



2015 Workplace and Equal Opportunity Survey of Reserve Component Members

Tabulations of Responses

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2015 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: TABULATIONS OF RESPONSES

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2015 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: TABULATIONS OF RESPONSES

Introduction to the Survey

The *Defense Research, Surveys, and Statistics Center*, Office of People Analytics (OPA), conducts both web-based and paper-and-pen surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).¹ These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. Health and Resilience (H&R) Surveys are in-depth studies of topics, which impact the health and well-being of military populations.

This report contains tabulations of responses from the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members (2015 WEOR)* conducted December 28, 2015 to May 31, 2016. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,² and (4) provides details on how to use the tabulations. The tabulations and a copy of the survey instrument follow this introduction.³

Survey Content

The *2015 WEOR* fulfills the Congressional mandate outlined in Title 10 U. S. Code Section 481 for Joint Service quadrennial assessments of race/ethnic issues. The *2015 WEOR* is the third OPA Reserve component survey of racial/ethnic issues and was generally modeled on previous OPA surveys of Reserve component and active duty members, the *2011 Workplace and Equal Opportunity Survey of Reserve Component Members* and the *2013 Workplace and Equal Opportunity Survey of Active Duty Members*. These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination.

Historically, OPA equal opportunity surveys have been designed to provide the policy offices and Department with an overall estimate of members who experienced behaviors aligned with racial/ethnic harassment and/or racial/ethnic discrimination. Since 2007, OPA equal opportunity surveys captured experiences of racial/ethnic harassment and racial/ethnic discrimination through a modified version of the Sexual Experiences Questionnaire for the DoD (SEQ-DoD; Fitzgerald, Magley, Drasgow, & Waldo, 1999). In particular, the behaviors contained on the SEQ-DoD were assessed in regards to respondents' race/ethnicity as opposed to their gender to capture

¹ Prior to 2016, the Defense Research Surveys, and Statistics Center (RSSC) resided within the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resource Activity (DHRA) reorganized and moved RSSC under the newly established Office of People Analytics (OPA).

² Details on survey methodology are reported in OPA (2016b).

³ Refer to OPA (2016a) to view a screen shot version of the survey as it appeared on the Web.

racial/ethnic harassment/discrimination. These measures were used on surveys conducted in 2009 and 2013 of active duty members and in 2007 and 2011 of Reserve component members to generate estimates of behaviors and were not meant to be used to imply legal or policy definitions of prohibited behaviors. In 2015, OPA and the Office of Diversity Management and Equal Opportunity (ODMEO) contracted the RAND Corporation to redesign the metrics used to measure racial/ethnic harassment/discrimination to better align with existing DoD policies.⁴

RAND researchers implemented a multi-pronged approach while designing the metrics to estimate the percentage of members who experienced racial/ethnic harassment and racial/ethnic discrimination in the past 12 months. 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; and were adapted from existing military surveys, including items previously utilized by DoD in the WEO surveys (Matthews, Farris, Schell and Gore, 2016).

A copy of the survey is provided on page 557. The current survey was subdivided into the following 12 topic areas:

1. *Background Information*—Reserve component member status,⁵ gender, race/ethnicity, served on active duty for a cumulative 24 months, and whether the member was a military technician.
2. *Satisfaction and Retention Intention*—Years of service, retention intention, and overall satisfaction with military life.
3. *Tempo*—Number of days spent in compensated National Guard/Reserve status and time away from home because of military duties.
4. *Activation/Deployment Status*—Activation in the past 12 months, activation in the past 12 months longer than 30 consecutive days, volunteer status, currently activated, activations resulted in deployment, location of deployment, and whether the member was currently deployed.⁶
5. *Military Workplace*—Length of time in present military unit; type of mentor; satisfaction with supervisor, coworkers, and work; readiness; morale; unit cohesion; and workplace hostility.

⁴ RAND researchers were tasked to redesign the new metrics to align in approach with the behaviorally-based measures they created in 2014 for the Workplace and Gender Relation (WGR) surveys.

⁵ This item was used to inform eligibility and is not included in these tabulations.

⁶ Due to an error in survey skip logic, respondents who had been activated in the past 12 months but were not currently activated were not provided an opportunity to give details about their deployment history in the past 12 months (Q19-Q20). To minimize confusion, Q19 and Q20 are not included in this tabulation volume.

6. *Workplace Experiences*—Assessments of the occurrence of racial/ethnic harassment and racial/ethnic discrimination in the workplace within the past 12 months; assessment and details about the one situation that bothered them most; details about offender; actions taken as a result of the situation; and details about reporting the situation, the outcome of the report, whether official action was taken, experiences of retaliation, and reasons for not reporting.
7. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices and perceptions of race relations within the military.
8. *Training*—Military training received in the past 12 months and perceived effectiveness of training on prevention of racial/ethnic harassment and racial/ethnic discrimination.
9. *Social Perceptions*—Perceptions of potential racial/ethnic confrontations and exposure to racist/gang messages and organizations.
10. *Social Media Use*—Use of social media or online social networks (OSN); perception of National Guard/Reserve unit leadership, installation, or component use of social media; extent of use of sites; witnessing misuse of social media; reporting misuse of social media; extent and frequency of use of social media at military workplace; concern about military supervisors accessing social media, and other personnel belonging to OSN; agreement about accessing sites during military work hours; knowledge about formal policies restricting use of sites during military work hours; and whether members abide by formal social media policies.
11. *Military/Civilian Comparisons*—Perceptions of conditions in the military compared to civilian employment and historical comparisons between military and civilian prevalences of racial/ethnic harassment and discrimination.
12. *Further Background Information*—Religious preference.

Population and Reporting Categories

The population of interest for the 2015 WEOR consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR⁷ Title 10 and Title 32), or Individual Mobilization Augmentee (IMA) programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR) who were below flag rank. Per DoD regulations, members who had separated from the force after the sample was drawn, but prior to the opening of the

⁷ Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

survey, were excluded from the survey administration process as they are considered “members of the public” and require additional approvals to participate in data collection activities.⁸

Survey results are presented for the total DoD populations and by a variety of reporting categories. To form the reporting categories for the tabulations, respondents are classified by their responses to survey items. If the self-reported data are missing, then Defense Manpower Data Center’s (DMDC) *Reserve Components Common Personnel Data System (RCCPDS)* is used to impute the subgroup classification at the time of sampling. Survey results are tabulated by component, paygrade, gender, race/ethnicity, Reserve program, activated/deployed, component by race/ethnicity, and component by paygrade. Definitions for reporting categories follow:

- *Total DoD*—This category includes results at the overall level for all DoD Reserve components.
- *National Guard*—The categories include total *National Guard*, *ARNG*, and *ANG*. Respondents are categorized using personnel record data only.
- *Reserve*—The categories include total *Reserve*, *USAR*, *USNR*, *USMCR*, and *USAFR*. Respondents are categorized using personnel record data only.
- *Paygrade*—The *Enlisted* subgroup includes all enlisted paygrades (*E1–E9*). The *Enlisted* subgroup is broken into: junior enlisted members (*E1–E4*) and senior enlisted members (*E5–E9*). The *Officers* subgroup includes Warrant Officers (*W1–W5*) and commissioned officers (*O1–O3* and *O4–O6*). Self-report data are used only to fill in missing administrative data.
- *Gender*—This category is self-explanatory.
- *Race/Ethnicity*—Respondents are classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). *Non-Hispanic White* includes persons marking only White and not reporting being Spanish/Hispanic/Latino. *Minority* includes all persons marking one or more of the races other than White and/or marking that they are Spanish/Hispanic/Latino. *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *Black*, *American Indian/Alaska Native (AIAN)*, *Asian*, and *Native Hawaiian/Pacific Islander (NHPI)* each include only those persons marking a single race and who did not report being Spanish/Hispanic/Latino. *Two or More Races* includes persons marking two or more of the races (White, Black, Asian, AIAN, and NHPI) and not reporting being Spanish/Hispanic/Latino.

⁸ The sample was drawn from the August 2015 *Reserve Component’s Common Personnel Data System (RCCPDS)*.

- *Reserve Program—AGR/FTS/AR* is comprised of members in full-time service from all DoD Reserve components. *Reserve Unit* is comprised of members from each DoD Reserve component who attend weekend drills with National Guard or Reserve units. Reserve unit members from the ARNG, USAR, ANG, and USAFR can also be categorized as *Military Technician*. Military Technicians are tabulated in the *Military Technician* category and in the *Reserve Unit* category. *IMA* is comprised of Individual Mobilization Augmentees from the USAR, USNR, USMCR, and the USAFR. With the exception of self-report data for Military Technicians, respondents are categorized using personnel record data only.
- *Activated/Deployed*—The categories *Not Activated Past 12 Months* and *Activated Past 12 Months* indicate whether Reserve component members reported having been activated during the 12 months prior to survey response. The category *Deployed Past 12 Months* indicates the members had been activated for 30 days or more and deployed during the 12 months prior to survey response.
- *Reserve Component by Race/Ethnicity*—Includes all Reserve components and provides additional levels of detail for self-reported results by race/ethnicity (*Non-Hispanic White* and *Total Minority* which includes *Black, Hispanic, Asian, and Other Race/Ethnicity*). The category *Other Race/Ethnicity* includes Reserve component members who identified as AIAN, NHPI, or as being of Two or More Races. Due to low representation of these groups, members of these racial/ethnic groups were included in a single category to increase the probability of generating reportable results.
- *Reserve Component by Paygrade*—To provide additional levels of detail for respondents, the tabulation layout also includes two levels of estimates by paygrade, *Enlisted* (E1–E4, E5–E9) and *Officers* (O1–O3, O4–O6, and W1–W5).

Survey Methodology

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

Single-stage, nonproportional stratified random sampling⁹ procedures were used. The sample consisted of 80,194 individuals drawn from the sample frame constructed from DMDC's *RCCPDS*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the survey, December 28, 2015 (0.36% of sample).

Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical questions Q31–Q43 or Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102) were received from 13,536 eligible respondents. The overall weighted response rate for eligible members, corrected for nonproportional sampling, was 19%.

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

- *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 nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.

⁹ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male ARNG personnel in one group, all female ARNG personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

- *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 sample person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents was 7,000 men and 3,000 women. To reduce this possible bias and reproduce known population totals the weights would be adjusted by 1.21 for men and 0.5 for women so that the final weights for men and women would be 24.3 and 10, which would give unbiased estimates of both the total and of women and men in the subgroup.

Table 1 (pages 8–9) shows the number of respondents and the portion of total members in each reporting category. Also shown are the estimated number of members and the portion of total members in each reporting category. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled, as well as differences in response rates.

Table 1.***Number of Respondents and Estimated Eligible Population by Reporting Categories***

	Respondents		Estimated Eligible Population			
	Count	Percent	Totals		Percent	
TOTAL DOD	13,536	100%	801,699	±12,120	100%	
National Guard	6,119	45%	447,277	±9,703	56%	
Reserve	7,417	55%	354,422	±7,263	44%	
Enlisted	10,056	74%	674,349	±11,646	84%	
E1–E4	3,001	22%	341,591	±9,409	43%	
E5–E9	7,055	52%	332,758	±6,866	42%	
Officers	3,480	26%	127,350	±3,390	16%	
O1–O3	1,132	8%	60,155	±3,545	8%	
O4–O6	2,034	15%	55,072	±1,348	7%	
W1–W5	314	2%	12,123	±914	2%	
Male	10,576	78%	652,377	±15,185	81%	
Female	2,960	22%	149,322	±11,111	19%	
Non-Hispanic White	5,436	40%	485,533	±13,000	61%	
Total Minority	8,092	60%	315,584	±11,080	39%	
Black	1,776	13%	113,990	±5,586	14%	
Hispanic	2,100	16%	126,159	±8,425	16%	
AIAN	580	4%	5,183	±1,005	1%	
Asian	1,709	13%	30,168	±2,183	4%	
NHPI	585	4%	5,831	±1,680	1%	
Two or More Races	1,342	10%	34,253	±6,059	4%	
AGR/FTS/AR	2,063	15%	77,163	±4,170	10%	
Other Selected Reserve	11,473	85%	724,536	±13,155	90%	
Reserve Unit	9,891	73%	712,134	±13,148	89%	
Military Technicians	2,404	18%	117,907	±9,378	15%	
IMA	1,582	12%	12,402	±590	2%	
Not Activated Past 12 Months	11,310	84%	673,789	±14,254	84%	
Activated in the Past 12 Months	2,205	16%	126,015	±11,454	16%	
Deployed Past 12 Months	851	6%	45,939	±6,391	6%	
ARNG	2,908	21%	343,339	±9,481	43%	
Non-Hispanic White	1,428	11%	219,732	±9,945	27%	
Total Minority	1,479	11%	123,426	±8,056	15%	
Black	334	2%	44,553	±3,913	6%	
Hispanic	366	3%	47,944	±5,455	6%	
Asian	290	2%	10,304	±1,840	1%	
Other Race/Ethnicity	489	4%	20,625	±5,554	3%	
Enlisted	2,222	16%	298,278	±9,107	37%	
Officers	686	5%	45,061	±2,639	6%	

Table 1 (continued)

	Respondents		Estimated Eligible Population		
	Count	Percent	Totals		Percent
USAR	1,803	13% 	195,804	±6,153	24% 
Non-Hispanic White	492	4% 	97,681	±6,904	12% 
Total Minority	1,311	10% 	98,123	±6,693	12% 
Black	302	2% 	39,759	±3,760	5% 
Hispanic	319	2% 	40,140	±5,679	5% 
Asian	293	2% 	9,229	±775	1% 
Other Race/Ethnicity	397	3% 	8,996	±2,462	1% 
Enlisted	1,321	10% 	160,327	±5,980	20% 
Officers	482	4% 	35,476	±1,474	4% 
USNR	1,579	12% 	54,186	±2,524	7% 
Non-Hispanic White	448	3% 	30,741	±2,664	4% 
Total Minority	1,129	8% 	23,256	±1,450	3% 
Black	273	2% 	7,578	±719	1% 
Hispanic	257	2% 	8,577	±1,035	1% 
Asian	283	2% 	3,246	±324	0% 
Other Race/Ethnicity	316	2% 	3,855	±936	0% 
Enlisted	1,129	8% 	39,958	±2,281	5% 
Officers	450	3% 	14,228	±1,082	2% 
USMCR	1,244	9% 	36,294	±1,655	5% 
Non-Hispanic White	559	4% 	20,878	±1,893	3% 
Total Minority	682	5% 	15,294	±1,410	2% 
Black	193	1% 	2,897	±423	0% 
Hispanic	274	2% 	8,761	±1,005	1% 
Asian	128	1% 	1,767	±482	0% 
Other Race/Ethnicity	87	1% 	1,870	±916	0% 
Enlisted	815	6% 	32,202	±1,659	4% 
Officers	429	3% 	4,092	±214	1% 
ANG	3,211	24% 	103,938	±2,061	13% 
Non-Hispanic White	1,310	10% 	76,237	±2,359	10% 
Total Minority	1,899	14% 	27,610	±1,655	3% 
Black	337	2% 	8,372	±600	1% 
Hispanic	466	3% 	10,523	±1,379	1% 
Asian	348	3% 	2,832	±258	0% 
Other Race/Ethnicity	748	6% 	5,883	±857	1% 
Enlisted	2,773	20% 	89,096	±1,931	11% 
Officers	438	3% 	14,842	±723	2% 
USAFR	2,791	21% 	68,139	±2,406	8% 
Non-Hispanic White	1,199	9% 	40,265	±2,492	5% 
Total Minority	1,592	12% 	27,874	±2,502	3% 
Black	337	2% 	10,831	±841	1% 
Hispanic	418	3% 	10,214	±2,235	1% 
Asian	367	3% 	2,790	±614	0% 
Other Race/Ethnicity	470	3% 	4,039	±888	1% 
Enlisted	1,796	13% 	54,489	±2,291	7% 
Officers	995	7% 	13,650	±788	2% 

How to Use the Tabulations

Each survey question is presented on facing pages in the tabulations.¹⁰ Tabulation pages include the question text (or composite measure description, if applicable), subitem text (if applicable), response options, reporting categories, percent responding, estimates for each response option and bar chart (if applicable), and a table note. Each of these elements is shown in Figure 1 and described in detail below.

Figure 1.
How to Read a Tabulation Page

The diagram illustrates the layout of a tabulation page. It shows a header section with question and subitem text, followed by response options. Below this is a table with columns for reporting categories, percentages for each response option, maximum margin of error (Max ME), and a bar chart heading. A note at the bottom provides additional context.

Q#. [Question text]		Percentages					Max ME	[Bar Chart Heading]	
a. [Subitem text, if applicable]		1	2	3	4	5		%	±ME
1. Response option 1									
2. Response option 2									
3. Response option 3									
4. Response option 4									
5. Response option 5									
[Reporting Category]	%						±ME	%	±ME

Note. [Percent responding statement]

1. **Question Text and Subitem Text**—Contains the actual question text from the survey or composite measure description if the item was constructed. The text of the question and response options are shown at the top of the even-numbered pages.
2. **Response Options**—Shown at the top of the even-numbered pages. To compress the width of columns in the tables, the response options are shown with a number or letter, which is used as the column heading for the response percentages. The central feature of the tabulations is the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add up to 100% due to rounding.
3. **Reporting Category**—For each question, this column lists the reporting group for shown in that row (see pages 4–5 for a description of the reporting categories).

¹⁰ Details of data editing and preparation are provided by OPA (2016a).

