohesion/effectiveness of the military as a whole* (87%), *provides a good understanding of what words/actions are racial/ethnic harassment/discrimination* (86%), *identifies behaviors that are offensive to others and should not be tolerated* (86%), and *provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences* (86%). These members also indicated their training was *very effective* in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination (37%); 41% indicated the training was *moderately effective*; 15% indicated it was *slightly effective*; and 7% indicated it was *not at all effective*.

- Over one-third (39%) of members indicated racial/ethnic harassment and discrimination in the nation occurs *less often* now versus the last 5 years, whereas 17% indicated *more often*. Over one-third (39%) of members indicated race/ethnic relations in our nation are *better today* compared to 5 years ago, whereas 15% indicated race relations are *worse today*. One-third (33%) of members, indicated opportunities in the nation for people of their racial/ethnic background have gotten *better* over the last 5 years, whereas 15% indicated opportunities have gotten *worse*.

- About half (51%) of members with a least five years of service, indicated racial/ethnic harassment and discrimination in the military occurs *less often* now versus the last 5 years, whereas 5% indicated *more often*. Almost half (47%) of members with at least five years of service, indicated race/ethnic relations in the military are *better today* compared to 5 years ago, whereas 4% indicated race/ethnic relations are *worse today*. About one-third (32%) of members with a least five years of service, indicated opportunities in the military for people of their racial/ethnic

background have gotten *better* over the last 5 years, whereas 7% (unchanged from 2009) indicated opportunities in the military have gotten *worse*.

- About one-tenth of members indicated that racist/extremist groups (13%), hate crimes (12%), and gangs (13%) were a problem to *some extent* at their installation/ship.'

- More than a quarter of members indicated that racist/extremist groups (26%), hate crimes (24%), and gangs (32%) were a problem to *some extent* in the local community around their installation.

Based on these findings, ODMEO and the Department may want to focus on continued efforts to maintain these positive trends while vigilantly striving to address those areas that remain of concern (e.g., gangs, hazing). Future administrations of the *Workplace and Equal Opportunity* surveys will provide information about rates and overall perceptions, and also help determine how successful those efforts have been.

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Appendix A.
Frequently Asked Questions

Frequently Asked Questions

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2013 Workplace and Equal Opportunity Survey of Active Duty Members

Defense Manpower Data Center (DMDC)

The Defense Manpower Data Center (DMDC) Research, Surveys, and Statistics Center (RSSC)[243] has been conducting surveys of racial/ethnic issues for the military since 1996. RSSC uses scientific state of the art statistical techniques to draw conclusions from random, representative samples of the active duty populations. To construct estimates for the *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (*2013 WEOA*), DMDC used complex sampling and weighting procedures to ensure accuracy of estimates to the full active duty population. The following details some common questions about our methodology as a whole and the *2013 WEOA* specifically.

A.1.1 What was the population of interest for the 2013 Workplace and Equal Opportunity Survey of Active Duty Members (WEOA)?

The population of interest for the *2013 WEOA* consisted of:

- Members of the Army, Navy, Marine Corps, and Air Force;
- who were drawn from the September 2012 *Active Duty Master Edit File* (ADMF);
- Were below flag rank.

The survey fielded from April to July 2013.[244] Completed surveys were received from 15,975 eligible respondents. Using scientific sampling and weighting, these survey responses were projected up to the eligible active duty population of 1,346,563.

A.1.2 The 2013 Workplace and Equal Opportunity Survey of Active Duty Members (WEOA) 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 *2013 WEOA*, this allows DMDC to generalize to the full population of active duty members that meet the criteria listed above. This methodology, covered in more detail in A.1.3 and A.1.4, 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

[243] Prior to 2014, RSSC was called Human Resources Strategic Assessment Program (HRSAP). In 2014, DMDC reorganized and renamed the RSSC to better encapsulate the scope of research conducted by this group.
[244] Coast Guard data is not included in the Overview Report.

Education Statistics. DMDC subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).[245]

A.1.3 Why don't the responses you received match the composition of the military population as a whole? For example, 19% of your respondents were Asian. How can you say your estimates represent the total active duty population when Asians make up 3.6% of the active duty force? Aren't the data skewed?

The composition of the respondent sample (i.e., the surveys we receive back) is not always supposed to 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 the Department of Defense, which can introduce "bias" to the data if not appropriately weighted. For example, if only a small percentage of responses to the *2013 WEOA* 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, DMDC 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, DMDC 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, DMDC sampled more of these races to gather adequate numbers in the sample. It is scientifically logical, and quite intentional, that proportionally more of these races would receive invitations to take the survey than other races in order for DMDC to accomplish this goal.

A.1.4 Are these estimates valid with only a 23% response rate?

Response rates to the *2013 WEOA* are consistent with response rate levels and trends for the previous *2009 Workplace and Equal Opportunity Survey of Active Duty Members* and other Reserve component and active duty surveys conducted by DMDC (see A.1.5). Experts in the field have found that surveys with similar response rates, or lower, are able to produce reliable estimates.[246] While non-response bias due to low response rates is always a concern, DMDC has knowledge, based on administrative records, of the characteristics of both survey respondents and survey non-respondents, and uses this information to make

[245] 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). DMDC has conducted surveys of the military and DoD community using stratified random sampling for 20 years.

[246] 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

statistical adjustments that compensate for survey non-response. This important advantage improves the quality of estimates from DMDC surveys that other survey organizations rarely have.

A.1.5 How does DMDC determine the sample size for a survey?

DMDC uses accurate administrative records (e.g., demographic data) for the active duty 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 DMDC surveys provide empirical results showing how response rates vary by many characteristics (e.g., minority status and Service). DMDC uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Army, Black). After the survey is complete, DMDC makes statistical weighting adjustments so that each subgroup (e.g., Army, 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 2012 and 2010 elections.[247] In contrast, DMDC collected approximately 15,975 survey responses to accurately estimate to the eligible active duty population of 1,346,563.

A.1.6 Is 23% a common response rate for other military or civilian surveys?

Response rates of 23% or less are now common in large-scale military surveys. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to DMDC survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as DMDC to obtain accurate and generalizable findings with response rates lower than 30% (see A.1.5). Ultimately, the accuracy of a survey is most dependent on whether the sample used is randomly drawn and representative of the population it is studying. DMDC uses state of the art scientific statistical techniques to draw conclusions from random, representative samples of the active duty population to ensure accuracy of estimations to the full active duty population. As the

[247] 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.

characteristics of the military population are known, this allows for better accuracy and reduces bias in the estimates compared to civilian populations. DMDC conducts nonresponse analyses on select surveys to identify potential areas of nonresponse bias, minimize impact, and inform future survey iterations. Of note, DMDC has further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. This rich data, rarely available to survey organizations, is used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.

A.1.7 Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?

The 2011 Health and Related Behaviors Survey, conducted by ICF International on behalf of the Tricare Activity Management, had a 22% response rate weighted up to the full active duty military population. This 22% represented approximately 34,000 respondents from a sample of about 154,000 active duty military members. In 2010, Gallup conducted a survey for the Air Force on sexual assault within the Service. Gallup weighted the results to generalize to the full population of Air Force members based on about 19,000 respondents representing a 19% response rate. Finally, in 2011, the U.S. Department of Defense Comprehensive Review Working Group, with the assistance of Westat, conducted a large-scale survey to measure the impact of overturning the Don't Ask Don't Tell (DADT) policy. The DADT survey, which was used to inform DoD policy, was sent to 400,000 active duty and Reserve members. It had a 28% response rate and was generalized up to the full population of military members, both active duty and Reserve. The survey methodology used for this survey, which used the DMDC sampling design, won the 2011 Policy Impact Award from The American Association for Public Opinion Research (AAPOR), which "recognizes outstanding research that has had a clear impact on improving policy decisions practice or discourse, either in the public or private sectors."

A.1.8 What about surveys that study the total U.S. population? How do they compare?

In addition to the previously mentioned surveys on election voting (see A.1.3), surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the 2010 National Intimate Partner and Sexual Violence Survey, conducted by the Centers for Disease Control and Prevention, calculated population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.

A.1.9 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 valid reporting. This can happen for a number of reasons including high variability or too few respondents. This process ensures that the estimates we provide in our analyses and reports are accurate within the margin of error.

A.1.10 How were the harassment and discrimination measures created and validated?[248]

The *1996 Equal Opportunity Survey* (*1996 EOS*) provided estimates of racial/ethnic-related harassment and discrimination experienced by active-duty military personnel and included items that tapped a limited set of antecedents and outcomes of such experiences. Survey questions were developed in consultation with subject matter experts and officials in the area of equal opportunity–including those in the federal, private, public, and military sectors; from an analysis of relevant literature–including reports and policy statements; from individual interviews with officials from organizations representing minority-group members in the military; and were adapted from existing military surveys (Elig et al., 1997).[249]

Items for the *1996 EOS* were modified from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988 [250]; Fitzgerald, Gelfand, & Drasgow, 1995[251]), a behavioral measure of sexual harassment, to reflect racial/ethnic-related harassment and discrimination. The SEQ was included in the 1995 Form B and subsequent gender and workplace relations surveys. Following item generation, the items were refined through an iterative process of pretesting and modification. A series of focus groups were conducted for these purposes and the items, particularly those pertaining to racial/ethnic-related harassment and discrimination, were pretested to ensure that they were realistic, tapped a range of racial/ethnic experiences, and were understood by respondents. A total of 305 military personnel from all five Services participated in more than 30 focus groups at nine installations located throughout the United States (Elig et al., 1997). The focus groups typically contained between seven to twelve members who were of the same racial/ethnic group and organizational level (e.g., Black officers) and group leaders who were from the same racial/ethnic group as the

[248] The purpose of the *Racial/Ethnic Harassment/Discrimination Rate* is to provide the policy offices and Department with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination. This rate should not be used as an official crime index.
[249] Elig, T. W., Edwards, J. E., & Reimer, R. A. (1997). *Armed Forces 1996 Equal Opportunity Survey: Administration, datasets, and codebook* (Report No. 97-026). Arlington, VA: Defense Manpower Data Center. (DTIC/NTIS No. AD A365 205).
[250] Fitzgerald, L. F., Shullman, S., Bailey, N., Richards, M., Swecker, J., Gold, Y., Ormerod, A. J., & Weitzman, L. (1988). The incidence and dimensions of sexual harassment in academia and the workplace. *Journal of Vocational Behavior*, 32, 152-175.
[251] Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology*, 17, 425-445.

members. Following each focus group, modifications were made to the survey and tested in subsequent focus groups (Ormerod, Bergman, Palmieri, Drasgow, Juraska, 2001[252]). Confirmatory factor analyses were conducted to further validate the measure.[253]

The items constituting Racial/Ethnic Harassment and Discrimination were configured in various ways to represent a spectrum of perceived racial/ethnic harassment and discrimination experiences. These rates are reported as percentages, computed by dividing the number of respondents who match the criteria for the measure (e.g., indicated that a behavior occurred at least once and labeled the behavior as harassment and/or discrimination) by the total number of respondents who completed surveys and were in the racial/ethnic group under consideration in the analysis.

A.1.11 DMDC reports that about 10% of the active duty members experienced racial/ethnic Harassment/Discrimination and then later states that 32% of active duty members experienced potential race/ethnicity-related behaviors. What is the difference between these two rates?

In order to construct official prevalence rates for Racial/Ethnic Harassment/Discrimination, respondents must 1) indicate on the survey they experienced any of the race/ethnicity-related behaviors and 2) label the experience as harassment and/or discrimination. Meeting these two criteria will result in inclusion in the official rates of racial/ethnic Harassment, Discrimination, overall Harassment/Discrimination, and each comprising factor within these rates. However, all 37 of the behaviors, regardless of whether the respondent labeled them as harassment/discrimination, should not occur in the military environment, are against DoD policy, and can be reported to a DoD authority. Therefore, the Department requests additional data on the population of active duty members who experience race/ethnicity-related behaviors, regardless of whether they label the behaviors as racial/ethnic harassment and/or discrimination. This more comprehensive data can often inform corrective actions and trainings.