4. *Percent Responding*—Lists the proportion of members who answered the question and are represented in the estimates for that reporting group. Percent responding is described in a table note, described below.
5. *Response Option Percentages*—For the majority of survey items, these columns contain the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add to 100% due to rounding. Where an item can be presented as an average, that average is shown as a number estimate and in a bar chart, described below. The averages can be quickly scanned for reporting groups differing from other similarly defined groups. Where a true response continuum is available (e.g., number of nights away from home), the mean of that continuum is presented. Where there is a simple binomial response, such as “Yes” and “No,” only the “Yes” percentage is presented. In some instances, mean scale scores are presented (for example, Supervisor Satisfaction scale score).
6. *Bar Chart*—Displays a bar chart for chosen response options. For binomial responses such as “Yes,” the bar chart represents that percentage with the heading “Percentage Reporting Yes.” When multi-level response scales (e.g., “yes,” “no,” “don’t know”) can be dichotomized, the bar chart represents either the sum of the percentages in multiple columns (e.g., “no” and “don’t know” are summed) or the percentage in one column (e.g., “yes”). In this tabulation volume, survey items that include a Likert scale (e.g., agreement, satisfaction) are sometimes presented with a bar chart representing the combination of two response options. For example, Q9 (“Overall, how satisfied are you with the military way of life?”) includes a bar chart “Percentage Reporting Satisfied” which is comprised of members who indicated they are “Satisfied” or “Very satisfied” with the statement. Therefore caution should be used when interpreting results and comparing these “Percentage Reporting” columns with others that may only represent one response option.
7. *Table Note*—Describes the percent responding for the tabulation item. Due to possible item nonresponse, the percent responding may not equal 100%, and therefore the table note indicates, “Percent responding are Reserve component members who answered the question.” The percent responding may not reflect 100% due to the use of skips in the survey. Not all questions will apply to every respondent, and where possible, the survey is programmed to skip respondents over questions that do not apply to them. For example, Q13 (“Was at least one of your activations in the past 12 months longer than 30 consecutive days?”) does not apply to those who indicated they were not activated in the past 12 months in Q12. The table note for this question would then indicate, “Percent responding are Reserve component members who answered the question and who had been activated in the past 12 months (Q12).”

The survey does not always skip questions that do not apply to the respondents. In the tabulations, *Does not apply* responses are typically included in the percentages in the *Percent Responding* column. For example, Q115 asked members to indicate if they knew the outcome of their report of race/ethnicity-related behaviors. Survey participants could indicate that the item does not apply because the investigation was still in process.

Because the survey contains open-ended questions, not all responses are tabulated. For example, Q117p asked members to specify why they were dissatisfied with the outcome of their report of race/ethnicity-related behaviors. Since it is not feasible to tabulate the wide range of responses, the open-ended responses are not tabulated in this volume.

Combining Information From Multiple Items

Tabulations in this volume generally present data for individual survey questions. There are three types of exceptions. The first type of exception is where the results for multiple items are presented on a single set of pages.

- In Q108, members were asked where the one situation or set of related events that bothered them most occurred. The tabulations for this question show percentages who answered Yes to Q108a, Q108b, Q108c, Q108d, and Q108e respectively, on one set of pages, to allow comparison among the percentages. When multiple items are presented on a single tabulation page, the percent responding includes all respondents who met the criteria to see the question and answered at least one of the items. The proportion of respondents answering “Yes” on each item is calculated based on a denominator including respondents who answered “Yes” or “No” or who did not answer the item, but answered at least one other item in the group. In such cases, the table note for this item would then indicate, “Percent responding are Reserve component members who answered at least one item in the question (Q108a–e).”

The second exception is where members can provide multiple answers to a single question (e.g., race).

- In Q4, members are asked to mark one or more races. The tabulations show the percentage who responded that they were *White*, *Black*, *American Indian/Alaska Native*, *Asian*, and/or *Native Hawaiian/Other Pacific Islander*. Respondents who indicated more than one race are also shown in the percentage of *More than one race*. For example, if a respondent indicated they were *Asian* and *White*, they were counted in the percentage as *Asian*, *White*, and *More than one race*.

The third exception pertains to constructed composite measures (e.g., scales, indices and summary variables).¹¹ Individual items in each measure are presented first, followed by tabulation pages showing composite measure results. Where applicable, Cronbach's coefficient alpha, a measure of scale reliability, is provided for the scale overall and by race in the table notes.¹² Cronbach's coefficient alpha ranges in value from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

- *Supervisor Satisfaction:* The composite measure includes survey items on member's agreement that their supervisor can be trusted, treats all assigned people fairly, has very little conflict with people who report to them, evaluates performance fairly, makes work assignments fairly, and gives satisfactory direction (Q23). Scale ranges from 1–5. Higher scores on this measure indicate members more strongly agreed with positive statements about their supervisor (i.e., were more satisfied).
- *Coworker Satisfaction:* The composite measure includes survey items on members' agreement with statements about the amount of conflict among coworkers, coworker work efforts, work group compatibility, helpfulness of coworkers, and relationships with coworkers (Q24a–e). Scale ranges from 1–5. Higher scores on this measure indicate members more strongly agreed with positive statements about their coworkers (i.e., were more satisfied).
- *Work Satisfaction:* The composite measure includes survey items on sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills (Q25). Scale ranges from 1–5. Higher scores on this measure indicate members more strongly agreed with positive statements about their work.
- *Unit Cohesion:* The composite measure includes survey items pertaining to affective ties within a small group that sustain commitment to their peers, their unit and their mission (Q28). Cohesiveness is a group property and can be viewed as a continuous rather than discrete variable, as degree of cohesiveness varies between groups. Scale ranges from 1–5. Higher scores on this measure indicate greater perceived unit cohesion.
- *Workplace Hostility:* The composite measure includes survey items on the degree to which coworkers or supervisors act in an angry or hostile manner toward them (Q29). Examples include intentionally not providing information or assistance when needed, excessively criticizing other's work performance, taking credit for other's work or ideas, gossiping/talking about

¹¹ For additional information on the history of the scales included in this Tabulation Volume, see Ormerod, Nye, Joseph, Fitzgerald, and Rock (2010).

¹² In the table notes that describe the Cronbach's coefficient alphas by race, the races included are Non-Hispanic White, Black, Hispanic, Asian, and Other Race/Ethnicity. Other Race/Ethnicity includes AIAN, NHPI, and members who indicated they were Two or More Races.

others, using insults, sarcasm or gestures to humiliate others, and yelling at others when angry. Scale ranges from 1–5. Higher scores on this measure indicate the members more frequently perceived hostile behaviors in their workplace.

- The *Racial/Ethnic Harassment Prevalence Rate* is a summary measure reflecting whether members perceived experiencing an inappropriate racial/ethnic-related workplace behavior (i.e., the respondent indicates being “uncomfortable, angry or upset” by a behavior by “someone from work”) in the past 12 months (Q31–Q43). Members were asked about potential experiences that happened after “[X date].” [X date] is a dynamic date which reflects the date 12 months prior to the member starting the survey. Therefore, in this tabulation volume we will replace “[X date]” with “In the past 12 months” for readability. *Racial/Ethnic Harassment* can occur if the inappropriate workplace behavior is targeted at (1) the respondent, (2) the respondent’s racial/ethnic group, or (3) people of a different racial/ethnic group than the respondent and therefore rates were similarly constructed for subcategories of the overall prevalence rate to include *Racial/Ethnic Workplace Harassment Directed at Respondent’s Racial/Ethnic Group* (Q35–Q38), *Racial/Ethnic Workplace Harassment Directed at Respondent* (Q39–Q41), and *Racial/Ethnic Workplace Harassment Directed at Respondent’s Racial/Ethnic Group and/or Another Racial/Ethnic Group* (Q31–Q34, Q42–Q43).
 - *Racial/Ethnic Harassment Directed at Respondent’s Racial/Ethnic Group* (Q35–Q38) includes perceptions of inappropriate workplace behaviors in which members believed someone from work targeted the behavior at their racial/ethnic group in the 12 months prior to taking the survey.
 - *Racial/Ethnic Harassment Directed at Respondent* (Q39–Q41) includes perceptions of inappropriate workplace behaviors in which members believed someone from work directed the behavior at them because of their race/ethnicity in the 12 months prior to taking the survey.
 - *Racial/Ethnic Harassment Directed at Respondent’s Racial/Ethnic Group and/or Another Racial/Ethnic Group* (Q31–Q34, Q42–Q43) includes perceptions of inappropriate workplace behaviors in which members believed someone from work directed the behavior at their racial/ethnic group and/or a different racial/ethnic group in the 12 months prior to taking the survey.
- The *Racial/Ethnic Discrimination Prevalence Rate* is a summary measure reflecting whether members perceived experiencing a series of work-related harms as a result of their race/ethnicity in the last 12 months (Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

- The *Racial/Ethnic Harassment/Discrimination Prevalence Rate* is a summary measure reflecting whether members perceived experiencing an inappropriate workplace behavior in the 12 months prior to taking the survey (i.e., were included in the *Racial/Ethnic Harassment Prevalence Rate*) and/or experienced a work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey (i.e., were included in the *Racial/Ethnic Discrimination Prevalence Rate*; Q31–Q43, and/or Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

Margins of Error

The complex sample design required weighting to produce population estimates, (e.g., percent female).¹³ Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of an estimate. For this report, variance estimates were calculated using SUDAAN® PROC DESCRIPT, (Research Triangle Institute, Inc., 2013).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Estimated percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (*Max ME*) for each reporting category is shown. That is, the tab volume shows only the largest margin of error for the percentages or means in each row. For each average shown in these tabulations, its margin of error is also printed.

The following reporting conventions are used:

- “0” indicates that no one in any reporting group selected the response option,
- *NR* indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 30), or relative standard error (greater than 0.225). An “NR” presentation protects DoD, and the reader, from presenting 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 a small number of respondents contributing to the estimate,
- *NA* indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions,

¹³ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.
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- *no Max ME* is printed when all percentages in the row are shown as *NR*,
- *no margin of error* is printed for an average when it is shown as *NR*.

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Tabulations of Responses

2. What is your gender?

1. Male

2. Female

	% Resp.	Percentages		Max ME
		1	2	
TOTAL DOD	100	81	19	±2
National Guard	100	83	17	±2
Reserve	100	79	21	±3
Enlisted	100	81	19	±2
E1–E4	99	81	19	±3
E5–E9	100	82	18	±2
Officers	100	81	19	±3
O1–O3	100	77	23	±5
O4–O6	100	85	15	±3
W1–W5	100	87	13	±7
Male	100	100	0	±0
Female	99	0	100	±0
Non-Hispanic White	100	85	15	±2
Total Minority	100	76	24	±3
Black	99	71	29	±4
Hispanic	100	78	22	±4
AIAN	99	81	19	±6
Asian	100	84	16	±3
NHPI	100	72	28	±11
Two or More Races	100	78	22	±8
AGR/FTS/AR	100	80	20	±3
Other Selected Reserve	100	82	18	±2
Reserve Unit	100	82	18	±2
Military Technicians	99	80	20	±4
IMA	100	71	29	±4
Not Activated Past 12 Months	100	81	19	±2
Activated in the Past 12 Months	100	82	18	±4
Deployed Past 12 Months	100	89	11	±4
ARNG	100	85	15	±3
Non-Hispanic White	100	87	13	±4
Total Minority	100	80	20	±5
Black	99	80	20	±8
Hispanic	100	79	21	±8
Asian	100	88	12	±5
Other Race/Ethnicity	100	82	18	±10
Enlisted	100	84	16	±3
Officers	100	87	13	±5

Note. Percent responding are Reserve component members who answered the question. Members who were separated or retired (as of December 28, 2015) are excluded from this report (Q1).

2. What is your gender?

	% Resp.	Percentages		Max ME
		1	2	
USAR	100	80	20	±4
Non-Hispanic White	100	87	13	±6
Total Minority	99	73	27	±5
Black	99	65	35	±8
Hispanic	99	79	21	±7
Asian	100	83	17	±6
Other Race/Ethnicity	100	75	25	±13
Enlisted	100	81	19	±4
Officers	100	76	24	±7
USNR	99	77	23	±5
Non-Hispanic White	99	81	19	±7
Total Minority	99	73	27	±5
Black	100	69	31	±8
Hispanic	99	76	24	±7
Asian	100	79	21	±7
Other Race/Ethnicity	98	71	29	±14
Enlisted	99	76	24	±6
Officers	100	82	18	±7
USMCR	100	92	8	±5
Non-Hispanic White	100	94	6	±7
Total Minority	100	89	11	±8
Black	100	90	10	±8
Hispanic	100	90	10	±8
Asian	100	97	3	±5
Other Race/Ethnicity	100	NR	NR	
Enlisted	100	92	8	±6
Officers	100	92	8	±6
ANG	100	78	22	±3
Non-Hispanic White	100	80	20	±3
Total Minority	100	73	27	±4
Black	100	64	36	±6
Hispanic	100	78	22	±7
Asian	100	80	20	±6
Other Race/Ethnicity	100	73	27	±8
Enlisted	100	78	22	±3
Officers	100	83	17	±6
USAFR	100	71	29	±4
Non-Hispanic White	100	77	23	±5
Total Minority	100	62	38	±6
Black	99	59	41	±7
Hispanic	100	59	41	±14
Asian	100	76	24	±8
Other Race/Ethnicity	100	70	30	±11
Enlisted	100	70	30	±5
Officers	100	73	27	±6

Note. Percent responding are Reserve component members who answered the question. Members who were separated or retired (as of December 28, 2015) are excluded from this report (Q1).

NR: Not reportable

3. Are you Spanish/Hispanic/Latino?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	100	16	±2	
National Guard	100	13	±2	
Reserve	100	19	±2	
Enlisted	100	17	±2	
E1-E4	100	20	±3	
E5-E9	99	14	±2	
Officers	99	9	±2	
O1-O3	100	11	±4	
O4-O6	99	7	±2	
W1-W5	99	10	±5	
Male	100	15	±2	
Female	100	19	±4	
Non-Hispanic White	100	0	±0	
Total Minority	100	40	±2	
Black	100	0	±0	
Hispanic	100	100	±0	
AIAN	98	0	±0	
Asian	100	0	±0	
NHPI	100	0	±0	
Two or More Races	100	0	±0	
AGR/FTS/AR	99	16	±3	
Other Selected Reserve	100	16	±2	
Reserve Unit	100	16	±2	
Military Technicians	99	11	±3	
IMA	99	10	±3	
Not Activated Past 12 Months	100	15	±2	
Activated in the Past 12 Months	100	18	±4	
Deployed Past 12 Months	99	18	±6	
ARNG	100	14	±2	
Non-Hispanic White	100	0	±0	
Total Minority	100	39	±4	
Black	100	0	±0	
Hispanic	100	100	±0	
Asian	100	0	±0	
Other Race/Ethnicity	100	0	±0	
Enlisted	100	15	±2	
Officers	99	9	±3	

Note. Percent responding are Reserve component members who answered the question.

3. Are you Spanish/Hispanic/Latino?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	100	21	±4	
Non-Hispanic White	100	0	±0	
Total Minority	100	41	±4	
Black	100	0	±0	
Hispanic	100	100	±0	
Asian	100	0	±0	
Other Race/Ethnicity	99	0	±0	
Enlisted	100	22	±4	
Officers	99	12	±4	
USNR	99	16	±3	
Non-Hispanic White	100	0	±0	
Total Minority	99	37	±4	
Black	99	0	±0	
Hispanic	99	100	±0	
Asian	99	0	±0	
Other Race/Ethnicity	100	0	±0	
Enlisted	100	18	±3	
Officers	99	8	±3	
USMCR	100	24	±4	
Non-Hispanic White	100	0	±0	
Total Minority	100	57	±6	
Black	100	0	±0	
Hispanic	100	100	±0	
Asian	100	NR		
Other Race/Ethnicity	100	NR		
Enlisted	100	26	±4	
Officers	100	11	±5	
ANG	99	10	±2	
Non-Hispanic White	99	0	±0	
Total Minority	100	38	±4	
Black	100	0	±0	
Hispanic	100	100	±0	
Asian	100	0	±0	
Other Race/Ethnicity	99	0	±0	
Enlisted	99	11	±2	
Officers	100	6	±3	
USAFR	99	15	±4	
Non-Hispanic White	99	0	±0	
Total Minority	100	37	±6	
Black	100	0	±0	
Hispanic	99	100	±0	
Asian	100	0	±0	
Other Race/Ethnicity	100	0	±0	
Enlisted	99	17	±5	
Officers	100	6	±2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

4. What is your race?

a. White
d. Asian

b. Black
e. Native Hawaiian or other Pacific Islander

c. American Indian or Alaska Native
f. More than one race

	% Resp.	Percentages						Max ME
		a	b	c	d	e	f	
TOTAL DOD	98	78	18	4	6	2	5	±1
National Guard	98	81	15	4	5	2	5	±2
Reserve	97	73	22	4	7	2	5	±2
Enlisted	97	76	19	4	6	2	5	±2
E1-E4	97	74	22	5	6	2	7	±3
E5-E9	98	79	17	3	5	2	4	±1
Officers	99	85	11	3	7	1	5	±2
O1-O3	99	82	12	2	9	2	6	±4
O4-O6	98	88	9	2	5	1	4	±2
W1-W5	98	83	13	5	3	2	3	±6
Male	98	80	16	4	6	2	5	±2
Female	97	69	27	5	7	2	7	±4
Non-Hispanic White	99	100	0	0	0	0	0	±0
Total Minority	95	42	47	10	15	4	14	±3
Black	99	0	100	0	0	0	0	±0
Hispanic	89	86	11	9	3	2	7	±3
AIAN	100	0	0	100	0	0	0	±0
Asian	100	0	0	0	100	0	0	±0
NHPI	100	0	0	0	0	100	0	±0
Two or More Races	100	86	43	41	37	15	100	±10
AGR/FTS/AR	98	78	19	4	5	2	5	±3
Other Selected Reserve	98	78	18	4	6	2	5	±1
Reserve Unit	98	78	18	4	6	2	5	±2
Military Technicians	98	81	16	4	4	2	5	±3
IMA	98	85	13	3	5	1	5	±4
Not Activated Past 12 Months	98	78	17	4	6	1	5	±1
Activated in the Past 12 Months	97	75	22	4	6	3	7	±4
Deployed Past 12 Months	97	80	16	5	6	3	8	±7
ARNG	99	80	16	4	5	2	5	±2
Non-Hispanic White	99	100	0	0	0	0	0	±0
Total Minority	97	44	46	11	13	4	15	±5
Black	100	0	100	0	0	0	0	±0
Hispanic	93	87	10	10	1	2	7	±7
Asian	100	0	0	0	100	0	0	±0
Other Race/Ethnicity	100	64	29	45	26	22	74	±15
Enlisted	99	79	17	4	5	2	6	±3
Officers	99	87	9	2	6	2	4	±4

Note. Percent responding are Reserve component members who answered the question.