Referencing the data, in 2013, 10.2% of active duty members indicated they experienced racial/ethnic Harassment/Discrimination in the DoD community in the 12 months prior to taking the survey. That is, they indicated experiencing racial/ethnic-related behaviors and labeled these experienced behaviors as harassment and/or discrimination. 22% of active duty members indicated

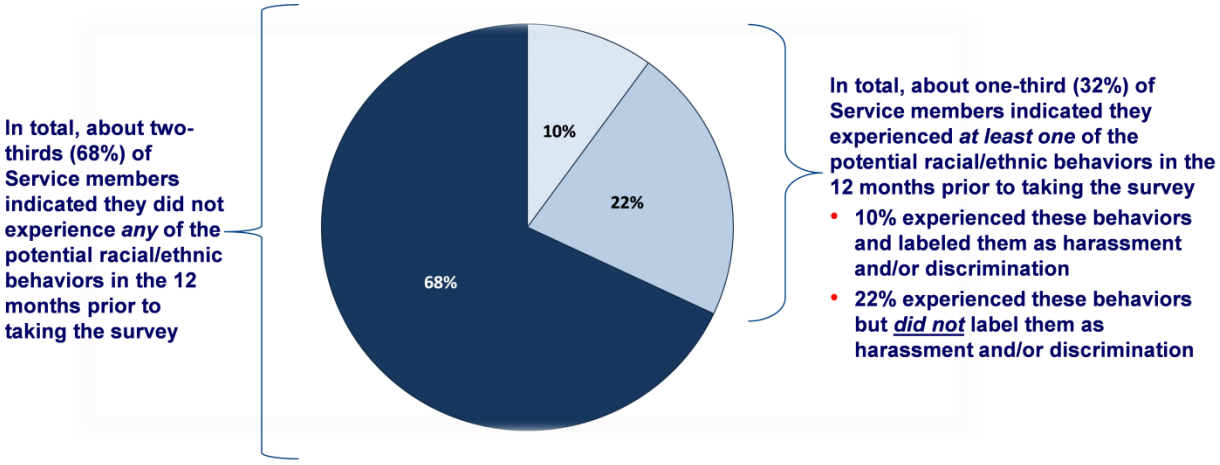
[252] Ormerod, A. J., Bergman, M. E., Palmieri, P. A., Drasgow, F., Juraska, S. E. (2001, April). Structure of racial/ethnic harassment and discrimination in the military. In F. Drasgow (Chair), *Racial/ethnic discrimination and harassment: Methodology, measurement, and results*. Symposium presented at the annual meeting of the Society of Industrial Organizational Psychologists, San Diego, CA.

[253] Confirmatory factor analyses were conducted for these items using tetrachoric correlations (dichotomized responses) and diagonally-weighted least squares estimation. A tetrachoric correlation is computed as a measure of association between two dichotomous items. It is an estimation of the correlation that would be obtained if the items could be measured on a continuous scale. The reason for using a tetrachoric correlation is that the maximum Pearson product moment correlation is less than 1.0 for dichotomous variables with different base rates.

experiencing at least one of the potential racial/ethnic behaviors in the 12 months prior to taking the survey, but did not label the behavior as harassment or discrimination. Therefore, overall, 32% of active duty members indicated they experienced at least one potential racial/ethnic behavior in the DoD Community regardless of whether they labeled the behaviors as harassment/discrimination. Figure 1 provides a visual of this breakdown.

Figure 1.

One Situation of Racial/Ethnic Experiences[254]



A.1.12 Three new subitems were included in the Racial/Ethnic Harassment rate on the 2013 WEOA, and trends between 2009 and 2013 should be "interpreted with caution." What does this mean and to what extent did this additional subscale impact the estimates?

DoD wanted to ensure the rates of Harassment and Discrimination reflect current policy and guidelines within the Department. Therefore, the 2013 rate includes three new items in order to best reflect the experiences of members and the policies on racial/ethnic harassment/discrimination. DMDC conducted analyses both with these three new subitems included and without to determine if their inclusion impacted significant differences between 2009 and 2013 trending. The 2013 rates for *Racial/Ethnic Harassment* and *Racial/Ethnic Harassment/ Discrimination* were 0.1% higher with the inclusion of these three subitems compared to estimated rates without these subitems. Whether or not the subitems were included, the 2013 *Racial/Ethnic Harassment/Discrimination* rate is still

[254] The *Racial/Ethnic Harassment/Discrimination* rate of 10.2% is rounded to 10% in the figure.

significantly lower than 2009 (including new subitems, 10.2% in 2013 vs. 13.9% in 2009; without including new subitems, 10.1% in 2013 vs. 13.9% in 2009).

Appendix B.
Statistical Methodology Report

Information and Technology for Better Decision Making

2013 Workplace and Equal Opportunity Survey of Active Duty Members

Statistical Methodology Report

Additional copies of this report may be obtained from:

Defense Technical Information Center

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8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

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http://www.dtic.mil/dtic/order.html

Ask for report by Report ID

DMDC Report No. 2013-048
September 2014

2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: STATISTICAL METHODOLOGY REPORT

Defense Manpower Data Center
Human Resources Strategic Assessment Program
4800 Mark Center Drive, Suite 04E25-01, Alexandria, VA 22350-4000

Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (*2013 WEOA*), which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). The survey program is conducted under the leadership of Kristin Williams, Director of the *Defense Research, Surveys, and Statistics Center* (RSSC). Prior to 2014, RSSC was called *Human Resources Strategic Assessment Program* (HRSAP). In 2014, DMDC reorganized and renamed to RSSC to better encapsulate the scope of research conducted by this group.

DMDC's Statistical Methods Branch, under the guidance of David McGrath, Branch Chief is responsible for the data processing, sampling, and weighting methods used in the survey program. Fawzi al Nassir, SRA International, Inc., supervised the sampling, and Eric Falk, DMDC, supervised the weighting process. The lead statistical analyst on this survey was Phil Masui who used the DMDC Sampling Tool to design and select the sample. Phil Masui developed the statistical weights based on the respondents for this survey and wrote this report. Carole Massey, DMDC, provided the data processing support.

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2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: STATISTICAL METHODOLOGY REPORT

Introduction

This report describes the sample design, sample selection, weighting, variance estimation, and statistical testing procedures for the *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (*2013 WEOA*). The first section of this report presents the sample design and sample selection procedures. The second and third sections provide information regarding the processing of sample and frame files and the statistical methodology used for sample weighting.

Response rates for the *2013 WEOA* have been computed in accordance with the RR3 recommendations of the American Association of Public Opinion Researchers (AAPOR, 2011). The response rates for the full sample and for subgroups and the computation methods are described in the last section of this report.

Sample Design and Selection

Target Population

The *2013 WEOA* was designed to represent individuals meeting the following criteria:

- Active Duty members in the Army, Navy, Marine Corps, and Air Force as well as members of Coast Guard;
- At least six months service at the scheduled beginning of the survey fielding period;
- Up to and including paygrade O6.

Fielding of the survey began April 15, 2013 and ended on July 22, 2013.

Sampling Frame

The population frame consisted of 1,407,767 records drawn from the September 2012 Active Duty Master Edit File (ADMF). Auxiliary information used to develop the frame was obtained from the September 2012 Active Duty Family Database, September 2012 Base Allowance for Housing (BAH) Population File, and the September 2012 Contingency Tracking System (CTS) File. Individuals were included on the frame based on membership in the November 2012 Defense Enrollment Eligibility Reporting System (DEERS) Point in Time Extract (PITE). Individuals not identified as ineligible by administrative records (for example, due to illness or incarceration) and those who became ineligible during the period April 15, 2013 through July 22, 2013 were identified by self- or proxy-report.

Sample Design

The sample for the *2013 WEOA* survey used a single-stage stratified design. Three population characteristics defined the stratification dimensions for the *2013 WEOA* sample: Race/Ethnicity, Service, and Pay grade. The stratification variables are the three variables shown in Table 1. The frame was partitioned into 122 strata, produced by cross-classification of the stratification variables. In some circumstances levels were collapsed within dimensions. Race/ethnicity and service were preserved.

Within each stratum, individuals were selected with equal probability and without replacement. However, because allocation was not proportional to the size of the strata, selection probabilities varied among strata, and individuals were not selected with equal probability overall. Nonproportional allocation was used to achieve adequate sample sizes for domains including subpopulations defined by the stratification characteristics, as well as others.

Sample Allocation

The total sample size was based on precision requirements for key reporting domains. Given estimated variable survey costs and anticipated eligibility and response rates, an optimization algorithm determined the minimum-cost allocation that simultaneously satisfied the domain precision requirements. Estimated eligibility and response rates were based on the *2009 WEOA*. To account for the four year gap and decrease in response rates through the years between the *2009 WEOA* and the *2013 WEOA*, 80% of the 2009 response rate values were used.

The allocation was accomplished by means of the DMDC Sampling Planning Tool (SPT), Version 2.1 (Dever & Mason, 2003). This application is based on the method originally developed by J. R. Chromy (1987) and described in Mason, Wheeless, George, Dever, Riemer, and Elig (1995). The SPT defines domain variance equations in terms of unknown stratum sample sizes and user-specified precision constraints. A cost function is defined in terms of the unknown stratum sample sizes and the per-unit cost of data collection, editing, and processing. The variance equations are solved simultaneously, subject to the constraints imposed, for the sample size that minimizes the cost function. Eligibility rates modify the estimated prevalence rates used in the variance equations, thus affecting the allocation; response rates inflate the allocation, thus affecting the final sample size.

Although 81 domains were defined for the *2013 WEOA* allocation, precision constraints were imposed only on the domains of primary interest. Generally, the precision requirement was based on an estimated prevalence rate of 0.5 with a 95 percent confidence interval half-width no greater than 0.5. Constraints were manipulated to produce an allocation that achieved satisfactory precision for the domains of interest at the particular sample size.

The *2013 WEOA* total sample size was 88,816; Table 2 provides the sample size frequencies by stratification variable.

Table 1.
Variables for Stratification

Variable	Categories
Race/Ethnicity	Hispanic White/Unknown Black American Indian/Alaskan Native Asian Hawaiian/Pacific Islander Multi Race
Service	Army Navy Marine Corps Air Force Coast Guard
Pay Grade	E1-E4 E5-E9 W1-W5 O1-O3 O4-O6

Table 2.
Sample Size by Stratification Variables

Stratification Variable	Service					
	Total	Army	Navy	Marine Corps	Air Force	Coast Guard
Total Sample	88,816	29,581	25,448	16,793	12,212	4,782
Race/Ethnicity						
Hispanic	14,825	5,653	3,940	3,044	1,171	1,017
White/Unknown	12,718	3,994	1,767	3,540	2,090	1,327
Black	16,151	7,023	2,813	3,182	2,139	994
American Indian/Alaskan Native	14,595	3,444	7,878	1,584	1,171	518
Asian	11,421	4,309	2,654	2,888	1,449	121
Hawaiian/Pacific Islander	12,807	5,158	2,586	1,755	3,048	260
Multi Race	6,299	0	3,810	800	1,144	545
Pay Grade						
E1-E4	50,029	16,773	15,381	10,941	5,058	1,876
E5-E9	28,606	9,542	8,027	3,938	5,161	1,938
W1-W5†	1,016	565	81	169	0	201
O1-O3	6,131	1,826	1,286	1,288	1,268	463
O4-O6	3,034	875	673	457	725	304

† The Air Force does not have any Warrant Officers.

Weighting

Analytical weights for the *2013 WEOA* survey were created to account for unequal probabilities of selection and varying response rates among population subgroups. Sampling weights were computed as the inverse of the selection probabilities and then adjusted for nonresponse. The adjusted weights were poststratified to match the respective population totals and to reduce bias unaccounted for by the previous weighting steps.

Case Dispositions

First, case dispositions were assigned for weighting based on eligibility for the survey and completion of the return. Execution of the weighting process as well as computation of response rates both depend on this classification.

Final case dispositions for weighting were determined using information from personnel records, field operations (the Survey Control System or SCS), and returned surveys. No single source of information is both complete and correct; inconsistencies among sources were resolved according to the order of precedence shown in Table 3.