4. What is your race?

	% Resp.	Percentages						Max ME
		a	b	c	d	e	f	
USAR	97	70	25	3	7	2	5	±2
Non-Hispanic White	99	100	0	0	0	0	0	±0
Total Minority	95	39	50	6	14	4	9	±5
Black	99	0	100	0	0	0	0	±0
Hispanic	88	87	10	8	4	2	6	±6
Asian	100	0	0	0	100	0	0	±0
Other Race/Ethnicity	100	62	43	31	30	27	73	±15
Enlisted	97	69	26	3	7	2	4	±3
Officers	99	78	17	2	9	2	6	±5
USNR	97	76	18	5	9	2	7	±3
Non-Hispanic White	100	100	0	0	0	0	0	±0
Total Minority	95	42	43	11	21	6	17	±5
Black	98	0	100	0	0	0	0	±0
Hispanic	89	85	12	7	7	3	7	±8
Asian	99	0	0	0	100	0	0	±0
Other Race/Ethnicity	98	72	28	49	24	28	84	±18
Enlisted	97	71	21	5	9	3	8	±3
Officers	97	87	8	2	8	1	5	±3
USMCR	97	83	12	4	7	1	6	±4
Non-Hispanic White	100	100	0	0	0	0	0	±0
Total Minority	93	59	29	11	17	3	15	±8
Black	100	0	100	0	0	0	0	±0
Hispanic	88	89	5	7	2	1	4	±7
Asian	99	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	100	81	NR	NR	NR	14	93	±16
Enlisted	96	83	12	5	7	1	6	±4
Officers	99	89	7	3	7	2	3	±5
ANG	98	85	11	4	5	2	5	±1
Non-Hispanic White	98	100	0	0	0	0	0	±0
Total Minority	96	44	42	14	20	8	20	±4
Black	99	0	100	0	0	0	0	±0
Hispanic	90	82	14	10	7	5	8	±8
Asian	100	0	0	0	100	0	0	±0
Other Race/Ethnicity	100	66	28	46	30	28	76	±8
Enlisted	98	84	12	4	5	2	5	±2
Officers	97	91	6	4	4	1	4	±3
USAFR	95	74	21	4	7	2	6	±3
Non-Hispanic White	99	100	0	0	0	0	0	±0
Total Minority	90	33	54	10	18	5	15	±5
Black	98	0	100	0	0	0	0	±0
Hispanic	74	77	18	16	4	2	11	±12
Asian	99	0	0	0	100	0	0	±0
Other Race/Ethnicity	100	62	33	36	37	26	73	±14
Enlisted	94	71	24	4	7	2	6	±3
Officers	99	87	8	3	7	1	5	±8

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

5. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	100	36	±2	
National Guard	100	29	±2	
Reserve	100	45	±3	
Enlisted	100	32	±2	
E1-E4	100	12	±3	
E5-E9	100	53	±2	
Officers	100	55	±3	
O1-O3	100	38	±6	
O4-O6	100	73	±4	
W1-W5	100	59	±8	
Male	100	37	±2	
Female	100	31	±4	
Non-Hispanic White	100	38	±2	
Total Minority	100	33	±2	
Black	100	32	±4	
Hispanic	100	33	±4	
AIAN	100	44	±10	
Asian	100	33	±4	
NHPI	100	32	±12	
Two or More Races	100	32	±7	
AGR/FTS/AR	100	66	±4	
Other Selected Reserve	100	33	±2	
Reserve Unit	100	32	±2	
Military Technicians	100	39	±4	
IMA	100	82	±3	
Not Activated Past 12 Months	100	35	±2	
Activated in the Past 12 Months	100	40	±5	
Deployed Past 12 Months	100	47	±7	
ARNG	100	25	±3	
Non-Hispanic White	100	27	±3	
Total Minority	100	22	±4	
Black	100	18	±5	
Hispanic	100	25	±7	
Asian	100	23	±8	
Other Race/Ethnicity	100	25	±10	
Enlisted	100	23	±3	
Officers	100	43	±6	

Note. Percent responding are Reserve component members who answered the question.

5. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	100	38	±4	
Non-Hispanic White	100	40	±7	
Total Minority	100	36	±5	
Black	100	40	±7	
Hispanic	100	33	±8	
Asian	100	34	±7	
Other Race/Ethnicity	100	36	±13	
Enlisted	100	35	±5	
Officers	100	50	±7	
USNR	100	61	±5	
Non-Hispanic White	100	66	±7	
Total Minority	100	54	±5	
Black	100	53	±7	
Hispanic	99	53	±8	
Asian	100	58	±7	
Other Race/Ethnicity	100	57	±13	
Enlisted	100	57	±6	
Officers	100	74	±7	
USMCR	100	32	±4	
Non-Hispanic White	100	34	±7	
Total Minority	100	30	±5	
Black	100	49	±10	
Hispanic	99	29	±7	
Asian	100	18	±9	
Other Race/Ethnicity	100	18	±14	
Enlisted	100	25	±5	
Officers	100	89	±6	
ANG	100	41	±3	
Non-Hispanic White	100	41	±3	
Total Minority	100	39	±4	
Black	100	38	±6	
Hispanic	100	42	±7	
Asian	100	40	±7	
Other Race/Ethnicity	100	36	±8	
Enlisted	100	38	±3	
Officers	100	57	±7	
USAFR	100	58	±4	
Non-Hispanic White	100	65	±6	
Total Minority	100	48	±6	
Black	100	42	±7	
Hispanic	100	54	±12	
Asian	100	43	±11	
Other Race/Ethnicity	100	51	±12	
Enlisted	100	54	±5	
Officers	100	74	±7	

Note. Percent responding are Reserve component members who answered the question.

6. Are you a military technician?

1. Yes, I am currently a military technician

2. Yes, in the week before my current activation, I was a military technician

3. No

	% Resp.	Percentages			Max ME	Percentage Reporting Yes	
		1	2	3			
TOTAL DOD	79	18	1	81	±2	19.0 ±2.0	
National Guard	89	21	1	79	±3	21.0 ±3.0	
Reserve	66	14	0	86	±3	14.0 ±3.0	
Enlisted	81	19	1	81	±2	19.0 ±2.0	
E1-E4	88	13	0	87	±3	13.0 ±3.0	
E5-E9	74	25	1	74	±2	26.0 ±2.0	
Officers	67	15	1	85	±3	15.0 ±3.0	
O1-O3	81	7	1	93	±4	7.0 ±4.0	
O4-O6	52	19	1	79	±5	21.0 ±5.0	
W1-W5	70	45	1	54	±9	46.0 ±9.0	
Male	79	18	1	82	±2	18.0 ±2.0	
Female	78	20	0	80	±4	20.0 ±4.0	
Non-Hispanic White	79	20	1	79	±3	21.0 ±3.0	
Total Minority	79	15	1	85	±2	15.0 ±2.0	
Black	82	16	1	84	±4	16.0 ±4.0	
Hispanic	76	13	1	86	±3	14.0 ±3.0	
AIAN	77	20	0	80	±8	20.0 ±8.0	
Asian	77	13	0	87	±3	13.0 ±3.0	
NHPI	82	20	0	79	±11	21.0 ±11.0	
Two or More Races	77	17	0	83	±7	17.0 ±7.0	
AGR/FTS/AR	NA	NA	NA	NA		NA	
Other Selected Reserve	87	18	1	81	±2	19.0 ±2.0	
Reserve Unit	89	18	1	81	±2	19.0 ±2.0	
Military Technicians	100	97	3	0	±2	100.0 ±0.0	
IMA	NA	NA	NA	NA		NA	
Not Activated Past 12 Months	78	18	0	82	±2	18.0 ±2.0	
Activated in the Past 12 Months	84	19	2	79	±5	21.0 ±5.0	
Deployed Past 12 Months	85	21	3	77	±7	23.0 ±7.0	
ARNG	91	17	0	83	±3	17.0 ±3.0	
Non-Hispanic White	90	19	0	81	±4	19.0 ±4.0	
Total Minority	92	14	0	86	±4	14.0 ±4.0	
Black	94	15	0	85	±7	15.0 ±7.0	
Hispanic	90	11	1	88	±6	12.0 ±6.0	
Asian	93	11	0	89	±5	11.0 ±5.0	
Other Race/Ethnicity	89	18	0	82	±10	18.0 ±10.0	
Enlisted	92	17	0	83	±3	17.0 ±3.0	
Officers	83	16	1	83	±4	17.0 ±4.0	

Note. Percent responding are Reserve component members in the Army National Guard, U.S. Army Reserve, Air National Guard, and U.S. Air Force Reserve who answered the question and were not identified as AGR/FTS/AR or IMA in the sample frame August 2015).

NA: Not applicable

6. Are you a military technician?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes		
		1	2	3				
USAR	90	9	0	91	±3	9.0	±3.0	
Non-Hispanic White	92	9	0	91	±5	9.0	±5.0	
Total Minority	88	8	0	91	±3	9.0	±3.0	
Black	87	9	1	90	±6	10.0	±6.0	
Hispanic	88	8	0	92	±5	8.0	±5.0	
Asian	93	6	0	93	±5	7.0	±5.0	
Other Race/Ethnicity	88	8	0	92	±9	8.0	±9.0	
Enlisted	92	9	0	91	±4	9.0	±4.0	
Officers	80	8	0	92	±5	8.0	±5.0	
USNR	NA	NA	NA	NA		NA		
Non-Hispanic White	NA	NA	NA	NA		NA		
Total Minority	NA	NA	NA	NA		NA		
Black	NA	NA	NA	NA		NA		
Hispanic	NA	NA	NA	NA		NA		
Asian	NA	NA	NA	NA		NA		
Other Race/Ethnicity	NA	NA	NA	NA		NA		
Enlisted	NA	NA	NA	NA		NA		
Officers	NA	NA	NA	NA		NA		
USMCR	NA	NA	NA	NA		NA		
Non-Hispanic White	NA	NA	NA	NA		NA		
Total Minority	NA	NA	NA	NA		NA		
Black	NA	NA	NA	NA		NA		
Hispanic	NA	NA	NA	NA		NA		
Asian	NA	NA	NA	NA		NA		
Other Race/Ethnicity	NA	NA	NA	NA		NA		
Enlisted	NA	NA	NA	NA		NA		
Officers	NA	NA	NA	NA		NA		
ANG	84	34	1	65	±3	35.0	±3.0	
Non-Hispanic White	84	34	1	64	±4	36.0	±4.0	
Total Minority	85	32	1	66	±5	34.0	±5.0	
Black	83	30	1	68	±7	32.0	±7.0	
Hispanic	82	35	2	63	±9	37.0	±9.0	
Asian	88	34	1	65	±7	35.0	±7.0	
Other Race/Ethnicity	89	30	1	69	±8	31.0	±8.0	
Enlisted	85	35	1	63	±3	37.0	±3.0	
Officers	79	25	1	74	±7	26.0	±7.0	
USAFR	85	29	1	70	±5	30.0	±5.0	
Non-Hispanic White	82	33	1	66	±7	34.0	±7.0	
Total Minority	90	25	1	74	±5	26.0	±5.0	
Black	89	30	2	69	±7	31.0	±7.0	
Hispanic	90	23	0	76	±10	24.0	±10.0	
Asian	92	21	0	79	±8	21.0	±8.0	
Other Race/Ethnicity	89	18	0	81	±8	19.0	±8.0	
Enlisted	91	32	1	68	±5	32.0	±5.0	
Officers	61	15	2	83	±8	17.0	±8.0	

Note. Percent responding are Reserve component members in the Army National Guard, U.S. Army Reserve, Air National Guard, and U.S. Air Force Reserve who answered the question and were not identified as AGR/FTS/AR or IMA in the sample frame August 2015).

NA: Not applicable

7. How many years have you spent in military service?

1. 5 years or less

2. 6–8 years

3. 9–11 years

4. 12–16 years

5. 17–19 years

6. 20 years or more

	% Resp.	Percentages						Max ME	Average Years of Service		
		1	2	3	4	5	6				
TOTAL DOD	100	42	14	9	15	7	14	±2	9.8	±0.2	
National Guard	100	44	13	8	14	6	15	±2	9.6	±0.3	
Reserve	100	39	14	10	16	7	14	±3	10.0	±0.3	
Enlisted	100	47	14	9	13	6	11	±2	8.7	±0.2	
E1–E4	100	84	11	3	1	0	0	±3	3.2	±0.2	
E5–E9	100	10	16	14	26	12	22	±2	14.4	±0.3	
Officers	100	15	13	9	21	10	32	±3	15.4	±0.5	
O1–O3	100	28	25	15	20	5	7	±6	9.4	±0.6	
O4–O6	100	2	2	5	21	15	54	±4	20.6	±0.6	
W1–W5	100	2	2	3	24	12	57	±8	21.3	±1.0	
Male	100	42	13	9	14	7	16	±2	10.1	±0.3	
Female	100	45	17	8	16	5	10	±5	8.5	±0.5	
Non-Hispanic White	100	38	13	10	15	7	17	±3	10.6	±0.3	
Total Minority	100	48	14	7	13	6	11	±3	8.5	±0.3	
Black	100	48	14	6	12	7	13	±4	9.0	±0.5	
Hispanic	100	49	14	8	15	5	9	±5	8.1	±0.5	
AIAN	100	38	11	7	14	6	25	±12	11.5	±1.6	
Asian	100	48	14	9	14	6	9	±5	8.2	±0.6	
NHPI	100	NR	14	11	17	7	11	±8	9.7	±2.0	
Two or More Races	100	50	14	7	13	5	11	±9	8.3	±1.1	
AGR/FTS/AR	100	9	9	9	25	14	34	±3	16.6	±0.5	
Other Selected Reserve	100	46	14	9	14	6	12	±2	9.1	±0.2	
Reserve Unit	100	46	14	9	13	6	12	±2	8.9	±0.2	
Military Technicians	100	30	15	11	16	7	22	±5	12.5	±0.7	
IMA	100	11	8	13	23	12	34	±4	16.3	±0.6	
Not Activated Past 12 Months	100	42	13	9	15	7	15	±2	9.9	±0.2	
Activated in the Past 12 Months	100	44	15	8	14	7	11	±5	9.1	±0.7	
Deployed Past 12 Months	100	31	17	10	18	8	17	±9	11.5	±1.0	
ARNG	100	49	13	7	12	6	12	±3	8.7	±0.3	
Non-Hispanic White	100	45	13	9	13	6	14	±4	9.5	±0.4	
Total Minority	100	56	15	4	11	4	9	±4	7.3	±0.5	
Black	100	62	14	3	5	6	10	±6	7.1	±0.7	
Hispanic	100	52	15	6	17	3	7	±8	7.4	±0.8	
Asian	100	53	17	6	12	6	7	±10	7.1	±1.2	
Other Race/Ethnicity	100	54	14	5	12	4	10	±15	7.8	±1.5	
Enlisted	100	55	13	7	12	5	9	±3	7.7	±0.3	
Officers	100	14	17	10	17	9	32	±7	15.1	±0.8	

Note. Percent responding are Reserve component members who answered the question. Military service includes time spent as an active duty Service member and as a National Guard/Reserve member.

NR: Not reportable

7. How many years have you spent in military service?

	% Resp.	Percentages						Max ME	Average Years of Service		
		1	2	3	4	5	6				
USAR	100	39	16	10	14	6	15	±4	10.0	±0.5	
Non-Hispanic White	100	34	17	10	14	7	17	±8	10.8	±0.8	
Total Minority	100	44	15	9	13	6	13	±5	9.1	±0.6	
Black	100	38	15	8	16	6	17	±8	10.6	±1.0	
Hispanic	99	48	16	10	11	5	9	±9	8.0	±1.1	
Asian	100	51	11	11	12	6	9	±7	8.0	±1.1	
Other Race/Ethnicity	100	46	12	11	12	6	14	±15	9.1	±2.2	
Enlisted	100	44	17	10	12	6	11	±5	8.9	±0.5	
Officers	100	20	11	8	20	8	33	±7	15.1	±1.0	
USNR	100	30	11	13	23	10	12	±4	10.8	±0.5	
Non-Hispanic White	100	27	10	14	24	10	15	±7	11.5	±0.9	
Total Minority	100	35	13	11	22	11	7	±5	9.9	±0.5	
Black	100	39	13	10	18	13	7	±7	9.5	±0.8	
Hispanic	100	31	12	9	31	11	6	±9	10.5	±0.8	
Asian	100	27	13	14	26	8	11	±8	10.8	±0.8	
Other Race/Ethnicity	100	45	15	15	10	8	7	±14	8.4	±1.5	
Enlisted	100	37	11	15	22	9	6	±6	9.2	±0.6	
Officers	100	11	11	8	26	14	29	±10	15.4	±1.1	
USMCR	100	68	10	6	8	3	6	±4	5.9	±0.4	
Non-Hispanic White	100	65	10	6	9	3	7	±6	6.4	±0.6	
Total Minority	100	72	11	5	6	3	3	±5	5.1	±0.5	
Black	100	62	15	4	8	7	5	±12	6.5	±0.8	
Hispanic	100	73	10	6	6	2	3	±6	4.8	±0.6	
Asian	100	83	4	4	4	2	3	±8	4.3	±0.8	
Other Race/Ethnicity	100	NR	NR	4	4	3	3	±8	4.6	±2.1	
Enlisted	100	75	10	5	6	2	2	±4	4.7	±0.4	
Officers	100	13	10	11	23	13	31	±7	15.3	±0.9	
ANG	100	28	13	10	19	8	23	±2	12.5	±0.3	
Non-Hispanic White	100	27	12	11	19	8	24	±3	13.0	±0.4	
Total Minority	100	34	14	7	18	8	18	±4	11.3	±0.5	
Black	100	35	15	5	19	9	18	±6	11.2	±0.8	
Hispanic	100	36	12	10	17	8	17	±8	11.1	±1.0	
Asian	100	33	14	8	17	12	17	±6	11.3	±0.9	
Other Race/Ethnicity	100	29	19	6	20	5	20	±8	11.6	±1.2	
Enlisted	100	32	13	10	17	7	20	±2	11.8	±0.3	
Officers	100	7	9	10	26	11	37	±7	16.7	±0.9	
USAFR	100	31	12	11	19	9	19	±4	11.8	±0.5	
Non-Hispanic White	100	25	11	10	22	10	22	±5	13.0	±0.7	
Total Minority	100	40	13	12	15	6	15	±6	9.9	±0.8	
Black	100	42	13	11	15	4	15	±6	9.6	±0.8	
Hispanic	100	42	11	13	14	7	13	±13	9.5	±1.9	
Asian	100	35	NR	10	15	6	12	±10	9.4	±1.0	
Other Race/Ethnicity	100	34	10	10	17	8	21	±14	12.0	±2.0	
Enlisted	100	35	13	11	18	7	16	±4	10.8	±0.5	
Officers	100	16	6	9	25	15	30	±8	15.4	±1.1	

Note. Percent responding are Reserve component members who answered the question. Military service includes time spent as an active duty Service member and as a National Guard/Reserve member.