Table 3.
Case Dispositions for Weighting

Case Disposition (Samp_DC)	Information Source	Conditions
1. Record ineligible	Personnel record	Sample ineligible—deceased or no address available in DEERS.
2. Ineligible by self- or proxy-report	Survey Control System (SCS)	"Retired," "No longer employed by DoD or Coast Guard," or "Deceased."
3. Ineligible by survey self-report	First survey question	Active duty member retired or separated from military
4. Eligible, complete response	Item response rate	Item response is at least 50%.
5. Eligible, incomplete response	Item response rate	Survey isn't blank but item response is less than 50%.
8. Active refusal	SCS	Reason refused is any
		Reason ineligible is "other"
		Reason survey is blank is "refused-too long", "refused-inappropriate/intrusive", "refused-other", "ineligible-other", "unreachable at this address", "refused by current resident", "concerned about security/confidentiality."
9. Blank return	SCS	No reason given.
10. PND	SCS	Postal non-deliverable or original non-locatable.
11. Non-respondent	Remainder	Remainder

The order of execution is critical to resolving case dispositions. For example, suppose a sample person refused the survey, with the reason that it was too long, in the absence of any

other information, the disposition code would be "eligible nonrespondent." Given also a proxy report that the sample person had been hospitalized and was unable to complete the survey, the disposition would be "ineligible."

Case disposition counts for the *2013 WEOA* are shown in Table 4.

Table 4.
Sample Size by Case Disposition Categories

Case Disposition Category and (Code Value)	Sample Size
Record ineligible	1,043
Ineligible by self- or proxy-report	94
Ineligible by survey self report	156
Eligible—complete response	18,018
Eligible—incomplete response	2,295
Active refusal–refused, deployed, other	369
Blank return	914
PND—postal non-deliverable	13,112
Non-respondents	52,815
Total	**88,816**

Nonresponse Adjustments and Final Weights

After case dispositions were resolved, the sampling weights were adjusted for nonresponse. First, the sampling weights for cases of known eligibility (SAMP_DC = 2, 3, 4, 5) were adjusted to account for cases of unknown eligibility (SAMP_DC = 8, 9, 10, 11). Next, the eligibility-adjusted weights for eligible respondents (SAMP_DC = 4) were adjusted to account for eligible sample members who had not returned a completed survey (SAMP_DC = 5).

The weighting adjustment factors for eligibility and completion were computed as the inverse of model-predicted probabilities. First, a logistic regression model was used to predict the probability of eligibility for the survey (known eligibility vs. unknown eligibility). A second logistic regression model was used to predict the probability of response among eligible sample members (complete response vs. non-response). CHAID (Chi-squared Automatic Interaction Detector) was used to determine the best predictors for each logistic model. The models were weighted in each case by the sampling weight. Predictors included the following possible population characteristics: Service, Gender, Region, Race/Ethnicity, Occupation Group, Age Group, Pay Grade Group, and Offbase/Onbase, both models included main effects and second-order interactions.

Finally, the weights were post-stratified to match population totals and to reduce bias unaccounted for by the previous weighting adjustments. Post-stratification cells were defined by

the cross-classification of Race/Ethnicity, Service, Gender, and Pay Grade. In a few instances, the pay grade groupings needed to be rolled up to ensure at least 20 respondents were in the post-stratum. In even fewer instances the gender needed to be rolled up as well. Race and Service were always maintained in the post-strata. Within each post-stratification cell, the non-response adjusted weights for eligible respondents and self-reported ineligibles (SAMP_DC = 2, 3, 4) were adjusted to match population counts.

Distribution of Weights and Adjustment Factors. Table 5 provides summaries of the distributions of the sampling weights, intermediate weights, final weights, and adjustment factors by eligibility status. Eligible respondents are those individuals who were not only eligible to participate in the survey, but also completed at least 50% of the survey items. Record ineligible individuals are those who were not eligible to participate in the survey according to administrative records; no weights were computed for these cases. Table 6 indicates the sums of base weights, intermediate weights, and final weights by eligibility status.

Table 5.
Distribution of Weights and Adjustment Factors by Eligibility Status

Eligibility Status	Statistic	Sampling Weight	Eligibility Status Adjusted Weight	Complete Eligible Response Adjusted Weight	Final Weight With Non-response and Post-strati-fication Factors	Eligibility Status Factor	Complete Eligible Response Factor	Post-strati-fication Factor
Eligible Respondents	N	18,018	18,018	18,018	18,018	18,018	18,018	18,018
	MIN	1.00	1.31	1.43	1.36	1.31	1.03	0.68
	MAX	145.24	1,749.41	2,035.48	2,381.83	27.12	1.67	1.34
	MEAN	17.71	67.17	75.37	77.02	4.27	1.12	1.00
	STD	30.42	140.90	159.97	169.84	3.73	0.07	0.11
	CV	1.72	2.10	2.12	2.21	0.87	0.06	0.11
Self/Proxy Ineligibles	N	250	250	250	250	250	0	250
	MIN	1.00	1.85	1.85	1.83	1.35		0.68
	MAX	145.24	1,012.58	1,012.58	1,028.21	27.12		1.28
	MEAN	20.13	77.25	77.25	80.27	4.87		1.01
	STD	35.10	138.53	138.53	143.90	4.22		0.12
	CV	1.74	1.79	1.79	1.79	0.86		0.12
Non-Respondents	N	69,505	69,505	69,505	69,505	69,505	2,295	0
	MIN	1.00	0	0	0	0	0	
	MAX	145.24	1,749.41	0	0	27.12	0	
	MEAN	15.34	2.31	0	0	0.17	0	
	STD	26.94	32.24	0	0	1.25	0	
	CV	1.76	13.93			7.24		
Record Ineligibles	N	1,043	1,043	1,043	1,043	0	0	0
	MIN	1.00	1.00	1.00	0			
	MAX	145.24	145.24	145.24	0			
	MEAN	16.46	16.46	16.46	0			
	STD	27.56	27.56	27.56	0			
	CV	1.67	1.67	1.67				

Table 6.
Sum of Weights by Eligibility Status

Eligibility Category	Sum of Sampling weights	Sum of Eligibility Status Adjusted Weights	Sum of Complete Eligible Response Adjusted Weights	Sum of Final Weights With Non-response and Poststratification Adjustments
Eligible Respondents	319,102	1,210,308	1,358,079	1,387,700
Self/Proxy Ineligibles	5,033	19,312	19,312	20,067
Non-Respondents	1,066,463	160,885	0	0
Record Ineligibles	17,169	17,169	17,169	0
Total	1,407,767	1,407,675	1,394,561	1,407,767

Variance Estimation

Analysis of the *2013 WEOA* data required a variance estimation procedure that accounted for the complex sample design. The finals step of the weighting process was to define variance strata for variance estimation by Taylor series linearization. The *2013 WEOA* survey variance estimation strata corresponded closely to the design strata; however, it was necessary to collapse some sampling strata containing fewer than 28 cases with non-zero final weights by pay grade grouping. One hundred and thirteen variance estimation strata were defined for the *2013 WEOA* survey.

Statistical Tests

When statistically comparing groups (e.g., Army vs. Navy estimates of satisfaction with the military), a statistical hypothesis whether there are no differences (null hypothesis) versus there are differences (alternative hypothesis) is tested. DMDC's Research, Surveys, and Statistics Center (RSSC) uses Two-Independent Sample t-tests for all of our statistical tests. The conclusions are usually based on the p-value associated with the test-statistic. If the p-value is less than the critical value then the null hypothesis is rejected. Any time a null hypothesis is rejected (conclude that estimates are significantly different), it is possible that this conclusion is incorrect. In reality, the null hypothesis may have been true, and the significant result may have been due to chance. A p-value of 0.05 means that there is a five percent chance of finding a difference as large as the observed result if the null hypothesis were true.

In survey research there is interest in conducting more than one comparison, i.e., conducting multiple comparisons. For example, 1) testing whether satisfaction among Army is the same as satisfaction of all other services, and 2) testing whether satisfaction among Navy is the same as satisfaction of all other services and so on. When performing multiple independent comparisons on the same data the question becomes: "Does the interpretation of the p-value for a single statistical test hold for multiple comparisons?" If 200 independent statistical (significance) tests were conducted at the 0.05 significance level, and the null hypothesis is actually true for all, 10 of the tests would be expected to be significant at the p-value < 0.05 level

due to chance. These 10 tests would have incorrectly been concluded as statistically significant—known as false positives or false discoveries. When a single significance test is conducted, the error rate—the probability of false discoveries—is just the p-value itself. When more than one significance test is conducted, the probability of false discoveries increases. That is, the error rate will increase as the number of independent tests conducted increases, i.e., the more tests that are conducted the greater the number of false discoveries.

This problem is known in the statistical literature as the Multiple Comparisons problem. Therefore, it is important to control the false discoveries when performing multiple independent tests to reach more accurate conclusions. Numerous techniques have been developed to control the false positive error rate associated with conducting multiple statistical testing (multiple comparisons). It should be noted that there is no universally accepted approach for dealing with the problem of multiple comparisons.

The method used to control for false discoveries for RSSC is known as False Discovery Rate correction (FDR) developed by Benjamini and Hochberg (1995). FDR is defined as the expected percentage of erroneous rejections among all rejections. The idea is to control the false discovery rate which is the proportion of "discoveries" (significant results) that are actually false positives. The approach can be summarized as follows:

- Determine the number of comparisons (tests) of interest, call it m
- Determine the tolerable False Discovery Rate (FDR Rate), call it α
- Calculate the p-value for each statistical test
- Sort the individual p-values from smallest to largest and rank them, call the rank k
- For each ranked p-value calculate the FDR-adjusted alpha (threshold) which is defined as $\frac{k * \propto}{m}$
- Determine the cutoff that delineates statistically significant results from non-significant results in the sorted file as follows: Look for the maximum rank (k) such that the ordered p-value is less than the FDR-adjusted alpha (i.e., look for the maximum k after which the p-value becomes greater than the threshold), call this maximum k the cutoff. Any comparison (p-value) with rank less than the cutoff is considered statistically significant.

DMDC computed the FDR thresholds (FDR adjusted alpha) separately for the two types of comparisons—current year and trends. For both types of tests, DMDC implemented FDR Multiple Comparison corrections to control the expected rate of false discoveries (Type I errors) at $\propto = 0.05$. For the current year estimates from the *2013 WEOA*, DMCD performed 12,113 separate statistical tests (e.g., racial/ethnic discrimination rates for male versus female). Of the 12,113 current year statistical tests, 2,622 were statistically significant. In addition, DMDC performed another 8,719 separate statistical tests to compare estimates from the *2013 WEOA* to the *2009 WEOA* (i.e., trends). For trends, 1,181 of the 8,719 statistical tests were significant.

Location, Completion, and Response Rates

Location, completion, and response rates were originally calculated in accordance with guidelines established by the Council of American Survey Research Organizations (CASRO). The procedure was based on recommendations for Sample Type II response rates (CASRO, 1982). This definition currently corresponds to the American Association for Public Opinion Research (AAPOR) RR3 protocol (AAPOR, 2011) which estimates the proportion of eligible respondents among cases of unknown eligibility.

Location, completion, and response rates were computed for the *2013 WEOA* as follows:

The *location rate* (LR) is defined as

$$LR = \frac{\text{adjusted located sample}}{\text{adjusted eligible sample}} = \frac{N_L}{N_E}.$$

The *completion rate* (CR) is defined as

$$CR = \frac{\text{usable responses}}{\text{adjusted located sample}} = \frac{N_R}{N_L}.$$

The *response rate* (RR) is defined as

$$RR = \frac{\text{usable responses}}{\text{adjusted eligible sample}} = \frac{N_R}{N_E}.$$

where

- N_L = Adjusted located sample
- N_E = Adjusted eligible sample
- N_R = Usable responses.

To identify cases that contribute to the components of LR, CR, and RR, the disposition codes were grouped as shown in Table 7. Record ineligibles were excluded from the calculation of the eligibility rate because it was assumed that all ADMF ineligibles had been identified.

Table 7.
Disposition Codes for CASRO Response Rates

Response Category	SAMP_DC Values
Eligible Sample	4, 5, 8, 9, 10, 11
Located Sample	4, 5, 8, 9, 11
Usable Response	4
Not Returned	11
Eligibility Determined	2, 3, 4, 5, 8, 9
Self Report Ineligible	2, 3

Ineligibility Rate

The ineligibility rate (IR) is defined as:

IR = Self Report Ineligible/Eligibility Determined.

Estimated Ineligible Postal Non-Deliverable/Not Located Rate

The estimated ineligible postal non-deliverable or not located (IPNDR) is defined as:

IPNDR = (Eligible Sample—Located Sample) * IR.

Estimated Ineligible Nonresponse

The estimated ineligible nonresponse (EINR) is defined as:

EINR = (Not Returned) * IR.

Adjusted Location Rate

The adjusted location rate (ALR) is defined as:

ALR = (Located Sample - EINR)/(Eligible Sample - IPNDR—EINR).

Adjusted Completion Rate

The adjusted completion rate (ACR) is defined as:

ACR = (Usable Response)/(Located Sample—EINR).

Adjusted Response Rate

The adjusted response rate (ARR) is defined as:

ARR = (Usable Response)/(Eligible Sample—IPNDR—EINR).

Unweighted and weighted sample counts used to compute the overall response rates are shown in Table 8; weighted rates were computed using the original base weights.

The final response rate is the product of the location rate and the completion rate. Both weighted and unweighted location, completion, and response rates for the *2013 WEOA* survey are shown in Table 9.

Weighted location, completion, and response rates for the full sample by stratification levels are shown in Table 10.

Table 8.
Comparison of the Final Sample Relative to the Drawn Sample

Case Disposition Categories	Sample Counts		Weighted Estimates	
	n	%	n	%
Drawn sample & Population	88,816		1,407,767	
Ineligible on master files	-1,043	1.17%	-17,169	1.22%
Self-reported ineligible	-250	0.28%	-5,033	0.36%
Total: Ineligible	-1,293	1.46%	-22,202	1.58%
Eligible sample	87,523	98.54%	1,385,565	98.42%
Not located (estimated ineligible)	-150	0.17%	-2,296	0.16%
Not located (estimated eligible)	-12,962	14.59%	-170,066	12.08%
Total not located	-13,112	14.76%	-172,362	12.24%
Located sample	74,411	83.78%	1,213,203	86.18%
Requested removal from survey mailings	-369	0.42%	-6,848	0.49%
Returned blank	-914	1.03%	-13,471	0.96%
Skipped key questions	-2,295	2.58%	-33,398	2.37%
Did not return a survey (estimated ineligible)	-604	0.68%	-11,193	0.80%
Did not return a survey (estimated eligible)	-52,211	58.79%	-829,191	58.90%
Total: Nonresponse	-56,393	63.49%	-894,101	63.51%
Usable responses	18,018	20.29%	319,102	22.67%

[a]The observed counts of the various response categories are somewhat skewed by the oversampling in the sample design. Consequently, weighted counts are also provided because they are more representative of response propensity in the entire population.
[b]The categories labeled 'Not located…' and 'Did not return a survey…' have been broken down into additional subcategories labeled '(estimated ineligible)' and '(estimated eligible)'. The ineligible counts are based on an ineligible rate = Self-report ineligibles/(Eligible Respondents + Unusable responses + Self-reported ineligibles). Unusable responses include sample members who requested removal, returned blank surveys, or skipped key questions. The eligible counts are the complement of the ineligible count.

Table 9.
Location, Completion, and Response Rates

Type of Rate	Computation	Weighted	Unweighted
Location	Adjusted located sample/Adjusted eligible sample	88%	85%
Completion	Usable responses/Adjusted located sample	27%	24%
Response	Usable responses/Adjusted eligible sample	23%	21%

Table 10.
Rates for Full Sample and Stratification Level

Domain Variable	Domain	Sample	Usable Responses	Sum of Weights	Located %	Completed %	Response %
Sample	Sample	88,816	18,018	1,407,767	88%	27%	23%
Service	Army	29,581	4,357	537,215	85%	19%	16%
	Navy	25,448	4,686	310,406	85%	30%	25%
	Marine Corp	16,793	3,139	193,891	84%	23%	20%
	Air Force	12,212	3,793	324,789	96%	33%	32%
	Coast Guard	4,782	2,043	41,466	98%	45%	44%
Pay Group	E1-E4	50,029	5,910	613,842	79%	15%	12%
	E5-E9	28,606	8,221	549,802	93%	31%	29%
	W1-W5	1,016	450	21,109	97%	41%	40%
	O1-O3	6,131	2,059	133,992	93%	35%	33%
	O4-O6	3,034	1,378	89,021	98%	45%	45%
Race	Hispanic	14,825	2,840	159,842	85%	25%	21%
	White/Unknown	12,718	3,153	908,984	88%	27%	24%
	Black	16,151	2,961	223,208	87%	24%	21%
	American Indian/Alaskan Native	14,595	2,486	18,136	86%	23%	19%
	Asian	11,421	2,632	49,489	88%	30%	26%
	Hawaiian/Pacific Islander	12,807	2,755	13,361	87%	25%	22%
	Multi Race	6,299	1,191	34,747	84%	24%	21%

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DEPARTMENT OF DEFENSE
UNITED STATES OF AMERICA

Appendix C.
Tabulations of Responses

Appendix D.
Non-Response Bias Study

Information and Technology for Better Decision Making

2013 Workplace and Equal Opportunity Survey of Active Duty Members

Nonresponse Bias Analysis Report

Additional copies of this report may be obtained from:

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DMDC Report No. 2014-042
October 2014

2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: NONRESPONSE BIAS ANALYSIS REPORT

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Contributors

Many members of the Defense Manpower Data Center (DMDC) contributed to the analyses and writing of this report assessing the level and direction of potential nonresponse bias in estimates from the *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (*2013 WEOA*). Phil Masui wrote this report and Eric Falk and David McGrath guided the studies, consolidated the individual reports, and served as primary editors.

2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: NONRESPONSE BIAS ANALYSIS REPORT

Executive Summary

The Defense Manpower Data Center (DMDC) conducted several studies to assess the presence of nonresponse bias (NRB) in estimates from the *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (*2013 WEOA*).

The objective of this research was to assess the extent of nonresponse bias for the estimated rate of Racial/Ethnic Harassment/Discrimination in the active duty military. The level of nonresponse bias can vary for every question on the survey, but DMDC focused on the Racial/Ethnic Harassment/Discrimination rate because this is the central question on the survey. Nonresponse bias occurs when survey respondents are systematically different from the nonrespondents. Nonresponse bias can occur with high or low survey response rates, but the decrease in survey response rates in the past decade has resulted in a greater focus on potential NRB. DMDC investigated the presence of nonresponse bias using several different methods, and this paper summarizes the following methods and results:

1. Analyze response rates from *2013 WEOA* and other related DMDC surveys,
2. Evaluate composition of sample compared with survey respondents,
3. Use late respondents as a proxy for nonrespondents,
4. Analyze item missing data for Racial/Ethnic Harassment/Discrimination questions,
5. Analyze whether past Racial/Ethnic Harassment/Discrimination victims respond to later WEOA surveys at different rates.
6. Analyze mean Armed Forces Qualification Test scores between active duty population and *2013 WEOA* survey respondents.

The six studies provide little evidence of nonresponse bias in estimates of the Racial/Ethnic Harassment/Discrimination rate from the *2013 WEOA*. The largest evidence of nonresponse bias is where study five shows that respondents to the prior WEOA respond to the current WEOA at very high rates, regardless of their demographic characteristics. If these cooperative respondents have different attitudes and opinions than nonrespondents, this provides limited evidence of nonresponse bias.

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2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: NONRESPONSE BIAS ANALYSIS REPORT

Introduction and Outline

The Defense Manpower Data Center (DMDC) conducted several studies to assess the presence of nonresponse bias in estimates from the *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (*2013 WEOA*).

The objective of this research was to assess the extent of nonresponse bias (NRB) for the estimated rate of Racial/Ethnic Harassment/Discrimination[1] (henceforth this rate will be referred to as Racial Discrimination) in the active duty military. The purpose of the Racial Discrimination rate was to provide the policy offices and the Department with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination. The level of nonresponse bias can vary for every question on the survey, but DMDC focused on the Racial Discrimination rate because this is the central question on the survey. Nonresponse bias occurs when survey respondents are systematically different from the nonrespondents. Statistically, the bias in a respondent mean (e.g., Racial Discrimination rate) is a function of the response rate and the relationship (covariance) between response propensities and the estimated statistics (i.e., Racial Discrimination rate), and takes the following form:

$Bias\ (\bar{y}_r) = \frac{\sigma_{yp}}{\bar{p}} = \left(\frac{\rho_{yp}}{\bar{p}}\right)\sigma_y\sigma_p$, where σ_{yp} = covariance between y and response propensity, ρ

Nonresponse bias can occur with high or low survey response rates, but the decrease in survey response rates in the past decade has resulted in a greater focus on potential NRB. DMDC investigated the presence of nonresponse bias using many different methods, and this paper summarizes the following methods and results:

1. Analyze response rates from *2013 WEOA* and other related DMDC surveys,
2. Evaluate composition of sample compared with survey respondents,
3. Use late respondents as a proxy for nonrespondent,
4. Analyze item missing data for Racial Discrimination questions,
5. Analyze whether past Racial Discrimination victims respond to later WEOA surveys at different rates.
6. Analyze mean Armed Forces Qualification Test scores between active duty population and WEOA survey respondents.

[1]See Appendix A for the relevant survey questions and the creation of this rate.

The first section of this paper is a summary of DMDC's nonresponse bias results. The second section describes the *2013 WEOA* survey. The third section consists of the six individual nonresponse bias studies. The final section contains additional appendix figures including how the Racial Discrimination rate was created.

Summary of Findings

Nonresponse bias (NRB) is difficult to assess. Most authors recommend averaging across several different studies to measure NRB (Montaquila and Olson, 2012). DMDC has taken that approach here and conducted six studies to assess NRB in Racial Discrimination estimates. **Our analyses indicate that the level of NRB in *2013 WEOA* estimates of the Racial Discrimination rate are likely quite small**.

We summarize the results from each study below:

1. **Analyze response rates from *2013 WEOA* and other related DMDC surveys**—Analysis of response rates show that comparisons of WEOA and the Status of Forces Survey of Active Duty Members (SOFS-A) provide potential evidence that topic saliency alters response rates to the WEOA survey, but any increase in NRB over the SOFS-A is likely to be small to modest.

2. **Evaluate composition of sample compared with survey respondents**—The *2013 WEOA* sample composition demographically differs from the active duty population distribution due to intentional sampling strategies that allow DMDC to make precise estimates for small subgroups. The respondent composition differs from the sample distribution in predictable ways due to subgroups (e.g., junior enlisted) responding at different rates. Analyses show that the survey weights effectively eliminate these differences and the distribution of weighted survey respondents closely matches the active duty population.

3. **Use late respondents as a proxy for nonrespondents**—The analysis of late respondents provides no systematic evidence of nonresponse bias in the estimates of the Racial Discrimination rate. Late respondents are disproportionately from low response rate groups and groups that have higher Racial Discrimination rates, and therefore we would expect unweighted rates to be higher for late respondents. After performing a weighted logistic regression, the results show that the timing of the returned survey, using late respondents as a proxy for nonrespondents, is not significant in whether or not a member experienced Racial Discrimination.

4. **Analyze item missing data for Racial Discrimination questions**—The questions that contribute to the Racial Discrimination rate showed no significant number of drop-offs compared to other survey questions. The number of drop-offs for a question is driven more by the length of the question rather than the sensitive nature of the Racial Discrimination questions, an effect DMDC also observed when assessing NRB in the *2012 WGRA* survey: *2012 Workplace and Gender Relations Survey of Active Duty Members: Nonresponse Bias Analysis Report* (DMDC, 2013d). The analysis of missing data provides no evidence of nonresponse bias.

5. **Analyze whether past Racial Discrimination victims respond to later WEOA surveys at different rates**—Members who reported experiencing Racial Discrimination in an earlier survey appear equally likely to respond to later WEOA surveys. Additionally, the results of a weighted logistic regression show that prior experience is not significant in modelling response propensity. This study provides no evidence of NRB in estimates of Racial Discrimination.

6. **Analyze mean Armed Forces Qualification Test scores between active duty population and 2013 WEOA survey respondents**—DMDC investigated whether respondents to the WEOA had systematically different AFQT scores than nonrespondents after controlling (through weighting) demographic differences between survey respondents and nonrespondents. DMDC concludes that this study provides very little evidence of NRB because the weighted estimates almost exactly match the known population values.