NR: Not reportable

8. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

	% Resp.	Percentages					Max ME	Percentage Reporting Likely		
		1	2	3	4	5				
USAR	100	7	9	12	26	46	±5	72.0	±5.0	
Non-Hispanic White	100	9	11	11	21	48	±8	69.0	±8.0	
Total Minority	100	5	6	14	32	44	±6	75.0	±5.0	
Black	100	6	5	14	30	45	±9	75.0	±8.0	
Hispanic	99	4	8	12	31	44	±10	75.0	±10.0	
Asian	100	5	6	15	34	40	±7	74.0	±7.0	
Other Race/Ethnicity	100	5	4	17	36	38	±17	74.0	±15.0	
Enlisted	100	8	9	13	26	45	±6	70.0	±6.0	
Officers	99	4	6	9	29	51	±7	81.0	±7.0	
USNR	100	3	3	10	23	61	±5	84.0	±4.0	
Non-Hispanic White	100	3	1	9	21	65	±8	86.0	±7.0	
Total Minority	100	3	6	10	25	56	±5	81.0	±5.0	
Black	100	2	6	8	30	55	±8	85.0	±6.0	
Hispanic	100	5	8	7	21	60	±9	81.0	±8.0	
Asian	100	2	3	14	28	54	±7	81.0	±6.0	
Other Race/Ethnicity	100	4	3	16	23	53	±17	76.0	±14.0	
Enlisted	100	4	3	10	24	59	±6	83.0	±5.0	
Officers	100	1	2	8	21	68	±12	89.0	±11.0	
USMCR	100	12	14	16	23	36	±6	58.0	±6.0	
Non-Hispanic White	100	13	16	16	19	37	±9	55.0	±9.0	
Total Minority	100	11	12	15	27	34	±6	62.0	±7.0	
Black	100	5	9	13	34	39	±11	72.0	±9.0	
Hispanic	100	13	13	14	30	31	±9	61.0	±9.0	
Asian	99	NR	12	NR	25	20	±12	45.0	±15.0	
Other Race/Ethnicity	100	6	NR	14	8	NR	±16	NR		
Enlisted	100	13	15	17	22	32	±7	54.0	±7.0	
Officers	100	3	5	4	27	62	±8	89.0	±6.0	
ANG	100	3	5	8	28	57	±3	84.0	±2.0	
Non-Hispanic White	100	3	4	7	28	57	±4	86.0	±3.0	
Total Minority	100	5	6	9	26	55	±4	81.0	±4.0	
Black	100	3	5	8	31	53	±7	84.0	±6.0	
Hispanic	100	4	7	9	21	60	±8	80.0	±8.0	
Asian	100	5	5	10	30	50	±7	80.0	±6.0	
Other Race/Ethnicity	100	9	6	8	25	51	±10	76.0	±8.0	
Enlisted	100	4	5	8	29	55	±3	84.0	±3.0	
Officers	100	1	4	7	21	67	±7	88.0	±6.0	
USAFR	100	5	6	8	28	53	±4	81.0	±4.0	
Non-Hispanic White	100	5	6	8	25	56	±6	81.0	±5.0	
Total Minority	100	5	5	9	33	47	±7	81.0	±5.0	
Black	100	4	5	10	35	47	±8	82.0	±6.0	
Hispanic	100	3	5	10	32	50	±15	82.0	±10.0	
Asian	100	3	3	8	41	45	±14	86.0	±6.0	
Other Race/Ethnicity	100	NR	5	8	29	42	±12	70.0	±14.0	
Enlisted	100	5	6	9	29	50	±5	80.0	±4.0	
Officers	100	4	5	5	23	62	±7	86.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Likely* includes members who indicated "Likely" or "Very likely."

NR: Not reportable

9. Overall, how satisfied are you with the military way of life?

1. Very dissatisfied

2. Dissatisfied

3. Neither satisfied nor dissatisfied

4. Satisfied

5. Very satisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	100	2	8	15	48	27	±2	75.0	±2.0	
National Guard	100	2	8	15	48	28	±3	75.0	±3.0	
Reserve	100	3	7	16	48	26	±3	74.0	±3.0	
Enlisted	100	3	8	16	47	26	±3	74.0	±3.0	
E1-E4	100	2	8	18	45	27	±4	72.0	±4.0	
E5-E9	100	3	8	13	50	26	±2	76.0	±2.0	
Officers	100	2	6	12	50	30	±4	80.0	±3.0	
O1-O3	100	2	8	17	52	21	±6	73.0	±6.0	
O4-O6	99	1	5	7	49	38	±4	87.0	±3.0	
W1-W5	100	2	6	9	52	32	±7	84.0	±7.0	
Male	100	3	8	14	48	28	±3	75.0	±2.0	
Female	100	1	7	19	49	23	±5	73.0	±5.0	
Non-Hispanic White	100	3	8	15	48	26	±3	74.0	±3.0	
Total Minority	100	2	7	15	48	28	±3	76.0	±3.0	
Black	99	2	7	14	50	28	±5	78.0	±4.0	
Hispanic	100	2	6	15	47	29	±5	76.0	±5.0	
AIAN	100	NR	6	23	43	21	±12	63.0	±12.0	
Asian	100	2	4	18	50	26	±5	75.0	±4.0	
NHPI	100	3	5	19	35	NR	±12	74.0	±11.0	
Two or More Races	100	2	9	16	47	26	±10	73.0	±9.0	
AGR/FTS/AR	100	2	6	8	51	34	±4	85.0	±3.0	
Other Selected Reserve	100	2	8	16	48	26	±3	74.0	±2.0	
Reserve Unit	100	2	8	16	48	26	±3	74.0	±2.0	
Military Technicians	100	4	8	14	47	27	±5	74.0	±5.0	
IMA	100	2	4	13	49	33	±4	82.0	±4.0	
Not Activated Past 12 Months	100	3	7	15	48	27	±3	75.0	±2.0	
Activated in the Past 12 Months	100	2	8	15	49	26	±5	75.0	±5.0	
Deployed Past 12 Months	100	2	11	14	47	26	±8	73.0	±8.0	
ARNG	100	2	9	16	47	27	±4	74.0	±4.0	
Non-Hispanic White	100	2	10	16	46	26	±5	72.0	±5.0	
Total Minority	100	2	7	15	47	29	±5	76.0	±5.0	
Black	100	2	7	14	48	29	±8	77.0	±8.0	
Hispanic	100	1	6	15	48	29	±8	77.0	±8.0	
Asian	100	2	4	17	47	30	±13	77.0	±8.0	
Other Race/Ethnicity	100	2	NR	17	41	31	±15	72.0	±14.0	
Enlisted	100	2	9	16	46	27	±4	73.0	±4.0	
Officers	100	1	8	13	50	28	±6	77.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

9. Overall, how satisfied are you with the military way of life?

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	100	4	7	16	49	24	±5	73.0	±5.0	
Non-Hispanic White	100	5	8	16	49	22	±8	71.0	±8.0	
Total Minority	100	2	7	16	49	26	±6	75.0	±5.0	
Black	99	2	8	13	51	26	±8	77.0	±8.0	
Hispanic	100	4	6	16	47	27	±10	74.0	±9.0	
Asian	100	2	4	20	50	24	±7	74.0	±7.0	
Other Race/Ethnicity	100	1	7	19	49	24	±15	73.0	±14.0	
Enlisted	100	4	8	16	49	24	±6	73.0	±6.0	
Officers	99	2	6	16	50	26	±7	76.0	±7.0	
USNR	100	1	6	12	50	32	±5	82.0	±4.0	
Non-Hispanic White	100	0	7	10	47	35	±8	83.0	±7.0	
Total Minority	100	1	5	14	53	27	±5	80.0	±4.0	
Black	99	0	4	17	52	27	±8	78.0	±8.0	
Hispanic	100	1	4	12	54	29	±9	83.0	±9.0	
Asian	100	2	5	18	49	25	±7	75.0	±7.0	
Other Race/Ethnicity	100	1	8	10	58	23	±12	81.0	±9.0	
Enlisted	100	1	6	14	49	30	±6	79.0	±5.0	
Officers	99	0	5	6	53	36	±8	89.0	±6.0	
USMCR	100	4	5	24	45	22	±6	66.0	±6.0	
Non-Hispanic White	100	5	5	27	43	19	±9	62.0	±9.0	
Total Minority	100	3	6	19	46	26	±7	72.0	±6.0	
Black	100	0	7	16	46	30	±11	77.0	±10.0	
Hispanic	100	2	5	18	49	25	±9	74.0	±9.0	
Asian	100	NR	10	28	39	11	±18	49.0	±15.0	
Other Race/Ethnicity	100	0	4	NR	NR	NR	±7	NR		
Enlisted	100	5	6	26	43	21	±7	63.0	±7.0	
Officers	100	1	3	7	60	28	±7	89.0	±5.0	
ANG	100	1	5	12	51	30	±3	81.0	±3.0	
Non-Hispanic White	100	1	4	12	52	30	±4	82.0	±3.0	
Total Minority	100	2	7	13	48	31	±4	79.0	±4.0	
Black	100	1	6	10	52	30	±7	82.0	±6.0	
Hispanic	100	1	7	13	43	36	±8	79.0	±8.0	
Asian	100	1	4	12	57	26	±6	83.0	±5.0	
Other Race/Ethnicity	99	2	8	18	47	25	±8	72.0	±9.0	
Enlisted	100	2	5	13	52	29	±3	81.0	±3.0	
Officers	99	1	5	8	49	37	±7	85.0	±6.0	
USAFR	100	2	9	13	47	29	±4	76.0	±4.0	
Non-Hispanic White	100	2	9	13	48	29	±6	76.0	±5.0	
Total Minority	100	3	8	14	46	29	±7	75.0	±7.0	
Black	100	2	5	14	51	28	±7	79.0	±6.0	
Hispanic	100	0	12	NR	38	35	±12	73.0	±16.0	
Asian	100	1	4	12	59	25	±11	84.0	±6.0	
Other Race/Ethnicity	100	NR	11	16	42	21	±11	63.0	±13.0	
Enlisted	100	2	9	14	46	28	±5	74.0	±5.0	
Officers	100	3	5	11	49	33	±9	82.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

10. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

1. 0 days

2. 1–24 days

3. 25–47 days

4. 48–180 days

5. 181 days or more

	% Resp.	Percentages					Max ME	Average Days		
		1	2	3	4	5				
TOTAL DOD	100	30	22	18	16	13	±2	67.1	±3.0	
National Guard	100	33	20	16	16	15	±3	73.2	±4.2	
Reserve	100	28	25	20	17	10	±3	59.4	±4.4	
Enlisted	100	34	23	17	15	12	±3	60.6	±3.4	
E1–E4	100	47	22	14	13	5	±4	34.3	±5.2	
E5–E9	100	21	23	20	17	18	±2	87.5	±4.2	
Officers	100	12	19	24	24	21	±3	101.7	±6.9	
O1–O3	100	14	22	24	26	14	±6	79.0	±10.4	
O4–O6	100	8	18	26	22	26	±4	120.1	±10.2	
W1–W5	100	16	12	15	30	28	±8	131.2	±19.5	
Male	100	30	22	18	17	13	±3	66.6	±3.3	
Female	100	32	23	16	14	14	±5	69.6	±7.7	
Non-Hispanic White	100	24	22	20	19	14	±3	74.7	±4.4	
Total Minority	100	40	23	14	12	11	±3	55.4	±3.9	
Black	100	42	25	13	9	11	±5	53.3	±6.0	
Hispanic	100	41	20	14	14	12	±5	58.7	±7.4	
AIAN	100	31	23	21	14	11	±13	55.3	±10.3	
Asian	100	41	25	15	12	7	±5	43.4	±6.8	
NHPI	100	53	18	9	8	13	±14	56.2	±21.6	
Two or More Races	100	29	24	18	19	11	±11	60.9	±11.2	
AGR/FTS/AR	100	22	2	1	3	72	±3	261.4	±9.9	
Other Selected Reserve	100	31	24	20	18	7	±3	46.4	±3.0	
Reserve Unit	100	32	24	20	18	7	±3	46.0	±3.0	
Military Technicians	100	22	26	23	23	7	±5	53.7	±6.5	
IMA	100	7	30	33	19	11	±4	68.3	±5.8	
Not Activated Past 12 Months	100	32	24	20	14	11	±3	59.5	±3.0	
Activated in the Past 12 Months	100	23	15	9	29	25	±5	108.1	±9.9	
Deployed Past 12 Months	100	18	13	5	35	30	±8	130.6	±15.6	
ARNG	100	37	18	16	15	14	±4	67.8	±5.1	
Non-Hispanic White	100	30	18	17	19	16	±5	78.4	±7.1	
Total Minority	100	49	18	14	9	10	±5	49.0	±7.0	
Black	100	53	21	11	6	9	±8	41.6	±9.8	
Hispanic	100	49	15	16	9	11	±8	52.2	±13.7	
Asian	100	51	20	9	10	10	±10	48.3	±17.8	
Other Race/Ethnicity	100	40	17	17	15	11	±16	58.2	±16.9	
Enlisted	100	41	18	15	14	12	±4	60.8	±5.6	
Officers	100	14	15	22	27	23	±7	114.2	±12.2	

Note. Percent responding are Reserve component members who answered the question.

10. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

	% Resp.	Percentages					Max ME	Average Days		
		1	2	3	4	5				
USAR	100	32	25	18	15	9	±5	54.4	±6.8	
Non-Hispanic White	100	24	26	23	18	9	±8	56.3	±11.5	
Total Minority	100	40	24	13	13	10	±6	52.6	±7.4	
Black	100	38	26	14	9	13	±8	58.4	±12.0	
Hispanic	100	43	22	11	15	8	±10	53.9	±13.4	
Asian	100	45	22	17	13	4	±7	31.5	±7.4	
Other Race/Ethnicity	100	32	27	13	21	6	±17	42.7	±12.6	
Enlisted	100	36	26	17	14	8	±6	47.6	±7.5	
Officers	100	17	22	24	20	17	±7	85.2	±15.6	
USNR	100	20	26	24	15	15	±5	74.5	±10.2	
Non-Hispanic White	100	15	23	29	16	16	±8	81.0	±16.8	
Total Minority	100	27	29	17	12	13	±5	65.5	±8.1	
Black	100	35	32	10	11	13	±8	63.2	±14.4	
Hispanic	99	27	24	23	11	15	±9	68.1	±15.4	
Asian	100	27	31	18	15	8	±8	48.6	±9.6	
Other Race/Ethnicity	100	15	35	19	15	16	±17	78.9	±19.4	
Enlisted	100	25	27	22	12	14	±6	69.9	±12.1	
Officers	100	7	23	30	21	19	±10	87.5	±17.8	
USMCR	100	36	18	24	14	7	±6	46.9	±8.8	
Non-Hispanic White	100	31	15	31	16	7	±9	51.1	±14.3	
Total Minority	100	42	23	15	12	7	±7	41.5	±7.6	
Black	100	40	18	16	16	10	±12	51.4	±13.0	
Hispanic	100	43	23	14	13	7	±9	41.2	±11.2	
Asian	100	34	NR	16	8	2	±13	23.2	±6.5	
Other Race/Ethnicity	100	NR	17	NR	6	10	±16	45.0	±25.9	
Enlisted	100	40	18	23	12	6	±7	42.4	±9.8	
Officers	100	3	20	35	28	14	±7	82.6	±13.8	
ANG	100	18	27	18	18	20	±3	91.1	±5.6	
Non-Hispanic White	100	16	27	20	18	20	±3	92.9	±7.1	
Total Minority	100	25	27	13	16	19	±4	85.8	±8.2	
Black	100	28	29	11	14	18	±6	82.2	±14.4	
Hispanic	100	21	23	12	20	24	±8	101.9	±16.1	
Asian	100	32	26	17	12	13	±7	64.7	±13.6	
Other Race/Ethnicity	100	23	30	16	16	15	±8	72.2	±13.8	
Enlisted	100	20	28	17	17	18	±3	84.0	±5.8	
Officers	100	7	17	21	24	31	±7	133.5	±17.3	
USAFR	100	15	29	20	24	11	±4	68.6	±6.4	
Non-Hispanic White	100	9	30	22	27	11	±6	72.4	±8.1	
Total Minority	100	24	27	17	20	12	±8	63.0	±10.4	
Black	100	27	30	18	17	9	±7	53.9	±10.2	
Hispanic	100	26	23	11	22	NR	±12	71.4	±23.8	
Asian	100	17	34	NR	15	7	±10	50.1	±8.7	
Other Race/Ethnicity	100	16	25	25	24	11	±15	75.3	±19.9	
Enlisted	100	19	30	18	23	11	±5	63.3	±7.4	
Officers	100	3	25	26	30	15	±7	89.6	±12.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

1. 0 nights
2. 1–24 nights
3. 25–47 nights
4. 48–180 nights
5. 181 nights or more

Note. Percent responding are Reserve component members who answered the question. Reserve component members were asked not to include nights spent away from home before out-of-town drills.
NR: Not reportable