2013 WEOA Survey

The *2013 WEOA* survey sample size was 88,816 active duty members selected from the 1,407,767 active members on the September 2012 Active Duty Master File (ADMF). The frame included Army, Navy, Marine Corps, Air Force, and Coast Guard active duty members who were ranked E1-O6 in September when the survey fielded. DMDC selected a stratified random sample using the following three characteristics to define the stratification dimensions: race/ethnicity,[2] Service, and paygrade.[3] Completed surveys were returned by 18,018 eligible sampled members, resulting in a 23% weighted response rate. These respondents were weighted to the full active population using standard weighting methods. The four-step weighting process included:

1. Assigning a base weight based on the inverse of the probability of selection,

2. Adjusting the base weight by distributing the weights from the cases of unknown eligibility to the cases of known eligibility,

3. Adjusting the weight from step 2 by distributing the weights from incomplete cases to the complete cases,

4. Post-stratifying the step 3 weight to known population totals for race/ethnicity, Service, gender, and paygrade.

Applying the weights to the respondents, DMDC estimated that overall 10.2% (±1.0[4]) of active duty military members had experienced Racial Discrimination. DMDC further estimated that 6.5% of non-Hispanic whites (±1.5) and 15.9% of minorities (±1.3) in the active duty military had experienced Racial Discrimination. The statistical methodology report (DMDC, 2013b) provides more details regarding the sampling, weighting, and variance estimation and the

[2] Race/ethnicity was stratified as a seven level variable: Hispanic, White, Black, American Indian/Alaskan Native, Asian, Hawaiian/Pacific Islander, Multi Race
[3] Paygrade was stratified as a five level variable: E1-E4, E5-E9, W1-W5, O1-O3, O4-O6
[4] The margin of error of this estimate is based on a 95 percent confidence interval

tabulation volume (DMDC, 2013c) provides details for the estimates of Racial Discrimination rates by additional demographic groups.

Section I:
Analyze Response Rates From 2013 WEOA and Other Related DMDC Surveys

DMDC always computes response rates by many known administrative variables (e.g., Service and paygrade). Differential response rates can be evidence of potential NRB unless these variables are controlled for during statistical weighting. Table 1 shows that response rates to the WEOA and comparable SOFS-A vary greatly by subgroup; for example, O4-O6s consistently respond at a much higher rate than E1-E4s. Because O4-O6s also report very different Racial Discrimination rates than E1-E4s, NRB levels would be high if DMDC used unweighted estimates. However, DMDC controls for Service, paygrade, gender, race/ethnicity, location, occupation group, age and on/off base, variables that are correlated with response propensity as well as actual survey responses when constructing survey weights. Therefore, analysis of response rates alone does not provide evidence of NRB in weighted *2013 WEOA* estimates. Instead, the focus of this response rate analysis is to assess a different hypothesis. Some critics may hypothesize that minorities, or potentially Racial Discrimination victims, would be more likely to respond to the WEOA because of the subject matter, a hypothesis Groves (2000) refers to as topic saliency. If this were true, minorities should respond at different rates to the WEOA than they do to other active duty surveys that do not focus on racial issues.

To assess this hypothesis, DMDC compared the *2013 WEOA* response rates to the previously fielded WEOA survey and SOFS-A that fielded in close time proximity. The SOFS-A is DMDC's main recurring general topic survey that covers the same active duty population as WEOA. DMDC used the prior WEOA survey (*2009 WEOA*) and the SOFS-A surveys that fielded the closest to the WEOA surveys, which were in 2012 and 2008. Table 1 shows overall response rates (labeled "Total") and response rates for key demographic subgroups.

Table 1 shows that response rates to the WEOA follow patterns consistent with known trends in the SOFS-A. Over time, across all military surveys, active duty response rates have steadily declined. The WEOA shows a more severe decline than the SOFS-A; however, this can be attributed to budget pressures that forced the removal of the WEOA paper survey option after the 2009 cycle.[5]

[5] The *2009 WEOA* surveys had paper and Web response options while the 2013 survey was Web-only.

Table 1.
Comparison of Trends in WEOA and SOFS-A Response Rates (Shown in Percent)

	2008/2009		2012/2013	
Key Surveys	**WEOA[a]**	**SOFS-A[b]**	**WEOA**	**SOFS-A[c]**
Total	33	31	23	26
Race/Ethnicity				
Non-Hispanic White	35	33	24	28
Minority	30	28	22	22
Black	29	27	21	21
Hispanic	28	28	21	22
Asian	36	32	26	28
All Other Races	29	24	21	22
Service				
Army	29	26	17	20
Navy	33	32	25	27
Marine Corps	21	23	20	21
Air Force	42	42	32	37
Coast Guard	55		44	48
Paygrade				
E1-E4	17	16	12	13
E5-E9	41	39	29	33
O1-O3	43	42	33	38
O4-O6	60	60	45	54
Gender				
Male	33	31	23	26
Female	35	34	26	29

[a]The *2009 WEOA* surveys had paper and Web response options while the 2013 survey was Web-only.
[b]The *November 2008 SOFS-A* was used because it was the most recent SOFS-A survey prior to the *2009 WEOA*, which was conducted in February 2009
[c]The *June 2012 SOFS-A* was used because it was the most recent SOFS-A survey prior to the *2013 WEOA*, which was conducted in April 2013

For race/ethnicity, non-Hispanic whites and Asians consistently respond to active duty surveys at higher rates than other minorities. However, comparing the most recent WEOA and SOFS-A surveys reveals that the response rate gap between non-Hispanic whites and minorities is smaller in the *2013 WEOA* survey. For example, response rates for non-Hispanic whites (28%) were six percentage points higher than minorities (22%) in the *June 2012 SOFS-A*, but response rates for non-Hispanic whites were only two percentage points higher in the *2013 WEOA* (24% versus 22%). This may indicate that the subject matter of equal opportunity influences some minorities to respond (topic saliency) or may dissuade some non-Hispanic whites from responding because of lack of topic interest. The decrease in the race/ethnicity gap is a consideration but does not necessarily indicate an increase in NRB because race/ethnicity is a characteristic that is controlled for during survey weighting. Therefore the only way that the smaller race/ethnicity gap could create larger NRB is if the minorities that were influenced to respond had higher (or lower) Racial Discrimination rates than those that did not respond, and

that hypothesis is not testable with these data. However, the presence of this gap could lead to slightly increased risk for NRB in WEOA surveys.

For Service, response rate patterns are consistent between the SOFS-A and WEOA surveys across years. Air Force response rates are highest, followed by Navy, and the lowest response rates belong to Army and Marine Corps. The response rates by Service provide no evidence of additional NRB in the WEOA survey that does not exist in the SOFS-A.

For paygrade, response rate patterns are consistent across all surveys where senior officers (O4-O6) respond at the highest rates and response rates decrease as active members become more junior until dropping off rapidly for the junior enlisted (E1-E4). DMDC's weighting methods correct for bias associated with the differential response probabilities for these known characteristics (e.g., Service, paygrade). The response rates by paygrade provide no evidence of additional NRB in the WEOA survey that does not exist in the SOFS-A.

Summary of Response Rates Analysis From 2013 WEOA and Other Related DMDC Surveys

Comparisons of WEOA and SOFS-A response rates provide evidence that topic saliency does not substantially alter response rates to the WEOA survey, and therefore any increase in NRB, compared to that of a SOFS-A, is likely to be small to modest. However, although WEOA and SOFS-A response rates have similar patterns, the difference between non-Hispanic white and minority response rates (race/ethnicity gap) suggests that topic saliency may increase the level of NRB in the WEOA over the SOFS-A, but because the response rate gap is only slightly smaller for WEOA, the increase in NRB is likely small.

Section II:
Evaluate Composition of Sample Compared With Survey Respondents

DMDC next considered whether, and how, survey nonresponse (unit nonresponse), affects NRB for this survey. In this section DMDC evaluates the composition of the *2013 WEOA*, exploring key military demographic breakdowns by survey subgroups (e.g., population total, sample size, respondents, and weighted respondents). DMDC draws optimized samples to reduce survey burden on members as well as produce high levels of precision for important domain estimates by using known information about the military population and their propensity to respond. It is important to note that DMDC samples are often not proportional to their respective population. Depending on the specific subgroup, DMDC will over or under sample a specific group (e.g., E1-E4 Army) to obtain enough expected responses to make statistically accurate estimates. While the sample and the number of responses might look out of alignment with the population, this is by design. DMDC is able to use its military personnel data to correctly weight the respondents in order to make survey estimates representative of the entire active duty population. The military demographics considered include: Service, paygrade, gender, and race/ethnicity. Table 2 through Table 5 contains both the frequency and percent for the survey population, sample size, and respondents (unweighted and weighted) by demographic category.

Table 2 shows the breakdown by race/ethnicity. Minority members typically have lower response rates because they are composed of more junior enlisted. For the *2013 WEOA*, minorities were significantly oversampled considering they are disproportionately victims of Racial Discrimination. Overall minorities made up 86% of the sample compared to 35% of the overall active duty military population. The final weighted population pulls the respondents back into alignment with race/ethnicity composition in the active duty to ensure final weighted estimates are not over-representing minorities.

Table 2.
Distribution of Population, Sample and Respondents, by Race/Ethnicity

	Population		Sample		Respondents		Weighted Population	
Race/Ethnicity	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**
Non-Hispanic White	908,984	65	12,718	14	3,153	18	908,984	65
Minority	498,783	35	76,098	86	14,865	83	498,783	35
Black	223,208	16	16,151	18	2,961	16	223,208	16
Hispanic	159,842	11	14,825	17	2,840	16	159,842	11
Asian	49,489	4	11,421	13	2,632	15	49,489	4
All Other Races	66,244	5	33,701	38	6,432	36	66,244	5
Total	**1,407,767**	**100**	**88,816**	**100**	**18,018**	**100**	**1,407,767**	**100**

Table 3 shows the breakdown by Service. Based on historically different response rates and the need to make estimates for each Service, DMDC oversampled the Navy, Marine Corps, and Coast Guard, and under sampled the Air Force and Army (Table 3: columns 3 and 5). For instance, Army makes up 38% of the active duty but only 33% of the *2013 WEOA* sample. There are fairly large differences between the sample size and respondents percentages, especially with the Air Force and Army (Table 3: columns 5 and 7). The Air Force is the highest responding group and made up 14% of the sample, but 21% of the respondents. Army, on the other hand, made up 33% of the sample and only 24% of the respondents. Finally, DMDC uses post-survey weighting procedures (described earlier) to adjust the 24% of Army respondents to make them representative of the Army's 38% of the overall military population. The final weighting procedure aligns respondent proportions back with the military population for Service (Table 3: columns 3 and 9).[6]

Table 3.
Distribution of Population, Sample and Respondents, by Service

	Population		Sample		Respondents		Weighted Population	
Service	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**
Army	537,215	38	29,581	33	4,357	24	537,215	38
Navy	310,406	22	25,448	29	4,686	26	310,406	22
Air Force	324,789	23	12,212	14	3,793	21	324,789	23
Marine Corps	193,891	14	16,793	19	3,139	17	193,891	14
Coast Guard	41,466	3	4,782	5	2,043	11	41,466	3
Total	**1,407,767**	**100**	**88,816**	**100**	**18,018**	**100**	**1,407,767**	**100**

Table 4 shows the breakdown by paygrade. Junior enlisted members (E1-E4) are known to have the lowest response rates for all military surveys. DMDC oversamples this group to provide enough responses to make precise estimates for this subgroup (56% of the sample versus 44% of the population). The lower response rate for the E1-E4 group is shown by them making up only 33% of the total respondents. Higher responding groups such as high ranking officers (O4-O6) or senior enlisted members (E5-E9) are under sampled. The high response rates among these specific subgroups provide a sufficient number of respondents. The respondents DMDC received for the *2013 WEOA* are consistent with expected rates based on historical trends. Again, the post-stratification adjustment properly aligns the final weighted population (Table 4: column 9) with the population (Table 4: column 3).

[6]During the *2013 WEOA*, DMDC controlled for race, Service, gender, and paygrade during the post-stratification weighting stage.

Table 4.
Distribution of Population, Sample and Respondents, by Paygrade

	Population		Sample		Respondents		Weighted Population	
Paygrade	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**
E1-E4	613,841	44	50,029	56	5,910	33	613,893	44
E5-E9	549,786	39	28,606	32	8,221	46	547,720	39
W1-W5	21,116	2	1,016	1	450	3	21,211	2
O1-O3	134,009	10	6,131	7	2,059	11	135,640	10
O4-O6	89,015	6	3,034	3	1,378	8	89,303	6
Total	**1,407,767**	**100**	**88,816**	**100**	**18,018**	**100**	**1,407,767**	**100**

Table 5 shows the survey subgroup breakdown by gender. The respondents DMDC received for the *2013 WEOA* are consistent with expected rates based on historical trends. Females responded to the *2013 WEOA* at slightly higher rates (19% of respondents versus 18% of sample), but in general Table 5 shows that an assessment of gender shows no evidence of NRB.

Table 5.
Distribution of Population, Sample and Respondents, by Gender

	Population		Sample		Respondents		Weighted Population	
Gender	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**	**Frequency**	**Percent**
Male	1,202,059	85	73,159	82	14,570	81	1,202,088	85
Female	205,708	15	15,657	18	3,448	19	205,679	15
Total	**1,407,767**	**100**	**88,816**	**100**	**18,018**	**100**	**1,407,767**	**100**

Summary of Sample Composition Compared With Survey Respondents

The WEOA sample composition demographically differs from the active duty population distribution due to intentional sampling strategies that allow precise estimation for small subgroups (e.g., racial/ethnic groups). The respondent composition differs from the sample distribution in predictable ways due to subgroups (e.g., junior enlisted) responding at different rates. Analyses show that the survey weights effectively eliminate these differences and the distribution of weighted survey respondents closely matches the active duty population. The difference in the composition of the respondents compared with the population distributions is effectively eliminated during survey weighting. This assessment shows a risk of NRB due to differential response rates, but because the differences are on observable characteristics (e.g., Service, paygrade) the weighting eliminates NRB for these estimates, and reduces NRB for statistics (e.g., Racial Discrimination) correlated with these demographics. DMDC concluded that although large differential response rates provide great risk of NRB, the abundant frame data

on military personnel allows complex weighting adjustments to account for a large number of observable characteristics, and therefore this study provides no evidence of NRB in the *2013 WEOA* estimates.

Section III:
Use Late Respondents as a Proxy for Nonrespondents

Survey researchers have observed that if the field period were shortened or fewer contact attempts were used, a subset of survey respondents would have been nonrespondents, and they have hypothesized that these late respondents may be more similar to nonrespondents than the early respondents. This hypothesis is called the "continuum of resistance" model (Lin & Schaeffer, 1995). Although results from studies testing this model have been mixed (Groves & Peytcheva, 2008), analysis of late respondents is still a common practice in NRB studies.

DMDC evaluated the effect of late responders by performing a weighted logistic regression using PROC SURVEYLOGISTIC in SAS. Specifically, DMDC assessed whether a dichotomous predictor variable for early/late response was a significant predictor of Racial Discrimination, after controlling for other covariates. If late respondents report different experiences from early respondents, the early/late predictor variable should be significant, and may provide evidence of NRB if late responders are similar to survey nonrespondents. Note that whether late respondents are similar to nonrespondents on estimates of interest cannot be directly measured, but whether they are similar on observable characteristics using administrative variables can be assessed.

Table 6 shows the number of respondents by week of fielding. To define early and late respondents, DMDC divided the fifteen week field period into two parts, treating respondents from the first twelve weeks as early respondents and the final three weeks as late respondents.[7]

[7] The choice for breaking the field period into early and late respondents is subjective. We chose the final two weeks to coincide with the final survey contact and to ensure there were sufficient numbers of late respondents to make separate estimates with reasonable precision.

Table 6.
Respondents by Week of Fielding

Early/Late Split	Week	Respondents
Early	1	4,806
	2	3,478
	3	1,667
	4	1,361
	5	741
	6	1,009
	7	518
	8	295
	9	1,035
	10	432
	11	763
	12	187
Late	13	948
	14	763
	15	15
Total		**18,018**

Table 7 shows the demographic composition for early respondents, late respondents, and nonrespondents by race/ethnicity, Service, and paygrade, and gender.

Table 7.
Composition of Sample for Early, Late, and Nonrespondents

Key Domains	Early Respondents		Late Respondents		Nonrespondents	
	Number of Respondents	Unweighted Percent of Total Early Respondents[a]	Number of Respondents	Unweighted Percent of Total Late Respondents[a]	Number of Nonrespondents	Unweighted Percent of Total Nonrespondents[a]
Race/Ethnicity						
Non-Hispanic Whites	2,885	18	268	16	9,087	14
Minority	13,407	82	1,458	84	58,123	86
Black	2,628	16	333	19	12,439	19
Hispanic	2,569	16	271	16	11,437	17
Asian	2,382	15	250	14	8,295	12
All Other Races	5,828	36	604	35	25,952	39
Service						
Army	3,828	24	529	31	24,114	36
Navy	4,259	26	427	25	19,812	29
Marine Corps	2,865	18	274	16	12,956	19
Air Force	3,440	21	353	20	7,831	12
Coast Guard	1,900	12	143	8	2,497	4
Paygrade						
E1-E4	5,247	32	663	38	42,264	63
E5-E9	7,459	46	762	44	19,068	28
W1-W5	415	3	35	2	530	1
O1-O3	1,887	12	172	10	3,826	6
O4-O6	1,284	8	94	5	1,522	2
Gender						
Male	13,177	81	1,393	81	55,827	83
Female	3,115	19	333	19	11,383	17
Total	**16,292**	**100**	**1,726**	**100**	**67,210**	**100**

[a]Details may not add to totals because of rounding.

Early and late respondents generally look demographically similar; however, late respondents contain a lower percentage of Coast Guard (8% versus 12%), more Army (31% versus 24%), and more E1-E4 (38% versus 32%). *2013 WEOA* late respondents are more demographically similar to the nonrespondents than the early respondents, but they are still demographically different from the nonrespondents. For instance, late respondents are disproportionately E1-E4 relative to early respondents, but nonrespondents are much more E1-E4 than late respondents (63% compared with 38%). The pattern follows for Service and race/ethnicity, where late respondents are more Army and minority, and then the effect is more pronounced for nonrespondents (e.g., 36% Army for nonrespondents versus 31% for late

respondents, 86% minority for nonrespondents versus 84% for late respondents). For gender, nonrespondents look very similar to both early and late respondents. While the analysis of the demographics shows that late respondents do look "more like" nonrespondents, which provides limited support for the continuum of resistance model, early, late, and nonrespondents are still quite different from one another. Next, we investigate Racial Discrimination propensity through logistic regression using key predictor variables including the early/late response variable.

Respondents and nonrespondents are characterized based on a set of demographic variables. Variables such as member's race/ethnicity, gender, paygrade, and Service can be critical in predicting military experience of Racial Discrimination. The analysis of Racial Discrimination was conducted via logistic regression with the nine independent variables shown in Table 8. The dependent variable of the logistic model is a binary variable representing whether or not the member experienced Racial Discrimination where the variable equals 0 for no experience and 1 for experience. Although variables such as Service and paygrade are important predictors, early/late response is the variable of interest. Most of the variables in the table are self explanatory with the exception of occupation group. The groups for occupation were determined based on historical response rates, where DMDC coded specific occupation groups as low, average, and high response rate groups.

Table 8.
Independent Demographic Variables for Logistic Model Predicting Racial Discrimination

Variable	Categories
Early/Late	Early Responder*
	Late Responder
Race/Ethnicity	Hispanic
	Non-Hispanic White*
	Black
	Asian
	All Other Races
Gender	Male*
	Female
Paygrade	E1-E4*
	E5-E9
	W1-W5
	O1-O3
	O4-O6
Service	Army*
	Navy
	Marine Corps
	Air Force
	Coast Guard
Location	US & US territories*
	Asia & Pacific Islands
	Europe
Age	Under 25 Years Old*
	25-29 Years Old
	30-35 Years Old
	36-44 Years Old
	45+ Years Old
Occupation Group	Low Response Rate Occupations*
	Average Response Rate Occupations
	High Response Rate Occupations
On/Off base	On Base*
	Off Base

*Represents the reference category for each variable.

The purpose of testing the full model was to measure the effect of each variable on Racial Discrimination while controlling for the others (i.e. measuring the effect of one characteristic taking the other characteristics into consideration). To perform statistical modeling using logistic regression, we set one of the categories (levels) of the independent variable to be a reference category, shown with an asterisk (*) in Table 8. DMDC modeled the data using SAS

PROC SURVEYLOGISTIC. All other categories of the variable were compared with the reference category and the model parameters and odds ratios were derived and interpreted accordingly. The odds ratio can be interpreted as the odds that an outcome (in this case experiencing Racial Discrimination) will occur given a non-reference category compared to the odds of that outcome for the reference category..

Table 9 displays the output statistics from the weighted full logistic model. Column 1 shows the independent variables and their categories. The second through fifth columns consist of the parameter estimates, the standard errors of the estimate, the Wald tests, and the degrees of freedom associated with the variables and categories, respectively. Wald's test and the corresponding p-values for Air Force, Hispanic, Black, and Asian are significant, suggesting that these levels of variables exhibit significant power for predicting Racial Discrimination experience. Minority groups are expected to report more Harassment/Discrimination, and the odds ratios show that minorities experience 2 to 3 times the rate of non-Hispanic whites (reference group).

Table 9.
Logistic Model Predicting Racial Discrimination with Nine Independent Variables

Independent Variable	Parameter Estimate	Standard Error	Wald Test Statistic	df	P-value	Odds Ratio	95 Percent C.I. for Odds Ratio	
							Lower CI	Upper CI
Early/Late			0.0638	1	0.8005			
Late Responders	0.0207	0.0818	0.0638	1	0.8005	1.042	0.756	1.436
Race/Ethnicity			75.1177	4	<.0001			
Black	0.2442	0.0670	13.2664	1	0.0003	2.648	2.024	3.464
Hispanic	0.2648	0.0647	16.746	1	<.0001	2.703	2.073	3.526
Asian	0.3039	0.0641	22.4954	1	<.0001	2.811	2.160	3.659
All Other Races	-0.0832	0.0709	1.3762	1	0.2407	1.909	1.450	2.513
Gender			2.8994	1	0.0886			
Female	0.1045	0.0614	2.8994	1	0.0886	1.232	0.969	1.567
Paygrade			16.9845	4	0.0019			
E5-E9	0.1144	0.1335	0.7353	1	0.3912	0.59	0.421	0.827
W1-W5	-0.5816	0.2417	5.7903	1	0.0161	0.294	0.151	0.572
O1-O3	0.0136	0.1671	0.0067	1	0.935	0.533	0.322	0.884
O4-O6	-0.1886	0.2084	0.8191	1	0.3655	0.436	0.235	0.81
Service			47.999	4	<.0001			
Navy	0.0653	0.0968	0.4547	1	0.5001	0.615	0.471	0.805
Marine Corps	0.0229	0.1253	0.0334	1	0.855	0.59	0.418	0.833
Air Force	-0.4401	0.1073	16.830	1	<.0001	0.371	0.275	0.502
Coast Guard	-0.1988	0.1207	2.7109	1	0.0997	0.473	0.341	0.654
Location			4.0959	2	0.129			
Asia & Pacific Islands	0.2572	0.1704	2.2778	1	0.1312	1.635	0.997	2.682
Europe	-0.0227	0.1584	0.0206	1	0.8858	1.236	0.791	1.932
Age			16.3623	4	0.0026			
25-29 Years Old	0.0297	0.1028	0.0833	1	0.7728	1.691	1.211	2.361
30-35 Years Old	0.2815	0.0998	7.9502	1	0.0048	2.175	1.478	3.202
36-44 Years Old	0.1554	0.1076	2.0836	1	0.1489	1.917	1.260	2.918
45+ Years Old	0.0291	0.1727	0.0284	1	0.8662	1.69	0.982	2.908
Occupation Group			0.8080	2	0.6676			
Average Responders	0.0369	0.0820	0.2028	1	0.6524	1.11	0.882	1.396
Good Responders	0.0303	0.1294	0.0549	1	0.8147	1.102	0.732	1.661
On/Off base			0.7811	1	0.3768			
Off Base	0.0684	0.0774	0.7811	1	0.3768	1.147	0.846	1.553
Constant	-2.0484	0.1482	191.0393	1	<.0001			

The odds ratio for each variable in the model is interpreted taking the impact of the other variables in the model into consideration. For example, the odds ratio for race/ethnicity level Hispanic is 2.703, indicating that Hispanic members are about 3 times as likely as non-Hispanic whites to experience Racial Discrimination after controlling for the other variables in the model.