11. In the past 12 months, how many nights did you spend away from your home because of your military duties?

	% Resp.	Percentages					Max ME	Average Nights Away		
		1	2	3	4	5				
USAR	100	25	36	21	15	4	±5	36.2	±6.9	■
Non-Hispanic White	100	19	36	23	16	5	±8	40.4	±12.3	■
Total Minority	100	30	36	19	13	3	±6	31.9	±6.0	■
Black	100	29	35	20	12	4	±8	31.2	±7.9	■
Hispanic	100	29	38	17	14	2	±11	33.2	±11.6	■
Asian	100	29	41	16	12	2	±7	28.6	±6.3	■
Other Race/Ethnicity	100	37	24	21	13	4	±15	32.7	±17.6	■
Enlisted	100	26	36	20	13	4	±6	34.8	±8.0	■
Officers	100	16	35	24	20	5	±7	42.5	±10.5	■
USNR	100	25	40	18	11	5	±5	35.5	±6.3	■
Non-Hispanic White	100	24	41	21	10	4	±8	33.6	±10.2	■
Total Minority	100	28	39	15	12	6	±5	38.2	±5.9	■
Black	100	38	40	7	13	2	±8	28.8	±7.2	■
Hispanic	99	20	38	24	11	8	±9	46.1	±12.5	■
Asian	100	32	37	16	8	7	±8	35.8	±8.7	■
Other Race/Ethnicity	100	24	43	11	15	6	±16	41.0	±13.9	■
Enlisted	100	27	39	17	12	5	±6	36.7	±8.1	■
Officers	100	22	43	23	8	4	±10	32.2	±8.1	■
USMCR	100	25	34	27	11	4	±6	31.2	±6.9	■
Non-Hispanic White	100	20	33	31	11	4	±9	34.6	±11.0	■
Total Minority	100	31	35	21	10	3	±7	26.7	±6.1	■
Black	100	32	30	26	10	3	±12	27.6	±6.1	■
Hispanic	100	32	36	18	10	5	±9	29.1	±10.1	■
Asian	100	23	42	27	7	0	±18	20.5	±6.1	■
Other Race/Ethnicity	100	NR	NR	NR	12	1	±13	20.1	±10.2	■
Enlisted	100	26	33	27	10	4	±6	31.4	±7.8	■
Officers	100	13	43	25	18	1	±7	29.6	±3.8	■
ANG	100	28	31	14	21	5	±3	40.9	±3.7	■
Non-Hispanic White	100	27	33	15	21	5	±3	40.4	±4.5	■
Total Minority	100	33	28	13	21	6	±4	42.0	±6.2	■
Black	100	36	31	11	17	5	±6	36.8	±9.0	■
Hispanic	100	27	26	11	29	7	±8	51.6	±12.7	■
Asian	100	42	26	14	16	3	±7	31.3	±6.3	■
Other Race/Ethnicity	99	34	30	16	15	5	±8	37.3	±9.7	■
Enlisted	100	31	31	13	20	5	±3	39.6	±4.0	■
Officers	100	13	32	24	25	6	±7	48.7	±9.5	■
USAFR	100	30	31	15	20	3	±5	37.5	±5.4	■
Non-Hispanic White	100	29	31	17	20	2	±6	36.4	±5.9	■
Total Minority	100	32	31	13	21	3	±7	39.2	±10.3	■
Black	100	33	32	13	19	3	±7	32.1	±7.0	■
Hispanic	100	30	29	9	29	3	±16	52.7	±24.7	■
Asian	100	30	31	NR	12	2	±9	30.7	±4.8	■
Other Race/Ethnicity	100	33	36	13	15	3	±13	29.9	±8.2	■
Enlisted	100	32	30	13	21	3	±6	38.9	±6.6	■
Officers	100	22	36	23	17	2	±7	32.1	±5.0	■

Note. Percent responding are Reserve component members who answered the question. Reserve component members were asked not to include nights spent away from home before out-of-town drills.

NR: Not reportable

12. Have you been activated in the past 12 months?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	100	16	±2	
National Guard	100	16	±3	
Reserve	100	15	±3	
Enlisted	100	15	±2	
E1–E4	100	16	±3	
E5–E9	100	15	±2	
Officers	100	18	±3	
O1–O3	100	21	±6	
O4–O6	100	14	±3	
W1–W5	100	17	±7	
Male	100	16	±2	
Female	100	15	±4	
Non-Hispanic White	100	14	±2	
Total Minority	100	18	±3	
Black	100	17	±4	
Hispanic	100	18	±4	
AIAN	100	14	±8	
Asian	100	15	±4	
NHPI	100	NR		
Two or More Races	100	21	±9	
AGR/FTS/AR	100	10	±3	
Other Selected Reserve	100	16	±2	
Reserve Unit	100	16	±2	
Military Technicians	100	19	±4	
IMA	100	18	±3	
Not Activated Past 12 Months	100	0	±0	
Activated in the Past 12 Months	100	100	±0	
Deployed Past 12 Months	100	100	±0	
ARNG	100	15	±3	
Non-Hispanic White	100	14	±4	
Total Minority	100	17	±4	
Black	100	16	±7	
Hispanic	100	17	±7	
Asian	100	16	±9	
Other Race/Ethnicity	100	21	±14	
Enlisted	100	15	±3	
Officers	100	17	±7	

Note. Percent responding are Reserve component members who answered the question. Reserve component members were asked to include activations that started more than 12 months ago and continued into the past 12 months.

NR: Not reportable

12. Have you been activated in the past 12 months?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	100	15	±4	
Non-Hispanic White	100	13	±6	
Total Minority	99	18	±5	
Black	100	18	±8	
Hispanic	99	17	±9	
Asian	100	12	±5	
Other Race/Ethnicity	100	27	±17	
Enlisted	100	14	±4	
Officers	99	20	±7	
USNR	100	15	±4	
Non-Hispanic White	100	13	±7	
Total Minority	100	17	±4	
Black	100	17	±6	
Hispanic	100	17	±7	
Asian	100	15	±6	
Other Race/Ethnicity	98	19	±15	
Enlisted	100	13	±4	
Officers	100	19	±10	
USMCR	100	10	±3	
Non-Hispanic White	100	8	±5	
Total Minority	100	13	±5	
Black	100	16	±8	
Hispanic	100	13	±6	
Asian	100	NR		
Other Race/Ethnicity	100	9	±12	
Enlisted	100	9	±4	
Officers	100	19	±6	
ANG	100	21	±3	
Non-Hispanic White	100	21	±3	
Total Minority	100	23	±4	
Black	99	19	±6	
Hispanic	100	28	±8	
Asian	100	26	±6	
Other Race/Ethnicity	100	20	±7	
Enlisted	100	22	±3	
Officers	100	20	±7	
USAFR	100	17	±4	
Non-Hispanic White	100	14	±6	
Total Minority	100	21	±7	
Black	100	18	±6	
Hispanic	100	26	±17	
Asian	100	13	±5	
Other Race/Ethnicity	100	19	±9	
Enlisted	100	18	±5	
Officers	100	12	±4	

Note. Percent responding are Reserve component members who answered the question. Reserve component members were asked to include activations that started more than 12 months ago and continued into the past 12 months.

NR: Not reportable

13. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	16	78	±5	
National Guard	16	76	±6	
Reserve	15	81	±7	
Enlisted	15	76	±5	
E1-E4	16	71	±9	
E5-E9	15	82	±5	
Officers	18	86	±7	
O1-O3	21	86	±12	
O4-O6	14	86	±9	
W1-W5	17	NR		
Male	16	78	±5	
Female	15	81	±12	
Non-Hispanic White	14	83	±6	
Total Minority	18	72	±7	
Black	17	62	±12	
Hispanic	18	80	±9	
AIAN	14	93	±10	
Asian	15	79	±9	
NHPI	26	NR		
Two or More Races	21	NR		
AGR/FTS/AR	10	91	±7	
Other Selected Reserve	16	77	±5	
Reserve Unit	16	77	±5	
Military Technicians	19	84	±8	
IMA	18	89	±4	
Not Activated Past 12 Months	NA	NA		
Activated in the Past 12 Months	100	78	±5	
Deployed Past 12 Months	100	100	±0	
ARNG	15	73	±9	
Non-Hispanic White	14	81	±11	
Total Minority	17	62	±12	
Black	15	NR		
Hispanic	16	70	±18	
Asian	16	NR		
Other Race/Ethnicity	21	NR		
Enlisted	15	71	±10	
Officers	17	87	±14	

Note. Percent responding are Reserve component members who answered the question and who had been activated in the past 12 months (Q12).

NR: Not reportable

NA: Not applicable

13. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	15	76	±11	
Non-Hispanic White	13	NR		
Total Minority	18	70	±15	
Black	18	NR		
Hispanic	16	NR		
Asian	12	81	±18	
Other Race/Ethnicity	27	NR		
Enlisted	14	73	±14	
Officers	20	NR		
USNR	15	95	±5	
Non-Hispanic White	13	96	±11	
Total Minority	17	93	±7	
Black	17	NR		
Hispanic	17	NR		
Asian	15	96	±10	
Other Race/Ethnicity	18	NR		
Enlisted	13	94	±6	
Officers	19	NR		
USMCR	10	77	±14	
Non-Hispanic White	8	NR		
Total Minority	13	82	±12	
Black	16	NR		
Hispanic	13	82	±18	
Asian	14	NR		
Other Race/Ethnicity	9	NR		
Enlisted	9	76	±17	
Officers	19	80	±17	
ANG	21	81	±5	
Non-Hispanic White	21	82	±7	
Total Minority	23	81	±7	
Black	19	77	±13	
Hispanic	28	84	±11	
Asian	25	80	±12	
Other Race/Ethnicity	20	76	±15	
Enlisted	21	81	±6	
Officers	20	83	±16	
USAFR	17	89	±6	
Non-Hispanic White	14	90	±11	
Total Minority	20	88	±8	
Black	18	75	±16	
Hispanic	26	95	±7	
Asian	12	86	±11	
Other Race/Ethnicity	19	95	±6	
Enlisted	18	89	±7	
Officers	12	85	±9	

Note. Percent responding are Reserve component members who answered the question and who had been activated in the past 12 months (Q12).

NR: Not reportable

14. In the past 12 months, has your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

1. Voluntary

2. Involuntary

3. Both

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	12	63	19	19	±6
National Guard	12	60	22	18	±8
Reserve	12	66	14	20	±8
Enlisted	12	62	19	19	±7
E1–E4	11	58	19	23	±13
E5–E9	12	66	19	15	±6
Officers	15	64	19	17	±10
O1–O3	18	68	12	20	±16
O4–O6	12	61	25	14	±12
W1–W5	16	NR	NR	NR	
Male	12	62	19	19	±7
Female	12	65	17	18	±17
Non-Hispanic White	12	64	18	17	±9
Total Minority	13	61	19	20	±7
Black	10	53	20	26	±11
Hispanic	14	65	17	17	±12
AIAN	13	NR	NR	NR	
Asian	12	64	15	21	±11
NHPI	10	NR	NR	20	±12
Two or More Races	16	NR	NR	NR	
AGR/FTS/AR	9	77	14	9	±10
Other Selected Reserve	13	62	19	19	±6
Reserve Unit	13	61	20	19	±6
Military Technicians	16	64	18	NR	±15
IMA	16	86	3	11	±7
Not Activated Past 12 Months	NA	NA	NA	NA	
Activated in the Past 12 Months	78	63	19	19	±6
Deployed Past 12 Months	100	54	28	18	±8
ARNG	11	57	24	19	±12
Non-Hispanic White	11	60	22	18	±18
Total Minority	10	53	28	20	±16
Black	8	NR	NR	NR	
Hispanic	11	NR	NR	NR	
Asian	11	NR	NR	NR	
Other Race/Ethnicity	14	NR	NR	NR	
Enlisted	10	55	25	20	±14
Officers	14	70	18	12	±18

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q12), and who had at least one activation longer than 30 consecutive days (Q13).

NR: Not reportable

NA: Not applicable

14. In the past 12 months, has your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	11	57	17	26	±14
Non-Hispanic White	11	NR	17	NR	±14
Total Minority	12	59	18	23	±14
Black	11	NR	20	29	±18
Hispanic	13	NR	NR	NR	
Asian	10	NR	NR	NR	
Other Race/Ethnicity	16	NR	NR	NR	
Enlisted	10	60	16	24	±18
Officers	17	NR	21	NR	±17
USNR	14	76	14	11	±11
Non-Hispanic White	13	84	12	4	±15
Total Minority	16	67	15	17	±17
Black	15	NR	7	NR	±11
Hispanic	17	NR	7	NR	±9
Asian	14	NR	18	34	±18
Other Race/Ethnicity	17	NR	NR	7	±13
Enlisted	13	76	12	12	±15
Officers	18	NR	17	NR	±18
USMCR	8	NR	2	NR	±4
Non-Hispanic White	6	NR	4	NR	±9
Total Minority	11	82	1	17	±17
Black	12	90	NR	10	±15
Hispanic	11	NR	NR	NR	
Asian	12	NR	NR	NR	
Other Race/Ethnicity	7	NR	NR	NR	
Enlisted	7	NR	1	NR	±3
Officers	15	82	NR	NR	±18
ANG	17	66	18	16	±7
Non-Hispanic White	17	71	17	13	±9
Total Minority	18	55	22	23	±12
Black	14	72	19	9	±17
Hispanic	23	40	26	NR	±17
Asian	20	69	13	17	±15
Other Race/Ethnicity	15	NR	NR	14	±11
Enlisted	17	67	18	15	±8
Officers	17	NR	NR	NR	
USAFR	15	75	12	13	±11
Non-Hispanic White	13	72	16	12	±17
Total Minority	18	78	8	14	±13
Black	13	NR	NR	20	±17
Hispanic	25	NR	1	NR	±2
Asian	11	81	5	13	±13
Other Race/Ethnicity	18	NR	NR	NR	
Enlisted	16	74	12	14	±12
Officers	10	NR	NR	3	±4

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q12), and who had at least one activation longer than 30 consecutive days (Q13).

NR: Not reportable

15. Are you currently activated?

1. Yes

2. No

3. Does not apply; not activated in the past 12 months

	% Resp.	Percentages			Max ME	Percentage Currently Activated
		1	2	3		
TOTAL DOD	100	7	9	84	±2	
National Guard	100	7	9	84	±3	
Reserve	100	7	8	85	±3	
Enlisted	100	7	9	85	±2	
E1-E4	100	6	9	84	±3	
E5-E9	100	7	8	85	±2	
Officers	100	9	9	82	±3	
O1-O3	100	11	10	79	±6	
O4-O6	100	7	7	86	±3	
W1-W5	100	7	10	83	±7	
Male	100	7	9	84	±2	
Female	100	8	7	85	±4	
Non-Hispanic White	100	7	8	86	±2	
Total Minority	100	8	10	82	±3	
Black	100	8	9	83	±4	
Hispanic	100	8	10	82	±4	
AIAN	100	4	10	86	±9	
Asian	100	6	9	85	±4	
NHPI	100	4	NR	NR	±3	
Two or More Races	100	7	15	79	±9	
AGR/FTS/AR	100	8	2	90	±3	
Other Selected Reserve	100	7	9	84	±2	
Reserve Unit	100	7	9	84	±2	
Military Technicians	100	7	11	81	±4	
IMA	100	11	8	82	±3	
Not Activated Past 12 Months	100	0	0	100	±0	
Activated in the Past 12 Months	100	45	55	0	±5	
Deployed Past 12 Months	100	52	48	0	±8	
ARNG	100	7	8	85	±3	
Non-Hispanic White	100	8	6	86	±4	
Total Minority	100	6	11	83	±4	
Black	100	7	9	84	±7	
Hispanic	100	7	10	83	±7	
Asian	100	5	10	84	±9	
Other Race/Ethnicity	100	4	16	79	±14	
Enlisted	100	7	8	85	±3	
Officers	100	10	7	84	±7	

Note. Percent responding are Reserve component members who answered the question. Reserve component members who had not been activated in the past 12 months (Q12) are coded as "Does not apply; not activated in the past 12 months."

NR: Not reportable

15. Are you currently activated?

	% Resp.	Percentages			Max ME	Percentage Currently Activated
		1	2	3		
USAR	100	8	8	85	±4	
Non-Hispanic White	100	6	7	87	±6	
Total Minority	99	9	8	82	±5	
Black	100	10	8	82	±8	
Hispanic	99	10	6	83	±9	
Asian	100	5	6	88	±5	
Other Race/Ethnicity	100	8	NR	73	±17	
Enlisted	100	7	7	86	±4	
Officers	99	9	12	80	±7	
USNR	100	10	5	85	±4	
Non-Hispanic White	100	9	4	87	±7	
Total Minority	100	10	7	83	±4	
Black	100	10	7	83	±6	
Hispanic	100	10	7	83	±7	
Asian	100	7	7	85	±6	
Other Race/Ethnicity	98	NR	6	81	±15	
Enlisted	100	9	4	87	±4	
Officers	100	10	9	81	±11	
USMCR	99	5	5	90	±3	
Non-Hispanic White	99	3	4	93	±4	
Total Minority	100	8	6	87	±5	
Black	100	11	5	84	±8	
Hispanic	100	8	5	87	±6	
Asian	100	2	NR	NR	±3	
Other Race/Ethnicity	100	4	6	91	±13	
Enlisted	99	4	4	91	±3	
Officers	100	11	8	81	±6	
ANG	100	7	15	79	±3	
Non-Hispanic White	100	6	14	79	±3	
Total Minority	100	8	15	77	±4	
Black	99	8	11	81	±6	
Hispanic	100	9	19	72	±8	
Asian	100	11	14	74	±6	
Other Race/Ethnicity	100	5	15	80	±7	
Enlisted	100	6	15	79	±3	
Officers	100	8	12	80	±7	
USAFR	100	5	12	83	±5	
Non-Hispanic White	100	5	9	86	±6	
Total Minority	100	5	15	79	±8	
Black	100	7	11	82	±6	
Hispanic	100	3	23	74	±18	
Asian	100	6	7	87	±5	
Other Race/Ethnicity	100	7	12	81	±9	
Enlisted	100	5	13	82	±6	
Officers	100	5	6	88	±4	

Note. Percent responding are Reserve component members who answered the question. Reserve component members who had not been activated in the past 12 months (Q12) are coded as "Does not apply; not activated in the past 12 months."

NR: Not reportable

16. Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

	% Resp.	Percentages	Max ME	Percentage Deployed in Past 12 Months
		Yes		
TOTAL DOD	12	47	±6	
National Guard	12	50	±8	
Reserve	12	43	±8	
Enlisted	12	45	±7	
E1-E4	11	34	±12	
E5-E9	12	56	±6	
Officers	15	54	±10	
O1-O3	18	NR		
O4-O6	12	50	±11	
W1-W5	16	NR		
Male	12	51	±7	
Female	12	30	±10	
Non-Hispanic White	12	49	±8	
Total Minority	13	43	±7	
Black	10	39	±11	
Hispanic	14	45	±12	
AIAN	13	NR		
Asian	12	49	±12	
NHPI	10	NR		
Two or More Races	16	NR		
AGR/FTS/AR	9	36	±11	
Other Selected Reserve	13	48	±6	
Reserve Unit	12	48	±6	
Military Technicians	16	50	±13	
IMA	16	19	±7	
Not Activated Past 12 Months	NA	NA		
Activated in the Past 12 Months	78	47	±6	
Deployed Past 12 Months	100	100	±0	
ARNG	11	50	±11	
Non-Hispanic White	11	51	±15	
Total Minority	10	49	±14	
Black	8	NR		
Hispanic	11	NR		
Asian	11	NR		
Other Race/Ethnicity	14	NR		
Enlisted	10	47	±13	
Officers	14	NR		

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q12), and who had at least one activation longer than 30 consecutive days (Q13).

NR: Not reportable

NA: Not applicable

16. Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

	% Resp.	Percentages	Max ME	Percentage Deployed in Past 12 Months
		Yes		
USAR	11	42	±12	
Non-Hispanic White	10	NR		
Total Minority	12	45	±14	
Black	11	NR		
Hispanic	13	NR		
Asian	10	NR		
Other Race/Ethnicity	16	NR		
Enlisted	10	39	±15	
Officers	17	NR		
USNR	14	50	±13	
Non-Hispanic White	13	NR		
Total Minority	16	56	±11	
Black	15	41	±16	
Hispanic	17	NR		
Asian	14	NR		
Other Race/Ethnicity	17	NR		
Enlisted	13	54	±15	
Officers	18	NR		
USMCR	8	23	±12	
Non-Hispanic White	6	NR		
Total Minority	11	23	±16	
Black	13	NR		
Hispanic	11	NR		
Asian	12	NR		
Other Race/Ethnicity	7	NR		
Enlisted	7	20	±15	
Officers	15	35	±17	
ANG	17	51	±7	
Non-Hispanic White	17	53	±9	
Total Minority	19	44	±10	
Black	14	NR		
Hispanic	23	NR		
Asian	20	51	±15	
Other Race/Ethnicity	15	NR		
Enlisted	17	51	±8	
Officers	17	NR		
USAFR	15	43	±15	
Non-Hispanic White	13	NR		
Total Minority	18	23	±13	
Black	13	NR		
Hispanic	25	12	±16	
Asian	11	42	±14	
Other Race/Ethnicity	18	NR		
Enlisted	16	43	±17	
Officers	10	NR		

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q12), and who had at least one activation longer than 30 consecutive days (Q13).

NR: Not reportable

17. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

1. CONUS

2. OCONUS

3. Both

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	6	12	72	16	±7
National Guard	6	11	72	17	±10
Reserve	5	15	71	14	±8
Enlisted	5	12	74	14	±7
E1–E4	4	NR	78	8	±17
E5–E9	7	11	73	17	±7
Officers	8	15	63	NR	±17
O1–O3	10	7	NR	NR	±10
O4–O6	6	NR	56	13	±16
W1–W5	11	7	85	NR	±17
Male	6	13	70	17	±8
Female	4	9	84	7	±11
Non-Hispanic White	6	12	71	17	±10
Total Minority	6	13	73	14	±8
Black	4	19	67	NR	±17
Hispanic	6	9	73	18	±13
AIAN	5	NR	NR	15	±15
Asian	6	25	69	5	±16
NHPI	4	8	NR	10	±14
Two or More Races	7	2	NR	NR	±4
AGR/FTS/AR	3	15	66	18	±18
Other Selected Reserve	6	12	72	16	±7
Reserve Unit	6	12	72	16	±8
Military Technicians	8	14	74	12	±16
IMA	3	20	NR	32	±18
Not Activated Past 12 Months	NA	NA	NA	NA	
Activated in the Past 12 Months	36	12	72	16	±7
Deployed Past 12 Months	100	12	72	16	±7
ARNG	5	11	72	17	±15
Non-Hispanic White	6	NR	NR	NR	
Total Minority	5	7	76	17	±18
Black	3	NR	NR	NR	
Hispanic	7	NR	NR	NR	
Asian	5	NR	NR	1	±4
Other Race/Ethnicity	7	1	NR	NR	±4
Enlisted	5	11	76	12	±16
Officers	10	8	NR	NR	±15

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q12), who had at least one activation longer than 30 consecutive days (Q13), and who had been deployed in the past 12 months (Q16).

NR: Not reportable

NA: Not applicable

17. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	5	19	68	13	±13
Non-Hispanic White	4	NR	NR	NR	
Total Minority	6	21	68	11	±15
Black	5	NR	NR	NR	
Hispanic	6	10	84	6	±17
Asian	5	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	
Enlisted	4	18	69	13	±15
Officers	8	NR	NR	NR	
USNR	7	12	66	22	±14
Non-Hispanic White	6	NR	NR	NR	
Total Minority	9	14	70	16	±15
Black	6	NR	NR	NR	
Hispanic	10	NR	NR	NR	
Asian	8	NR	NR	NR	
Other Race/Ethnicity	13	NR	NR	NR	
Enlisted	7	12	67	21	±17
Officers	8	NR	NR	NR	
USMCR	2	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	
Total Minority	2	NR	NR	NR	
Black	4	NR	NR	NR	
Hispanic	2	NR	NR	NR	
Asian	1	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	
Enlisted	1	NR	NR	NR	
Officers	5	9	NR	NR	±15
ANG	9	11	72	18	±10
Non-Hispanic White	9	11	71	18	±11
Total Minority	8	10	NR	NR	±10
Black	5	NR	NR	NR	
Hispanic	11	NR	NR	NR	
Asian	10	NR	96	4	±10
Other Race/Ethnicity	7	NR	NR	12	±10
Enlisted	9	8	74	18	±10
Officers	8	NR	NR	NR	
USAFR	6	10	85	5	±14
Non-Hispanic White	8	NR	NR	NR	
Total Minority	4	11	80	9	±16
Black	3	NR	NR	NR	
Hispanic	3	NR	NR	NR	
Asian	5	NR	NR	8	±15
Other Race/Ethnicity	9	6	93	1	±12
Enlisted	7	11	84	5	±17
Officers	4	4	91	5	±13

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q12), who had at least one activation longer than 30 consecutive days (Q13), and who had been deployed in the past 12 months (Q16).

NR: Not reportable

18. Are you currently deployed?

	% Resp.	Percentages	Max ME	Percentage Currently Deployed
		Yes		
TOTAL DOD	3	73	±12	
National Guard	3	71	±18	
Reserve	3	77	±10	
Enlisted	3	74	±11	
E1-E4	2	NR		
E5-E9	3	77	±9	
Officers	4	NR		
O1-O3	5	NR		
O4-O6	3	74	±18	
W1-W5	4	NR		
Male	3	72	±13	
Female	2	80	±17	
Non-Hispanic White	3	67	±17	
Total Minority	3	81	±9	
Black	3	94	±10	
Hispanic	4	76	±18	
AIAN	2	NR		
Asian	3	NR		
NHPI	1	NR		
Two or More Races	2	NR		
AGR/FTS/AR	2	NR		
Other Selected Reserve	3	76	±13	
Reserve Unit	3	77	±13	
Military Technicians	3	NR		
IMA	2	NR		
Not Activated Past 12 Months	NA	NA		
Activated in the Past 12 Months	19	73	±12	
Deployed Past 12 Months	51	73	±12	
ARNG	3	NR		
Non-Hispanic White	4	NR		
Total Minority	3	NR		
Black	2	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	3	NR		
Officers	6	NR		

Note. Percent responding are Reserve component members who answered the question, who are currently activated (Q15), and who have been deployed in the past 12 months (Q12/Q13/Q16).

NR: Not reportable

NA: Not applicable

18. Are you currently deployed?

	% Resp.	Percentages	Max ME	Percentage Currently Deployed
		Yes		
USAR	3	84	±12	
Non-Hispanic White	1	NR		
Total Minority	4	87	±13	
Black	4	NR		
Hispanic	5	NR		
Asian	4	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	84	±15	
Officers	3	NR		
USNR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	5	NR		
Black	4	NR		
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	9	NR		
Enlisted	5	NR		
Officers	2	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	4	NR		
ANG	2	NR		
Non-Hispanic White	3	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	3	NR		
USAFR	2	NR		
Non-Hispanic White	3	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who are currently activated (Q15), and who have been deployed in the past 12 months (Q12/Q13/Q16).

NR: Not reportable

21. How long have you been in your present military unit?

1. Less than 1 year

2. 1–2 years

3. 3–5 years

4. 6–9 years

5. 10–14 years

6. 15 years or more

	% Resp.	Percentages						Max ME	Average Years in Present Unit		
		1	2	3	4	5	6				
TOTAL DOD	100	23	32	24	11	5	5	±2	3.7	±0.2	
National Guard	100	21	30	24	12	6	6	±3	4.3	±0.2	
Reserve	100	25	35	24	10	4	2	±3	3.1	±0.2	
Enlisted	100	23	31	24	11	6	5	±3	3.8	±0.2	
E1–E4	100	31	37	25	5	1	0	±4	1.9	±0.2	
E5–E9	100	15	25	23	17	11	9	±2	5.7	±0.2	
Officers	100	22	36	24	11	3	5	±4	3.5	±0.3	
O1–O3	100	24	39	23	9	2	2	±6	2.7	±0.4	
O4–O6	100	20	36	24	10	4	7	±4	3.9	±0.4	
W1–W5	100	17	24	25	19	7	10	±7	5.4	±0.8	
Male	100	22	32	24	11	5	5	±3	3.9	±0.2	
Female	100	25	35	22	11	4	3	±5	3.2	±0.3	
Non-Hispanic White	100	21	31	25	12	6	5	±3	4.1	±0.2	
Total Minority	100	26	34	22	10	4	3	±3	3.2	±0.2	
Black	100	25	35	21	12	4	4	±5	3.3	±0.3	
Hispanic	100	27	32	23	9	5	3	±5	3.2	±0.3	
AIAN	100	22	26	27	9	6	9	±11	4.8	±1.2	
Asian	100	28	30	26	9	3	3	±5	3.1	±0.3	
NHPI	100	12	NR	16	19	6	9	±10	4.9	±1.0	
Two or More Races	100	24	42	21	8	2	3	±10	2.8	±0.4	
AGR/FTS/AR	100	19	34	20	10	8	8	±4	4.5	±0.3	
Other Selected Reserve	100	23	32	24	11	5	4	±2	3.7	±0.2	
Reserve Unit	100	23	32	24	11	5	4	±3	3.7	±0.2	
Military Technicians	100	17	26	24	14	7	11	±5	5.6	±0.4	
IMA	100	20	40	27	8	3	1	±4	2.8	±0.2	
Not Activated Past 12 Months	100	23	32	24	11	5	5	±2	3.7	±0.2	
Activated in the Past 12 Months	100	22	34	23	12	5	5	±5	3.7	±0.4	
Deployed Past 12 Months	100	17	26	27	14	9	7	±8	4.9	±0.6	
ARNG	100	25	32	24	11	5	3	±4	3.2	±0.2	
Non-Hispanic White	100	24	31	26	11	5	3	±5	3.3	±0.3	
Total Minority	100	27	34	21	11	5	2	±5	3.0	±0.3	
Black	100	27	33	21	13	3	3	±8	3.2	±0.5	
Hispanic	100	28	34	19	10	7	1	±9	3.1	±0.6	
Asian	100	31	28	27	8	4	2	±13	2.8	±0.7	
Other Race/Ethnicity	100	22	43	22	8	3	3	±15	2.8	±0.6	
Enlisted	100	25	32	24	11	5	3	±4	3.2	±0.2	
Officers	100	23	34	26	11	2	4	±6	3.3	±0.4	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

21. How long have you been in your present military unit?

	% Resp.	Percentages						Max ME	Average Years in Present Unit		
		1	2	3	4	5	6				
USAR	100	27	36	24	9	3	1	±5	2.7	±0.3	
Non-Hispanic White	100	24	35	26	10	4	1	±8	3.0	±0.4	
Total Minority	100	29	37	21	8	3	1	±6	2.4	±0.3	
Black	100	26	40	19	10	3	2	±9	2.6	±0.5	
Hispanic	100	32	33	25	7	3	1	±10	2.4	±0.4	
Asian	100	33	31	23	10	2	0	±7	2.3	±0.4	
Other Race/Ethnicity	100	29	50	15	5	0	1	±16	2.0	±0.4	
Enlisted	100	27	35	24	10	4	1	±6	2.7	±0.3	
Officers	100	25	41	22	8	2	1	±8	2.5	±0.5	
USNR	100	26	36	25	10	3	1	±5	2.7	±0.3	
Non-Hispanic White	100	24	37	25	9	3	1	±8	2.7	±0.5	
Total Minority	100	27	36	25	10	2	1	±5	2.6	±0.3	
Black	100	28	34	26	7	3	1	±8	2.6	±0.4	
Hispanic	100	24	35	29	9	2	1	±8	2.7	±0.5	
Asian	100	28	40	20	11	1	0	±8	2.2	±0.4	
Other Race/Ethnicity	100	29	36	18	NR	2	0	±14	2.7	±1.0	
Enlisted	100	26	32	27	11	3	1	±6	2.8	±0.4	
Officers	100	24	48	19	4	2	2	±8	2.3	±0.5	
USMCR	100	27	40	27	5	1	0	±6	2.2	±0.3	
Non-Hispanic White	100	24	41	27	6	2	0	±9	2.3	±0.4	
Total Minority	100	31	38	26	4	1	1	±7	2.0	±0.3	
Black	100	30	46	18	3	1	1	±10	1.8	±0.4	
Hispanic	100	31	35	30	3	1	1	±9	2.1	±0.4	
Asian	100	27	45	24	1	2	1	±16	2.0	±0.5	
Other Race/Ethnicity	100	NR	NR	23	NR	0	NR	±17	NR		
Enlisted	100	27	39	27	5	2	0	±7	2.2	±0.3	
Officers	100	27	47	24	1	0	0	±7	1.7	±0.2	
ANG	100	8	23	21	18	12	18	±3	7.8	±0.3	
Non-Hispanic White	100	8	22	20	18	12	20	±3	8.1	±0.4	
Total Minority	100	10	24	25	17	9	15	±4	6.7	±0.4	
Black	100	12	23	23	19	11	12	±6	6.6	±0.7	
Hispanic	100	8	23	28	17	10	15	±8	6.7	±0.7	
Asian	100	11	21	23	18	8	18	±6	7.4	±0.9	
Other Race/Ethnicity	100	11	30	21	15	8	15	±9	6.4	±0.9	
Enlisted	100	8	23	22	17	12	18	±3	7.7	±0.3	
Officers	100	9	19	20	23	9	19	±7	7.9	±0.9	
USAFR	100	18	29	25	13	8	8	±4	4.8	±0.3	
Non-Hispanic White	100	17	29	24	13	8	9	±6	5.1	±0.5	
Total Minority	100	19	28	25	13	7	7	±7	4.5	±0.5	
Black	100	18	32	22	15	7	6	±7	4.5	±0.6	
Hispanic	100	23	30	21	12	9	6	±18	4.3	±1.0	
Asian	100	19	21	40	9	5	7	±14	4.2	±0.5	
Other Race/Ethnicity	100	13	20	35	16	6	10	±13	5.3	±1.0	
Enlisted	100	17	27	24	14	9	9	±5	5.1	±0.4	
Officers	100	18	33	28	11	5	5	±7	3.7	±0.5	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

22. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?

1. Yes, I have had at least one formal mentor (for example, assigned/provided to you as part of a formal mentorship program)
 2. Yes, I have had at least one informal mentor
 3. Yes, I have had both a formal and informal mentor
 4. No, I have not had a mentor

	% Resp.	Percentages				Max ME	Percentage With Formal Mentor		
		1	2	3	4				
TOTAL DOD	100	15	43	14	28	±2	30.0	±2.0	
National Guard	100	14	43	15	27	±3	30.0	±3.0	
Reserve	100	16	42	13	28	±3	30.0	±3.0	
Enlisted	100	16	40	15	29	±3	31.0	±2.0	
E1-E4	100	17	37	16	30	±4	33.0	±4.0	
E5-E9	100	14	44	14	28	±2	29.0	±2.0	
Officers	100	14	55	9	22	±4	23.0	±3.0	
O1-O3	100	14	56	8	22	±6	21.0	±5.0	
O4-O6	100	14	54	10	22	±4	24.0	±4.0	
W1-W5	100	13	52	13	22	±7	26.0	±7.0	
Male	100	16	42	14	27	±3	30.0	±2.0	
Female	100	13	43	15	29	±5	28.0	±4.0	
Non-Hispanic White	100	15	46	14	25	±3	29.0	±3.0	
Total Minority	100	16	37	16	32	±3	31.0	±3.0	
Black	99	15	32	18	35	±5	33.0	±5.0	
Hispanic	100	17	39	13	30	±5	30.0	±4.0	
AIAN	100	12	39	14	35	±12	26.0	±8.0	
Asian	100	16	34	16	34	±5	32.0	±4.0	
NHPI	100	15	NR	16	26	±10	31.0	±11.0	
Two or More Races	100	13	46	16	25	±10	29.0	±9.0	
AGR/FTS/AR	100	19	42	14	25	±4	33.0	±3.0	
Other Selected Reserve	100	15	43	14	28	±3	29.0	±2.0	
Reserve Unit	100	15	43	15	28	±3	30.0	±2.0	
Military Technicians	100	14	46	13	26	±5	27.0	±4.0	
IMA	100	11	50	9	30	±4	20.0	±3.0	
Not Activated Past 12 Months	100	16	43	14	27	±3	30.0	±2.0	
Activated in the Past 12 Months	100	15	40	16	30	±5	30.0	±5.0	
Deployed Past 12 Months	100	13	42	16	29	±8	29.0	±8.0	
ARNG	100	14	43	15	29	±4	29.0	±4.0	
Non-Hispanic White	100	14	44	14	27	±5	28.0	±5.0	
Total Minority	100	13	39	16	32	±5	29.0	±5.0	
Black	99	10	34	21	35	±8	31.0	±8.0	
Hispanic	100	15	43	13	29	±8	28.0	±8.0	
Asian	100	14	31	16	39	±12	30.0	±9.0	
Other Race/Ethnicity	100	12	45	14	29	±15	26.0	±15.0	
Enlisted	100	14	41	16	30	±4	29.0	±4.0	
Officers	100	14	53	9	24	±6	23.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage With Formal Mentor* includes "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" and "Yes, I have had both a formal and informal mentor."
 NR: Not reportable

22. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?