Table 9 shows that the early/late predictor variable is not significant (p-value is 0.8005) and the odds ratio is only 1.042. This shows that the late responders experience Racial Discrimination at almost the exact same rate as early responders, after controlling for demographic differences between the two groups.[8]

Table 10 shows the composition of early/late respondents broken down by race/ethnicity. Additionally, the table shows the number of unweighted reports of Racial Discrimination cases and the unweighted rates by race/ethnicity. The late respondents report higher overall unweighted Racial Discrimination rates (14.4% versus 12.2%), and higher for each race/ethnicity group; however, this is expected because later respondents are disproportionately high risk groups (e.g., E1-E4).

Table 10.
Comparison of Early and Late Respondents by Race/Ethnicity for Racial Discrimination Cases and Unweighted Rates

Time Period	Race	Respondents	Unweighted Racial Discrimination Cases	Racial Discrimination Unweighted Rate (Percent)
Early Respondents	**Non-Hispanic White**	2,885	145	5.0
	Minority	13,407	1,839	13.7
	Black	2,628	426	16.2
	Hispanic	2,569	388	15.1
	Asian	2,382	409	17.2
	All Other Races	5,828	616	10.6
	Total	**16,292**	**1,984**	**12.2**
Late Respondents	**Non-Hispanic White**	268	16	6.0
	Minority	1,458	233	16.0
	Black	333	62	18.6
	Hispanic	271	47	17.3
	Asian	250	47	18.8
	All Other Races	604	77	12.7
	Total	**1,726**	**249**	**14.4**

[8] An unweighted model was also ran to test the sensitivity of the weights on the estimated parameters, but the early/late predictor variable was still not significant, and the odds ratio was only slightly higher at 1.126.

Summary of Using Late Respondents as a Proxy for Nonrespondents

Observing the unweighted Racial Discrimination rates in Table 10, the late respondents have higher rates (14.4% versus 12.2%) than early respondents. Because there is little difference in non-Hispanic whites (5.0% for early and 6.0% for late respondents) and each level of minorities presenting higher rates, there may be some concern for NRB. However, due to late respondents being composed primarily of low response rate groups, as seen in Table 7 (e.g., E1-E4, minorities), who also have higher Racial Discrimination rates, this increase is expected.

Additionally, the analysis of late respondents using the logistic regression model provides no significant evidence of NRB in the estimates of the Racial Discrimination rate. The model controlled for the demographic differences, and the early/late predictor variable was not significant in predicting whether a sample member experienced Racial Discrimination. Therefore, if late respondents serve as proxies for survey nonrespondents, then there is no evidence that nonrespondents would have different Racial Discrimination rates.

Section IV:
Analyze Item Missing Data for Racial Discrimination Questions

In this section, we analyze item missing data for the Racial Discrimination questions to investigate the hypothesis that some respondents refuse to answer questions or quit the survey all together (i.e., drop-off) because of the sensitivity of the questions. If the decision to refuse to answer the question is not random (i.e., those who avoid the Racial Discrimination questions have different harassment rates than complete respondents), then a source of NRB exists. We cannot directly test this hypothesis because the Racial Discrimination status for respondents that avoid the question is unknown. However, we examine item missing data to assess the NRB in the Racial Discrimination questions.

To understand whether respondents specifically avoided the Racial Discrimination questions, or whether they quit the survey prior to ever seeing the questions, DMDC conducted a "drop-off analysis". Our drop-off analysis shows the last question that a survey respondent answered on the survey. For example, if a respondent answered Q1-10 and quit, the drop-off analysis would place that respondent in the frequency count at Q10. Drop-off analysis does not account for "standard item missing data", for instance when a respondent skips one question (accidentally or on purpose), but returns to answer further questions. For instance, if a member answered Q1-10, skipped to 12 and answered Q12-20, and then answered no further questions, the drop-off analysis would include the member in the count where Q20 was last answered.

In the *2013 WEOA* survey, there were only fifteen questions on the web survey where a large number of respondents (over 100) dropped off. Of these fifteen questions, four were directly related to the Racial Discrimination rate (Questions 28, 29, 31, and 32, See Appendix A). However, this does not prove that the subject matter of equal opportunity was the cause for the drop-off. Another reason respondents may drop out of the survey is survey burden, as measured by question length. Table 11 breaks down the fifteen questions with large drop-offs by showing the amount of drop-offs as well as the number of sub items for the following question. Of the fifteen major instances, thirteen show that the following question involved multiple sub items, and these long sub items may appear burdensome to respondents.

Table 11.
Breakdown of Large Drop-off Questions

Last Question Answered	Number of Drop-offs	Number of Sub items in Next Question
8	250	1
10	165	6
13	284	12
18	211	9
25	192	10
26	190	8
27	*347	18
28	*241	1
30	*113	21
31	*117	4
33	477	8
50	114	16
55	156	5
58	395	10
60	158	7

*Indicates the number of drop-offs when arriving at the four questions that lead into the Racial Discrimination rate.

Specifically, two of the Racial Discrimination questions have the most sub items with 18 and 21 levels, but do not represent the most drop-offs within the survey. DMDC also observed that large sets of questions presented on a single web screen induced drop offs during the *2012 Workplace and Gender Relations Survey of Active Duty Members: Nonresponse Bias Analysis Report* NRB (DMDC 2013d).

Summary of Analyzing Item Missing Data for Racial Discrimination Question

Similar to all DMDC surveys, unit missing data (members that fail to start the survey) is a much more severe problem than item missing data (skipping questions on the survey), but we investigated the item missing data for the Racial Discrimination questions in search of potential NRB. Although numerous members dropped off at the key questions that lead to the Racial Discrimination rate, the long series of scale questions (e.g., respondent burden) for both Q28 (harassment) and Q31 (discrimination) seem to cause the missing data.

Section V:
Analyze Whether Past Racial Discrimination Victims Respond to Later WEOA Surveys at Different Rates

NRB occurs when survey respondents would report different experiences than survey nonrespondents. DMDC has historical data to assess whether prior Racial Discrimination victims[9] respond to future WEOA surveys at different rates than non-victims. For example, if members who reported experiencing Racial Discrimination on the *2009 WEOA* responded to the 2013 survey at significantly higher or lower rates than members who reported no Racial Discrimination experience, this may suggest NRB exists in the *2013 WEOA* Racial Discrimination estimates. Some critics may argue that members who have experienced this situation in the past are more likely to respond to tell the story. For the NRB to occur, the effect of a 4-year old Racial Discrimination victimization on current survey response (e.g., 2009 victimization affecting 2013 response) would need to be similar to the effect of a recent victimization (within last 12 months) on response propensity to the current survey. Note that we cannot test this assumption with the data.

For the survey iterations available (2009 and 2013), DMDC traced the distribution of members by race/ethnicity, Service, paygrade, and gender. DMDC sampled 87,302 members in the 2009 survey of which 26,167 were complete respondents. DMDC then sampled 3,757 of the 2009 respondents in the 2013 survey. The 3,757 respondents from the earlier administration that were sampled again in the later administration are shown in Table 12 broken down by their response to the Racial Discrimination question in the 2009 survey (experienced Racial Discrimination or did not experience Racial Discrimination). Table 12 also displays the unweighted and weighted response rates for each subgroup. The weighted response rates were based on the sampling weights from the *2013 WEOA* survey.

DMDC also conducted this analysis for our *2012 Workplace and Gender Relations Survey* (DMDC Report No. 2013-059), and an important conclusion can be drawn across both studies. Prior survey respondents, whether harassed or not (either due to gender or race), respond to future surveys at very high rates. What this implies is that even after conditioning on Service, paygrade, race, gender, and many other variables, there are a subset of Service members that are extremely cooperative (i.e., take surveys), which also means there also exists a set of non-cooperative Service members. Because these two subgroups cannot be identified through observable characteristics, DMDC is unable to properly account for them during weighting. Therefore, if these cooperative members have attitudes/opinions that differ from the uncooperative, this analysis provides evidence of NRB.

[9] Prior Racial Discrimination victims reported a Racial Discrimination experience on a previous administration of the survey.

Table 12.
Demographic Breakdown of the Overlap Between 2013 WEOA and 2009 WEOA

	Experienced Racial Discrimination (Victims) in 2009 and in 2013 Sample				Did Not Experience Racial Discrimination (non-Victims) in 2009 and in 2013 Sample			
	Frequency	Percent of Total	2013 Unweighted Response Rate (percent)	2013 Weighted Response Rate (percent)	Frequency	Percent of Total	2013 Unweighted Response Rate (percent)	2013 Weighted Response Rate (percent)
Total	563	100	44	48	3,194	100	45	51
Race/Ethnicity								
Non-Hispanic White	7	1	71	99	104	3	57	64
Minority	556	99	43	43	3,090	97	44	48
Black	88	16	38	36	281	9	52	52
Hispanic	43	8	53	50	246	8	44	42
Asian	112	20	46	48	443	14	51	52
All Other Races	313	56	42	44	2,120	66	42	47
Service								
Army	125	22	38	41	459	14	41	51
Navy	139	25	42	56	667	21	41	54
Marine Corps	79	14	43	44	588	18	47	46
Air Force	106	19	44	41	966	30	40	45
Coast Guard	114	20	50	55	514	16	58	60
Paygrade								
E1-E4	215	38	36	38	1,084	34	32	38
E5-E9	234	42	47	55	1,332	42	50	57
W1-W5	9	2	33	22	74	2	61	78
O1-O3	60	11	53	49	461	14	49	47
O4-O6	45	8	51	50	243	8	61	63
Gender								
Male	446	79	45	46	2,592	81	45	54
Female	117	21	38	55	602	19	42	39

Table 12 shows the *2013 WEOA* response rates (unweighted and weighted) by demographic subgroups unweighted response rates for the 2013 survey by response to the 2009 survey's Racial Discrimination question. The top row shows that response rates for prior victims and non-victims are very similar (45% versus 44% unweighted and 51% versus 48% weighted)[10]. When we examine the 'percent of total' columns for victims and non-victims, the largest differences in composition are in race/ethnicity and Service. Although the overall minority proportion is similar (99% versus 97%), Black and Asian make up a higher percentage

[10] It is important to note that the analysis is made almost exclusively on the minority group (3,646 out of 3,757 of the resampled members are minorities due to the intentional oversampling of minorities for the WEOA surveys)

of victims (16% versus 9% for Black and 20% versus 14% for Asian) while All Others Races have the opposite effect and make up the largest percentage in both but make up a smaller percentage (56% versus 66%) in the victims group. For Service, victims are disproportionately Army and Navy. While demographic breakdowns differ based on prior reporting of victimization, NRB will only result if the response rates for these subgroups differ between those who experienced Racial Discrimination and those who did not.

Two competing hypotheses for WEOA surveys may be 1) victims are more likely to respond to "tell their story" or make the military aware of this serious problem, or 2) victims avoid this survey because it may cause them to re-experience a traumatic event. Although it's encouraging that response rates for victims and non-victims are similar, estimates of Racial Discrimination rates could still be biased if these similarities are influenced by demographic differences between subgroups. However, if these response propensities are explained by demographic variables, the weighting also reduces nonresponse bias. For instance, some demographic subgroups that disproportionately experience Racial Discrimination, such as junior enlisted, are also traditionally poor respondents. Therefore, as described above, the slightly lower weighted response rates for victims (48% versus 51%) may be a result of their demographics (38% E1-E4 compared with 34% for non-victims) rather than their experience. Because DMDC accounts for paygrade during weighting, the slightly different response rates by victimization may be accounted for due to the correlation between paygrade and experience.

To investigate further, DMDC ran unweighted and weighted logistic regression models where the dependent variable was response to the survey and the independent variables were Service, paygrade, gender, race/ethnicity, and a dummy variable for prior Racial Discrimination (victimization). Table 13 shows the weighted logistic regression because the weights account for differences in the composition of the two groups (as mentioned earlier, the higher proportion of Black and Asian in the "experienced" group), and we therefore consider the weighted model better.