	% Resp.	Percentages				Max ME	Percentage With Formal Mentor	
		1	2	3	4			
USAR	100	15	40	12	34	±5	26.0	±5.0
Non-Hispanic White	100	13	46	11	30	±8	24.0	±8.0
Total Minority	100	16	34	12	38	±6	29.0	±5.0
Black	100	19	27	14	40	±8	33.0	±9.0
Hispanic	100	15	37	10	37	±10	26.0	±8.0
Asian	100	13	34	17	36	±7	30.0	±7.0
Other Race/Ethnicity	100	13	47	11	29	±15	24.0	±13.0
Enlisted	100	15	37	12	36	±6	27.0	±5.0
Officers	100	12	54	10	24	±7	22.0	±6.0
USNR	100	21	46	15	19	±5	36.0	±5.0
Non-Hispanic White	100	19	54	12	15	±8	31.0	±7.0
Total Minority	100	24	33	19	24	±5	43.0	±5.0
Black	99	27	28	21	24	±8	48.0	±8.0
Hispanic	100	22	38	16	24	±9	38.0	±8.0
Asian	100	21	38	16	25	±8	37.0	±7.0
Other Race/Ethnicity	100	24	30	26	21	±15	50.0	±13.0
Enlisted	100	23	40	17	20	±6	40.0	±6.0
Officers	100	17	60	8	16	±8	24.0	±7.0
USMCR	100	20	44	16	20	±6	36.0	±6.0
Non-Hispanic White	100	19	52	11	17	±9	31.0	±9.0
Total Minority	100	22	33	22	23	±7	44.0	±7.0
Black	100	16	33	27	24	±11	43.0	±10.0
Hispanic	100	28	32	17	24	±9	45.0	±9.0
Asian	99	13	38	NR	NR	±14	35.0	±17.0
Other Race/Ethnicity	100	10	NR	NR	14	±16	NR	
Enlisted	100	22	43	17	19	±7	38.0	±7.0
Officers	100	8	56	10	27	±7	18.0	±7.0
ANG	100	17	44	17	22	±3	34.0	±3.0
Non-Hispanic White	100	17	46	16	21	±4	34.0	±4.0
Total Minority	100	16	41	17	26	±4	33.0	±4.0
Black	100	14	38	17	31	±7	31.0	±7.0
Hispanic	100	19	40	19	23	±8	37.0	±8.0
Asian	100	20	38	15	27	±7	35.0	±6.0
Other Race/Ethnicity	100	11	49	15	25	±8	26.0	±7.0
Enlisted	100	17	42	18	23	±3	35.0	±3.0
Officers	100	14	59	10	17	±7	24.0	±7.0
USAFR	100	16	45	15	24	±4	31.0	±4.0
Non-Hispanic White	100	15	48	14	22	±6	30.0	±5.0
Total Minority	100	18	41	16	26	±7	34.0	±6.0
Black	100	15	40	18	26	±7	34.0	±7.0
Hispanic	100	19	39	15	26	±16	35.0	±12.0
Asian	100	22	34	14	30	±17	36.0	±10.0
Other Race/Ethnicity	100	16	51	14	19	±11	30.0	±9.0
Enlisted	100	17	42	16	25	±5	33.0	±5.0
Officers	100	13	55	11	21	±7	24.0	±6.0

Note. Percent responding are Reserve component members who answered the question. *Percentage With Formal Mentor* includes "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" and "Yes, I have had both a formal and informal mentor."

NR: Not reportable

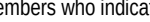
23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

a. You trust your supervisor.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	3	5	11	34	47	±2	82.0	±2.0	
National Guard	100	3	4	10	33	49	±3	82.0	±2.0	
Reserve	100	3	5	11	36	46	±3	81.0	±3.0	
Enlisted	100	3	5	11	34	47	±3	81.0	±2.0	
E1-E4	100	2	4	10	31	54	±4	85.0	±3.0	
E5-E9	100	5	6	12	38	40	±2	77.0	±2.0	
Officers	100	2	3	10	37	48	±4	85.0	±3.0	
O1-O3	100	2	3	10	36	49	±6	85.0	±5.0	
O4-O6	100	2	3	9	36	51	±4	87.0	±3.0	
W1-W5	100	2	6	11	45	37	±8	82.0	±6.0	
Male	100	3	4	10	34	49	±3	83.0	±2.0	
Female	99	4	7	14	36	38	±5	75.0	±4.0	
Non-Hispanic White	100	3	4	9	34	50	±3	84.0	±2.0	
Total Minority	100	4	5	12	36	43	±3	79.0	±3.0	
Black	99	5	5	13	35	42	±5	77.0	±4.0	
Hispanic	100	3	4	12	37	43	±5	80.0	±4.0	
AIAN	100	7	4	18	30	42	±13	71.0	±12.0	
Asian	100	2	4	11	43	40	±5	83.0	±3.0	
NHPI	100	4	6	12	31	46	±16	77.0	±9.0	
Two or More Races	100	3	6	11	30	50	±9	80.0	±8.0	
AGR/FTS/AR	100	4	8	14	32	42	±4	74.0	±3.0	
Other Selected Reserve	100	3	4	10	35	48	±3	83.0	±2.0	
Reserve Unit	100	3	4	10	35	48	±3	83.0	±2.0	
Military Technicians	100	5	6	11	36	43	±5	79.0	±4.0	
IMA	100	2	4	10	35	50	±4	84.0	±4.0	
Not Activated Past 12 Months	100	3	5	10	34	48	±3	82.0	±2.0	
Activated in the Past 12 Months	100	4	4	13	36	43	±5	78.0	±4.0	
Deployed Past 12 Months	100	7	4	15	34	40	±8	74.0	±7.0	
ARNG	100	3	4	11	33	49	±4	82.0	±3.0	
Non-Hispanic White	100	2	5	10	31	52	±5	83.0	±4.0	
Total Minority	100	4	4	11	37	44	±5	81.0	±4.0	
Black	100	6	4	11	34	45	±8	79.0	±7.0	
Hispanic	100	2	4	12	42	40	±8	82.0	±7.0	
Asian	100	3	5	11	48	34	±11	82.0	±7.0	
Other Race/Ethnicity	100	4	3	12	27	54	±14	81.0	±11.0	
Enlisted	100	3	5	11	32	49	±4	82.0	±3.0	
Officers	100	3	4	8	39	46	±6	85.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

a. You trust your supervisor.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	4	5	11	37	43	±5	79.0	±4.0	
Non-Hispanic White	100	4	5	9	37	45	±8	82.0	±7.0	
Total Minority	99	4	6	13	36	41	±6	77.0	±5.0	
Black	99	6	5	14	38	37	±9	75.0	±8.0	
Hispanic	99	4	5	12	35	44	±10	79.0	±8.0	
Asian	100	2	4	12	42	40	±7	82.0	±6.0	
Other Race/Ethnicity	100	2	11	11	30	46	±16	76.0	±14.0	
Enlisted	100	5	6	11	36	43	±6	79.0	±5.0	
Officers	99	2	4	12	39	44	±8	83.0	±6.0	
USNR	100	2	4	11	37	47	±5	84.0	±4.0	
Non-Hispanic White	100	0	4	8	36	53	±8	88.0	±6.0	
Total Minority	100	3	5	15	38	39	±5	77.0	±4.0	
Black	100	3	4	16	39	37	±8	76.0	±7.0	
Hispanic	100	3	6	17	37	38	±9	74.0	±8.0	
Asian	100	3	6	12	36	44	±8	80.0	±7.0	
Other Race/Ethnicity	100	5	4	9	44	38	±14	82.0	±8.0	
Enlisted	100	2	5	11	37	46	±6	83.0	±4.0	
Officers	100	0	3	11	37	49	±11	86.0	±10.0	
USMCR	100	3	3	8	32	54	±6	87.0	±5.0	
Non-Hispanic White	100	2	3	7	31	57	±9	88.0	±7.0	
Total Minority	100	4	2	9	34	51	±7	85.0	±5.0	
Black	100	2	2	16	30	50	±10	80.0	±9.0	
Hispanic	100	6	2	6	34	53	±9	87.0	±7.0	
Asian	98	2	3	10	40	46	±16	86.0	±9.0	
Other Race/Ethnicity	100	0	3	10	NR	NR	±14	86.0	±15.0	
Enlisted	100	3	3	8	32	54	±7	86.0	±5.0	
Officers	100	2	2	6	33	57	±7	90.0	±5.0	
ANG	100	4	5	9	34	48	±3	82.0	±2.0	
Non-Hispanic White	99	3	4	9	35	50	±4	84.0	±3.0	
Total Minority	100	7	6	12	33	43	±4	75.0	±4.0	
Black	100	6	7	13	30	44	±7	74.0	±6.0	
Hispanic	100	8	4	11	31	46	±8	77.0	±7.0	
Asian	100	4	5	11	38	42	±7	80.0	±6.0	
Other Race/Ethnicity	99	6	9	12	36	37	±8	73.0	±8.0	
Enlisted	100	4	5	10	34	47	±3	81.0	±3.0	
Officers	99	1	2	8	36	53	±7	89.0	±5.0	
USAFR	100	3	3	12	34	48	±4	82.0	±4.0	
Non-Hispanic White	100	3	3	8	35	50	±6	86.0	±4.0	
Total Minority	100	3	4	17	31	45	±7	76.0	±7.0	
Black	100	4	5	15	34	42	±7	76.0	±7.0	
Hispanic	100	3	3	NR	30	45	±12	75.0	±17.0	
Asian	100	2	1	9	42	46	±14	88.0	±5.0	
Other Race/Ethnicity	100	5	3	21	23	49	±15	72.0	±14.0	
Enlisted	100	3	4	12	35	45	±5	81.0	±5.0	
Officers	100	2	2	10	27	59	±7	86.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

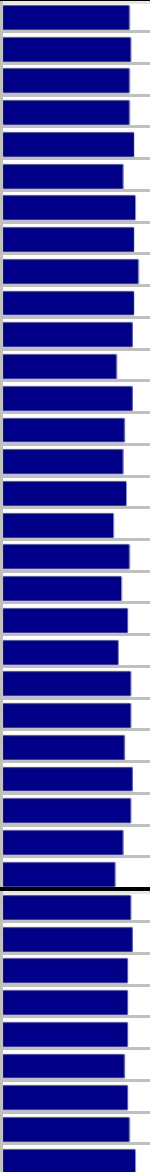
23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

b. Your supervisor ensures that all assigned personnel are treated fairly.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

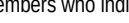
3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	3	5	11	34	48	±2	81.0	±2.0	
National Guard	99	3	5	10	33	48	±3	82.0	±2.0	
Reserve	98	3	4	12	34	47	±3	81.0	±3.0	
Enlisted	99	3	5	11	33	47	±3	81.0	±2.0	
E1-E4	98	2	3	10	30	54	±4	84.0	±4.0	
E5-E9	99	4	6	13	37	40	±2	77.0	±2.0	
Officers	99	2	3	10	34	51	±4	85.0	±3.0	
O1-O3	99	3	3	10	34	50	±6	84.0	±5.0	
O4-O6	99	2	3	8	33	54	±4	87.0	±3.0	
W1-W5	98	2	3	12	42	41	±8	84.0	±6.0	
Male	99	3	4	10	34	50	±3	83.0	±2.0	
Female	99	4	6	17	33	40	±5	73.0	±4.0	
Non-Hispanic White	99	3	5	9	33	50	±3	83.0	±2.0	
Total Minority	98	4	4	14	34	44	±3	78.0	±3.0	
Black	99	4	4	15	34	43	±5	77.0	±4.0	
Hispanic	98	3	4	14	34	45	±5	79.0	±4.0	
AIAN	100	4	6	19	33	38	±14	71.0	±12.0	
Asian	99	3	4	11	43	39	±5	81.0	±4.0	
NHPI	100	5	6	13	30	46	±16	76.0	±10.0	
Two or More Races	97	4	4	13	29	51	±9	80.0	±7.0	
AGR/FTS/AR	99	4	8	14	33	41	±4	74.0	±3.0	
Other Selected Reserve	99	3	4	11	34	48	±3	82.0	±2.0	
Reserve Unit	99	3	4	11	34	48	±3	82.0	±2.0	
Military Technicians	99	4	6	12	37	42	±5	78.0	±4.0	
IMA	99	2	4	12	33	50	±4	83.0	±4.0	
Not Activated Past 12 Months	99	3	5	10	34	49	±3	82.0	±2.0	
Activated in the Past 12 Months	99	4	4	15	34	43	±5	77.0	±5.0	
Deployed Past 12 Months	99	6	6	16	33	39	±8	72.0	±8.0	
ARNG	99	3	5	10	33	49	±4	82.0	±3.0	
Non-Hispanic White	99	3	5	9	33	51	±5	83.0	±4.0	
Total Minority	98	3	4	13	34	45	±5	80.0	±4.0	
Black	99	5	4	11	33	46	±8	80.0	±7.0	
Hispanic	98	2	4	14	36	43	±8	80.0	±8.0	
Asian	100	4	5	13	46	31	±11	78.0	±8.0	
Other Race/Ethnicity	96	3	4	13	24	56	±14	80.0	±11.0	
Enlisted	99	3	5	11	32	49	±4	81.0	±3.0	
Officers	99	4	2	9	38	47	±6	85.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

b. Your supervisor ensures that all assigned personnel are treated fairly.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	98	4	4	13	35	44	±5	79.0	±4.0	
Non-Hispanic White	97	4	4	11	34	47	±8	81.0	±7.0	
Total Minority	99	4	3	16	35	42	±6	77.0	±5.0	
Black	99	3	3	20	36	37	±9	73.0	±8.0	
Hispanic	98	4	4	13	33	46	±10	79.0	±9.0	
Asian	100	3	3	10	43	41	±7	84.0	±5.0	
Other Race/Ethnicity	100	5	2	15	35	43	±15	78.0	±11.0	
Enlisted	98	4	4	14	35	43	±6	78.0	±5.0	
Officers	98	2	3	13	34	49	±8	83.0	±6.0	
USNR	99	2	5	10	35	48	±5	83.0	±4.0	
Non-Hispanic White	99	0	5	8	33	55	±8	87.0	±7.0	
Total Minority	100	4	5	14	39	38	±5	77.0	±4.0	
Black	99	3	6	13	40	38	±8	78.0	±7.0	
Hispanic	100	4	4	16	38	38	±9	76.0	±7.0	
Asian	99	6	3	11	40	40	±8	80.0	±7.0	
Other Race/Ethnicity	100	3	6	14	39	37	±15	77.0	±11.0	
Enlisted	99	2	4	12	35	46	±6	81.0	±4.0	
Officers	100	1	NR	5	36	52	±8	88.0	±10.0	
USMCR	97	3	3	9	33	53	±6	85.0	±5.0	
Non-Hispanic White	97	2	3	7	34	54	±9	88.0	±7.0	
Total Minority	98	4	2	11	30	52	±7	83.0	±6.0	
Black	99	2	1	17	28	53	±10	80.0	±9.0	
Hispanic	98	6	2	9	31	51	±9	82.0	±9.0	
Asian	98	1	2	12	37	48	±17	85.0	±10.0	
Other Race/Ethnicity	100	0	6	9	NR	NR	±12	85.0	±15.0	
Enlisted	97	3	3	9	33	52	±7	85.0	±5.0	
Officers	99	2	2	6	32	59	±7	91.0	±5.0	
ANG	99	3	6	10	33	47	±3	80.0	±3.0	
Non-Hispanic White	99	3	6	9	33	49	±4	82.0	±3.0	
Total Minority	99	5	5	14	33	43	±4	76.0	±4.0	
Black	99	4	6	16	31	43	±7	74.0	±6.0	
Hispanic	99	5	4	14	31	45	±8	76.0	±7.0	
Asian	99	4	7	9	35	44	±7	80.0	±6.0	
Other Race/Ethnicity	98	7	6	13	37	38	±8	74.0	±8.0	
Enlisted	99	4	6	11	34	46	±3	80.0	±3.0	
Officers	100	1	4	9	31	55	±7	86.0	±6.0	
USAFR	99	3	4	11	31	51	±4	82.0	±4.0	
Non-Hispanic White	100	3	3	9	31	54	±6	85.0	±4.0	
Total Minority	99	3	6	14	31	46	±8	77.0	±7.0	
Black	99	3	6	14	31	46	±7	77.0	±7.0	
Hispanic	98	2	6	NR	29	48	±12	77.0	±17.0	
Asian	99	2	3	9	42	45	±14	87.0	±5.0	
Other Race/Ethnicity	99	6	6	16	29	43	±16	71.0	±14.0	
Enlisted	99	3	5	11	32	49	±5	80.0	±5.0	
Officers	99	2	2	10	29	58	±7	87.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

c. There is very little conflict between your supervisor and the people who report to him/her.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	3	6	14	34	43	±2	77.0	±2.0	
National Guard	100	3	7	13	34	44	±3	77.0	±3.0	
Reserve	100	3	5	15	34	43	±3	77.0	±3.0	
Enlisted	100	3	6	14	33	43	±3	76.0	±2.0	
E1-E4	100	2	6	14	28	50	±4	78.0	±4.0	
E5-E9	100	4	7	15	38	37	±2	75.0	±2.0	
Officers	100	2	5	12	38	43	±4	81.0	±3.0	
O1-O3	100	2	6	11	38	44	±6	81.0	±5.0	
O4-O6	100	2	4	11	37	45	±4	83.0	±3.0	
W1-W5	100	3	5	15	43	33	±8	77.0	±7.0	
Male	100	3	6	13	34	45	±3	79.0	±2.0	
Female	100	3	8	18	33	37	±4	70.0	±5.0	
Non-Hispanic White	100	2	6	12	34	46	±3	80.0	±3.0	
Total Minority	100	4	6	17	33	40	±3	73.0	±3.0	
Black	100	5	6	16	32	40	±5	73.0	±4.0	
Hispanic	100	3	6	17	32	41	±5	74.0	±5.0	
AIAN	100	3	5	24	35	32	±13	67.0	±12.0	
Asian	100	3	7	14	42	34	±5	76.0	±4.0	
NHPI	99	4	8	16	27	45	±16	72.0	±11.0	
Two or More Races	99	7	4	19	33	39	±11	71.0	±10.0	
AGR/FTS/AR	100	4	10	16	34	36	±4	70.0	±3.0	
Other Selected Reserve	100	3	6	14	34	44	±3	78.0	±2.0	
Reserve Unit	100	3	6	14	34	44	±3	78.0	±2.0	
Military Technicians	100	3	8	15	33	40	±5	74.0	±4.0	
IMA	100	1	5	13	35	46	±4	81.0	±4.0	
Not Activated Past 12 Months	100	3	6	13	34	44	±3	78.0	±2.0	
Activated in the Past 12 Months	100	3	6	19	32	39	±5	72.0	±5.0	
Deployed Past 12 Months	100	4	8	20	34	35	±8	68.0	±8.0	
ARNG	100	3	7	13	33	44	±4	77.0	±3.0	
Non-Hispanic White	100	2	8	12	32	47	±5	79.0	±4.0	
Total Minority	100	5	6	16	35	39	±5	73.0	±5.0	
Black	100	7	6	14	31	41	±8	72.0	±8.0	
Hispanic	99	2	6	15	36	40	±8	77.0	±8.0	
Asian	100	3	5	17	47	28	±11	75.0	±8.0	
Other Race/Ethnicity	100	NR	3	20	32	37	±16	69.0	±15.0	
Enlisted	100	3	7	13	32	45	±4	76.0	±4.0	
Officers	100	3	5	11	40	41	±6	81.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