Table 13 shows the output from the weighted logistic regression using SAS PROC SURVEYLOGISTIC. The analysis of statistical significance and the odds ratios used in Section III can be used here as well. The results show many typical conclusions, such as all paygrade groupings are more likely to respond to the survey than the E1-E4 reference group (all odds ratios are greater than 1). All services are more likely to respond to the survey than Army, and in particular the Coast Guard and Air Force (odds ratios of 2.907 and 1.883, respectively). After controlling for the other independent variables, prior experience does not affect one's likelihood to respond to a later survey. The odds ratio is very close to one (1.096)[11], and far from statistically significant ($p = 0.6889$), and we conclude that prior victimization has a very small influence on future response to the *2013 WEOA*.

[11] The odds ratio is 0.973 in the unweighed model, and also far from statistically significant.

Table 13.
Logistic Model Predicting Response to the 2013 WEOA Survey (weighted, n=3,757)

	Parameter Estimate	Standard Error	Wald Test Statistic	df	P-value	Odds Ratio	95 Percent C.I. for Odds Ratio	
							Lower C.I.	Upper C.I.
Racial Discrimination			0.1603	1	0.6889			
Did Experience	0.0457	0.1141	0.1603	1	0.6889	1.096	0.7	1.714
Race/Ethnicity			12.6044	4	0.0134			
Black	0.00407	0.1996	0.0004	1	0.9837	0.674	0.32	1.418
Hispanic	-0.4492	0.1826	6.0529	1	0.0139	0.428	0.212	0.866
Asian	0.228	0.1369	2.7733	1	0.0958	0.843	0.445	1.598
All Other Races	-0.1816	0.1166	2.4256	1	0.1194	0.56	0.303	1.035
Gender			3.9997	1	0.0455			
Female	-0.2467	0.1233	3.9997	1	0.0455	0.611	0.377	0.99
Paygrade			18.614	4	0.0009			
E5-E9	0.1591	0.1943	0.6708	1	0.4128	2.421	1.556	3.765
W1-W5	0.7845	0.522	2.2585	1	0.1329	4.524	1.207	16.958
O1-O3	-0.3808	0.2641	2.078	1	0.1494	1.411	0.738	2.696
O4-O6	0.1621	0.3417	0.2249	1	0.6353	2.428	1.032	5.712
Service			23.6554	4	<.0001			
Navy	-0.0203	0.1469	0.0191	1	0.8902	1.498	0.918	2.444
Marine Corps	-0.4071	0.2408	2.8579	1	0.0909	1.017	0.507	2.04
Air Force	0.2086	0.1812	1.3265	1	0.2494	1.883	1.068	3.32
Coast Guard	0.643	0.1513	18.0494	1	<.0001	2.907	1.784	4.739
Constant	-0.1766	0.199	0.7878	1	0.3748			

Summary of Analyzing Whether Past Victims' Respond to Later WEOA Surveys at Different Rates

To assess NRB, DMDC checked whether Racial Discrimination victims may be more (or less) likely to respond than non-victims by tracing prior WEOA survey respondents and examining their response rates to the *2013 WEOA*. DMDC also ran logistic regression models where the key independent variable was a dummy variable representing prior victimization. There were 3,757 *2009 WEOA* respondents that were sampled for the *2013 WEOA* survey. Of the 3,757 members, 563 had reported racial victimizations while 3,194 had not. Prior victims and non-victims had extremely similar response rates to the *2013 WEOA* (44% versus 45% unweighted and 48% versus 51% weighted). We caution against drawing conclusions from this study alone due to the small number of prior victims, but the similar unweighted and weighted 2013 response rates between the two groups and the lack of significance of prior victimization on response rates from our logistic regression models provides no evidence of NRB in the *2013 WEOA* estimates.

Section VI:
Analyze Mean Armed Forces Qualification Test Scores Between Active Duty Population and WEOA Survey Respondents

The Armed Forces Qualification Test, or AFQT, consists of the following four sections from the Armed Services Vocational Aptitude Battery (ASVAB): Word Knowledge, Paragraph Comprehension, Arithmetic Reasoning, and Mathematics Knowledge. The scores from these four sections make up the Military Entrance Score, which is also known as the AFQT. The AFQT score is used to determine eligibility for entrance into the Armed Services, as well as your training potential with the Armed Services. DMDC compared weighted estimates of AFQT score for WEOA respondents to the known population value for the corresponding active duty population. If the weighted survey estimates differed substantially from the mean AFQT score in the population, this would provide evidence of possible NRB in *2013 WEOA* estimates. Note that DMDC does not currently use AFQT score as an administrative variable when calculating survey weights. If weighted estimates from survey respondents' mean AFQT score exceeded the active duty populations, this would show that 'intelligent' Service members respond to surveys at higher rates. If intelligence were correlated with other attributes and experiences (e.g., racial harassment), then survey estimates may be biased due to our failure to include AFQT in our weighting models.

DMDC focused on the AFQT percentile and ran PROC SURVEYMEANS on the 1,150,283 active duty members in the population as well as the 13,895 respondents to the *2013 WEOA* that had an AFQT percentile on file. Only enlisted members have AFQT scores; therefore, the analysis was only performed on a subset of the population and survey respondents.[12]

Table 14 shows the mean AFQT percentile overall and by subgroups for the entire enlisted population versus the weighted mean based on the 13,895 *2013 WEOA* respondents.

[12] 98.9% of enlisted members in the sample had an AFQT percentile on file with the others having an "Unknown" value.

Table 14.
Comparison of Mean AFQT Percentile (Active Duty Population versus Survey Respondents)

Variable	Population		Survey Respondents	
	Size	Mean AFQT Percentile	Size	Weighted Mean AFQT Percentile
Overall	1,150,283	63	13,895	64
Race/Ethnicity				
Non-minority/White	709,014	67	1,609	68
Minority	441,269	57	12,286	59
Black	198,241	53	2,487	55
Hispanic	144,121	57	2,384	59
Asian	38,727	61	1,980	62
All Other Races	60,180	65	5,435	66
Service				
Army	435,956	59	3,345	62
Navy	254,292	65	3,790	65
Marine Corps	171,602	62	2,377	65
Air Force	256,432	67	2,962	67
Coast Guard	32,001	68	1,421	69
Paygrade[1]				
E1-E4	611,066	63	5,871	66
E5-E9	539,217	62	8,024	62
Gender				
Male	986,226	63	11,201	65
Female	164,057	60	2,694	61

[1]Note that only enlisted members have an AFQT percentile on file.

Table 14 shows that the weighted mean AFQT percentile of the respondents is nearly the same as that of the population (64% versus 63%). Although similar, the weighted mean from the survey respondents is always slightly greater than or equal to the population mean across all other domains shown in the table. If anything, we conclude that more 'intelligent' members respond to the WEOA survey at slightly higher rates, but again differences are so small it is unlikely that this contributes much toward NRB.

Summary of Analyzing Mean Armed Forces Qualification Test Scores Between Active Duty Population and WEOA Survey Respondents

DMDC investigated whether respondents to the WEOA had systematically different AFQT scores than nonrespondents after controlling (through weighting) demographic differences between survey respondents and nonrespondents. If the respondents systematically differ from nonrespondents and the differences could not be controlled by survey weighting, estimates of any parameter correlated with intelligence, as measured by AFQT, are likely biased. In summary, DMDC concludes that this study provides very little evidence of NRB because the weighted estimates almost exactly match the known population values.

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Appendix A.
Creation of Racial/Ethnic Harassment/Discrimination Rate

Creation of Racial/Ethnic Harassment/Discrimination Rate

For the *2013 WEOA*, DMDC created the Racial/Ethnic Harassment/Discrimination rate based on one of two criteria spanned over four separate questions.

1. Harassment: The member must have answered "Once or Twice", "Sometimes", or "Often" on any sub item a-r on Question 28 and answered "Some" or "All" on Question 29.

(OR)

2. Discrimination: The member must have answered 'Yes', and my race/ethnicity was/is a factor" on any sub item a-u on Question 31 and answered "Some" or "All" on Question 32a indicating "Racial/ethnic discrimination."

The questions involved in creating the Racial Discrimination rate can be seen in Figure A-1, Figure A-2, Figure A-3, and Figure A-4.

Figure A-1.
Question 28

28. How frequently during the past 12 months have you been in circumstances where you thought

- **Military Personnel (Active Duty or Reserve)**
  - **on- or off-duty**
  - **on- or off-installation; and/or**
- **DoD/DHS Civilian Employees and/or Contractors**
  - **In your workplace or on or off your installation/ship...** ***Mark one answer for each item.***

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	☒	☒	☒	☒
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	☒	☒	☒	☒
c. Were condescending to you because of your race/ ethnicity?	☒	☒	☒	☒
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	☒	☒	☒	☒
e. Displayed tattoos or wore distinctive clothes which were racist?	☒	☒	☒	☒
f. Did not include you in social activities because of your race/ethnicity?	☒	☒	☒	☒
g. Made you feel uncomfortable by hostile looks or stares because of your race/ ethnicity?	☒	☒	☒	☒
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ ethnicity?	☒	☒	☒	☒
i. Made offensive remarks about your accent or language skills?	☒	☒	☒	☒
j. Made remarks suggesting that people of your race/ ethnicity are not suited for the kind of work you do?	☒	☒	☒	☒
k. Made other offensive remarks about your race/ ethnicity (for example,	☒	☒	☒	☒

	referred to your race/ ethnicity with an offensive name)?				
l.	Vandalized your property because of your race/ ethnicity?	☒	☒	☒	☒
m.	Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ ethnicity?	☒	☒	☒	☒
n.	Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?.....	☒	☒	☒	☒
o.	Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	☒	☒	☒	☒
p.	Physically threatened or intimidated you because of your race/ethnicity?	☒	☒	☒	☒
q.	Assaulted you physically because of your race/ ethnicity?	☒	☒	☒	☒
r.	Other race/ethnicity-related experiences?.....	☒	☒	☒	☒

Figure A-2.
Question 29

29. [Ask if Any Q28 a - r GT Never] **Do you consider ANY of the behaviors which <u>you marked as happening to you</u> in the previous question to have been racial/ ethnic harassment?**

- ☒ None
- ☒ Some
- ☒ All

Figure A-3.
Question 31

31. During the <u>past 12 months</u>, did any of the following happen to you? If it did, do you believe your race/ ethnicity was a factor? ***Mark one answer for each statement.***

	No, or does not apply	Yes, but my race/ethnicity was/is NOT a factor	Yes, and my race/ethnicity was/is a factor
a. You were rated lower than you deserved on your last evaluation.	☒	☒	☒
b. Your last evaluation contained unjustified negative comments.	☒	☒	☒
c. You were held to a higher performance standard than others in your job.	☒	☒	☒
d. You did not get an award or decoration given to others in similar circumstances.	☒	☒	☒
e. Your current assignment has not made use of your job skills.	☒	☒	☒
f. You were not able to attend a major school needed for your specialty.	☒	☒	☒
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.	☒	☒	☒
h. You received lower grades than you deserved in your training.	☒	☒	☒
i. You did not get a job assignment that you wanted because of scores that you got on tests.	☒	☒	☒
j. Your current assignment is not good for your career if you continue in the military.	☒	☒	☒
k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.	☒	☒	☒
l. You did not have a professional relationship with someone who	☒	☒	☒

advised (mentored) you on career development or advancement.			
m. You did not learn until it was too late of opportunities that would help your career.	☒	☒	☒
n. You were unable to get straight answers about your promotion possibilities.	☒	☒	☒
o. You were taken to nonjudicial punishment or court martial when you should not have been.....	☒	☒	☒
p. You were punished at your job for something that others did without being punished.	☒	☒	☒
q. You were excluded by your peers from social activities.....	☒	☒	☒
r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.	☒	☒	☒
s. You received poorer treatment than you deserved from a military health care provider.	☒	☒	☒
t. You were harassed by armed forces police.....	☒	☒	☒
u. You had other bothersome experiences at your job.	☒	☒	☒

Figure A-4.
Question 32

32. [Ask if Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"] **Do you consider ANY of the behaviors which <u>you marked</u> in the previous question to have been...** ***Mark one answer for each item.***

	None	Some	All
a. Racial/ethnic discrimination?	☒	☒	☒
b. Sex discrimination?	☒	☒	☒
c. Religious discrimination?	☒	☒	☒
d. Other type of discrimination?	☒	☒	☒


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