c. There is very little conflict between your supervisor and the people who report to him/her.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	3	5	17	34	40	±5	74.0	±5.0	
Non-Hispanic White	100	3	5	14	37	40	±8	77.0	±7.0	
Total Minority	99	3	6	20	32	39	±6	71.0	±5.0	
Black	99	5	5	20	32	38	±9	70.0	±8.0	
Hispanic	99	2	6	22	28	41	±10	69.0	±9.0	
Asian	100	3	6	13	42	36	±7	78.0	±6.0	
Other Race/Ethnicity	100	3	5	19	35	38	±15	73.0	±14.0	
Enlisted	100	4	5	18	34	39	±6	73.0	±5.0	
Officers	100	1	6	15	38	40	±8	78.0	±7.0	
USNR	100	2	4	11	37	46	±5	83.0	±4.0	
Non-Hispanic White	100	0	4	8	36	51	±8	88.0	±5.0	
Total Minority	100	3	5	16	39	38	±5	77.0	±4.0	
Black	99	2	3	13	42	40	±8	81.0	±7.0	
Hispanic	100	4	5	15	39	37	±9	76.0	±7.0	
Asian	100	2	8	14	38	38	±8	76.0	±7.0	
Other Race/Ethnicity	100	3	4	23	32	39	±17	71.0	±15.0	
Enlisted	100	2	4	14	36	45	±6	81.0	±5.0	
Officers	100	0	6	4	42	48	±9	90.0	±5.0	
USMCR	99	2	3	10	35	50	±6	85.0	±5.0	
Non-Hispanic White	99	2	2	10	36	51	±9	86.0	±7.0	
Total Minority	99	3	5	9	33	50	±7	83.0	±5.0	
Black	99	1	5	12	31	51	±11	82.0	±9.0	
Hispanic	100	4	5	8	35	48	±9	83.0	±8.0	
Asian	98	2	5	10	42	42	±16	83.0	±10.0	
Other Race/Ethnicity	99	1	1	9	22	NR	±18	89.0	±12.0	
Enlisted	99	2	3	10	35	50	±7	85.0	±5.0	
Officers	100	2	1	12	31	54	±7	86.0	±6.0	
ANG	99	3	7	13	36	42	±3	78.0	±3.0	
Non-Hispanic White	99	2	6	12	37	43	±4	80.0	±3.0	
Total Minority	99	4	8	16	34	39	±4	72.0	±4.0	
Black	100	3	9	17	30	42	±7	72.0	±6.0	
Hispanic	100	4	7	14	37	38	±8	74.0	±7.0	
Asian	100	4	6	16	36	37	±7	73.0	±6.0	
Other Race/Ethnicity	98	4	9	17	32	37	±8	69.0	±8.0	
Enlisted	99	3	7	13	36	41	±3	77.0	±3.0	
Officers	99	2	4	12	37	45	±7	82.0	±6.0	
USAFR	100	2	6	13	31	48	±4	79.0	±4.0	
Non-Hispanic White	100	2	4	11	33	51	±6	84.0	±4.0	
Total Minority	99	3	8	16	29	44	±8	73.0	±7.0	
Black	99	3	7	14	32	44	±7	76.0	±7.0	
Hispanic	100	2	9	NR	23	47	±12	70.0	±16.0	
Asian	100	2	NR	8	33	41	±11	NR		
Other Race/Ethnicity	98	6	5	20	32	37	±15	69.0	±14.0	
Enlisted	100	2	6	13	31	47	±5	78.0	±5.0	
Officers	100	1	4	12	31	52	±7	83.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

d. Your supervisor evaluates your work performance fairly.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	2	4	13	34	47	±2	81.0	±2.0	
National Guard	99	2	4	12	34	48	±3	82.0	±2.0	
Reserve	99	3	3	14	34	46	±3	80.0	±3.0	
Enlisted	99	3	4	13	33	47	±3	80.0	±2.0	
E1-E4	99	2	2	12	29	55	±4	84.0	±4.0	
E5-E9	99	3	5	15	37	40	±2	77.0	±2.0	
Officers	100	1	3	11	39	45	±4	84.0	±3.0	
O1-O3	100	1	4	10	40	45	±6	84.0	±5.0	
O4-O6	99	1	3	12	36	48	±4	84.0	±3.0	
W1-W5	99	1	3	15	45	37	±8	82.0	±6.0	
Male	99	2	3	12	34	49	±3	83.0	±2.0	
Female	99	3	5	19	33	40	±5	74.0	±4.0	
Non-Hispanic White	99	2	4	12	33	49	±3	82.0	±3.0	
Total Minority	99	3	3	15	35	44	±3	79.0	±2.0	
Black	99	4	3	17	35	42	±5	76.0	±4.0	
Hispanic	100	2	3	13	36	46	±5	82.0	±4.0	
AIAN	100	4	3	21	37	36	±13	73.0	±12.0	
Asian	99	2	5	13	41	40	±5	81.0	±4.0	
NHPI	99	4	5	14	33	45	±16	78.0	±9.0	
Two or More Races	99	2	4	15	30	49	±10	79.0	±8.0	
AGR/FTS/AR	99	4	6	16	33	41	±4	74.0	±3.0	
Other Selected Reserve	99	2	3	13	34	48	±3	82.0	±2.0	
Reserve Unit	99	2	3	13	34	48	±3	82.0	±2.0	
Military Technicians	99	3	4	14	37	42	±5	79.0	±4.0	
IMA	99	2	2	15	33	48	±4	81.0	±4.0	
Not Activated Past 12 Months	99	2	4	12	34	48	±3	82.0	±2.0	
Activated in the Past 12 Months	99	3	4	16	37	41	±5	78.0	±5.0	
Deployed Past 12 Months	100	3	5	18	37	36	±8	74.0	±7.0	
ARNG	99	2	4	12	34	48	±4	82.0	±3.0	
Non-Hispanic White	99	2	5	12	32	50	±5	82.0	±4.0	
Total Minority	100	3	3	13	37	45	±5	82.0	±4.0	
Black	100	6	3	12	37	42	±8	79.0	±7.0	
Hispanic	100	1	2	12	39	45	±8	85.0	±6.0	
Asian	100	1	6	12	41	39	±12	80.0	±8.0	
Other Race/Ethnicity	100	2	3	15	31	50	±14	81.0	±12.0	
Enlisted	99	2	4	12	32	49	±4	81.0	±3.0	
Officers	100	3	3	10	42	43	±6	84.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

d. Your supervisor evaluates your work performance fairly.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	4	3	15	35	44	±5	78.0	±4.0	
Non-Hispanic White	100	5	2	13	36	44	±8	80.0	±7.0	
Total Minority	99	3	3	17	34	43	±6	77.0	±5.0	
Black	99	2	3	22	34	39	±9	73.0	±8.0	
Hispanic	100	4	4	14	33	46	±10	79.0	±7.0	
Asian	99	2	3	14	39	42	±7	81.0	±6.0	
Other Race/Ethnicity	99	2	6	17	27	48	±15	76.0	±14.0	
Enlisted	100	5	3	15	33	44	±6	78.0	±5.0	
Officers	100	0	4	15	40	41	±8	81.0	±6.0	
USNR	100	1	4	13	34	47	±5	81.0	±4.0	
Non-Hispanic White	100	0	5	11	31	53	±8	84.0	±7.0	
Total Minority	99	3	4	16	38	39	±5	77.0	±4.0	
Black	99	2	4	18	37	38	±8	76.0	±7.0	
Hispanic	99	3	1	17	38	40	±9	79.0	±7.0	
Asian	100	3	8	14	40	35	±8	76.0	±7.0	
Other Race/Ethnicity	99	4	5	14	38	38	±15	76.0	±10.0	
Enlisted	100	2	4	15	33	46	±6	79.0	±5.0	
Officers	100	0	6	7	38	48	±13	86.0	±10.0	
USMCR	98	2	2	11	34	51	±6	85.0	±5.0	
Non-Hispanic White	98	2	2	11	33	52	±9	85.0	±7.0	
Total Minority	99	2	3	10	35	51	±7	85.0	±5.0	
Black	99	1	2	11	32	53	±10	85.0	±7.0	
Hispanic	99	2	4	9	35	50	±9	85.0	±7.0	
Asian	98	2	2	11	49	36	±15	86.0	±10.0	
Other Race/Ethnicity	100	1	NR	9	NR	NR	±12	86.0	±15.0	
Enlisted	98	2	2	10	34	52	±7	85.0	±5.0	
Officers	100	2	1	14	33	50	±7	83.0	±7.0	
ANG	99	2	4	12	35	46	±3	81.0	±2.0	
Non-Hispanic White	99	2	4	11	35	48	±4	83.0	±3.0	
Total Minority	99	3	4	15	35	42	±4	77.0	±4.0	
Black	100	2	5	15	33	45	±7	78.0	±6.0	
Hispanic	100	3	5	14	33	45	±8	79.0	±7.0	
Asian	97	4	4	13	42	37	±7	80.0	±6.0	
Other Race/Ethnicity	98	4	3	20	37	36	±9	73.0	±8.0	
Enlisted	99	2	4	13	35	45	±3	81.0	±3.0	
Officers	99	1	4	9	35	51	±7	86.0	±6.0	
USAFR	99	2	4	13	33	49	±4	82.0	±4.0	
Non-Hispanic White	99	1	4	10	33	52	±6	86.0	±4.0	
Total Minority	99	2	3	17	32	46	±7	77.0	±7.0	
Black	99	2	4	20	27	46	±8	74.0	±8.0	
Hispanic	100	2	2	NR	34	46	±12	80.0	±17.0	
Asian	100	2	2	10	43	44	±14	87.0	±6.0	
Other Race/Ethnicity	98	5	4	18	29	45	±16	73.0	±14.0	
Enlisted	99	2	4	13	33	48	±5	81.0	±5.0	
Officers	100	1	2	12	30	55	±7	85.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

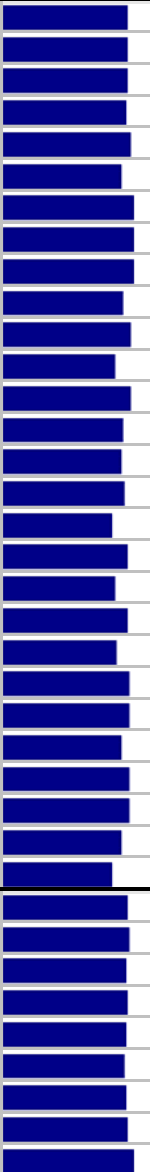
23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

e. Your supervisor assigns work fairly in your work group.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	2	4	14	35	45	±2	80.0	±2.0	
National Guard	99	2	4	14	34	46	±3	80.0	±3.0	
Reserve	99	3	3	15	35	44	±3	80.0	±3.0	
Enlisted	99	2	4	14	34	46	±3	79.0	±2.0	
E1-E4	99	2	3	13	29	53	±4	82.0	±4.0	
E5-E9	99	3	5	15	38	38	±2	76.0	±2.0	
Officers	100	1	3	12	41	43	±4	84.0	±3.0	
O1-O3	100	1	3	12	42	42	±6	84.0	±5.0	
O4-O6	100	1	3	11	39	45	±4	84.0	±3.0	
W1-W5	100	2	3	18	40	37	±8	77.0	±6.0	
Male	99	2	4	13	35	47	±3	82.0	±2.0	
Female	100	3	6	19	35	37	±4	72.0	±4.0	
Non-Hispanic White	99	2	4	13	35	47	±3	82.0	±3.0	
Total Minority	99	2	4	16	35	42	±3	77.0	±3.0	
Black	99	3	3	18	33	42	±5	76.0	±4.0	
Hispanic	100	2	4	16	36	43	±5	78.0	±4.0	
AIAN	100	3	4	22	38	32	±13	70.0	±12.0	
Asian	99	2	4	14	41	39	±5	80.0	±4.0	
NHPI	100	4	6	18	31	NR	±12	72.0	±11.0	
Two or More Races	99	2	4	14	32	48	±10	80.0	±7.0	
AGR/FTS/AR	100	3	6	18	35	37	±4	73.0	±3.0	
Other Selected Reserve	99	2	4	14	35	46	±3	81.0	±2.0	
Reserve Unit	99	2	4	14	35	46	±3	81.0	±2.0	
Military Technicians	100	3	5	16	37	39	±5	76.0	±4.0	
IMA	100	1	4	14	34	47	±4	81.0	±4.0	
Not Activated Past 12 Months	99	2	4	13	35	46	±3	81.0	±2.0	
Activated in the Past 12 Months	99	2	4	17	35	41	±5	76.0	±5.0	
Deployed Past 12 Months	100	4	6	20	34	37	±8	70.0	±8.0	
ARNG	100	2	4	14	34	46	±4	80.0	±3.0	
Non-Hispanic White	100	2	5	13	33	48	±5	81.0	±4.0	
Total Minority	100	2	4	15	36	43	±5	79.0	±4.0	
Black	99	3	3	14	36	44	±8	80.0	±7.0	
Hispanic	100	1	5	15	37	42	±8	79.0	±8.0	
Asian	100	3	5	14	42	36	±12	78.0	±8.0	
Other Race/Ethnicity	100	2	3	16	32	47	±14	79.0	±12.0	
Enlisted	100	2	5	14	33	47	±4	80.0	±3.0	
Officers	100	2	3	11	43	41	±6	84.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

e. Your supervisor assigns work fairly in your work group.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	99	3	3	16	36	42	±5	77.0	±4.0	
Non-Hispanic White	99	4	3	13	38	42	±8	80.0	±7.0	
Total Minority	100	3	4	19	34	41	±6	75.0	±5.0	
Black	99	3	4	23	31	39	±9	70.0	±8.0	
Hispanic	100	3	4	17	35	41	±10	76.0	±9.0	
Asian	98	1	2	15	39	42	±7	82.0	±6.0	
Other Race/Ethnicity	100	2	6	13	33	47	±15	80.0	±11.0	
Enlisted	99	4	3	17	34	43	±6	76.0	±5.0	
Officers	100	1	3	12	46	37	±8	83.0	±6.0	
USNR	100	1	3	14	38	44	±5	82.0	±4.0	
Non-Hispanic White	100	0	2	11	37	48	±8	86.0	±7.0	
Total Minority	100	3	4	17	38	38	±5	76.0	±4.0	
Black	100	2	2	18	39	39	±8	78.0	±7.0	
Hispanic	99	3	5	16	39	38	±9	77.0	±7.0	
Asian	100	3	7	20	36	35	±7	71.0	±8.0	
Other Race/Ethnicity	99	3	6	15	38	38	±15	75.0	±11.0	
Enlisted	100	2	4	14	37	43	±6	80.0	±4.0	
Officers	100	0	2	13	40	45	±10	85.0	±10.0	
USMCR	98	1	3	11	34	51	±6	85.0	±5.0	
Non-Hispanic White	99	1	2	11	34	51	±9	85.0	±7.0	
Total Minority	97	1	4	10	34	52	±6	85.0	±5.0	
Black	99	1	1	14	29	54	±10	83.0	±9.0	
Hispanic	96	1	6	9	34	50	±8	84.0	±7.0	
Asian	98	2	2	12	42	43	±16	85.0	±9.0	
Other Race/Ethnicity	97	1	0	7	NR	NR	±10	92.0	±10.0	
Enlisted	98	1	3	11	34	51	±7	85.0	±5.0	
Officers	100	2	1	9	35	53	±7	88.0	±5.0	
ANG	99	2	5	14	35	44	±3	79.0	±3.0	
Non-Hispanic White	99	2	4	14	34	46	±4	80.0	±3.0	
Total Minority	99	3	5	15	37	40	±4	77.0	±4.0	
Black	100	4	5	17	33	41	±7	74.0	±6.0	
Hispanic	100	2	3	13	38	43	±8	81.0	±6.0	
Asian	99	2	5	12	41	40	±7	81.0	±6.0	
Other Race/Ethnicity	99	5	7	16	37	34	±8	71.0	±8.0	
Enlisted	99	2	5	14	35	44	±3	79.0	±3.0	
Officers	100	1	3	15	34	47	±7	81.0	±6.0	
USAFR	100	2	4	13	33	49	±4	82.0	±4.0	
Non-Hispanic White	100	2	3	9	35	51	±6	86.0	±4.0	
Total Minority	99	2	4	18	30	45	±7	75.0	±7.0	
Black	100	3	5	19	30	44	±7	74.0	±8.0	
Hispanic	99	2	3	NR	28	48	±12	75.0	±17.0	
Asian	99	1	3	12	42	42	±14	84.0	±6.0	
Other Race/Ethnicity	100	2	6	19	25	47	±16	72.0	±14.0	
Enlisted	100	2	4	13	33	47	±5	80.0	±5.0	
Officers	100	1	2	12	30	56	±7	86.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

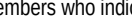
23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

f. You are satisfied with the direction/supervision you receive.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	4	5	13	34	44	±2	78.0	±2.0	
National Guard	99	4	5	12	34	45	±3	79.0	±2.0	
Reserve	99	5	5	14	34	42	±3	76.0	±3.0	
Enlisted	99	5	5	13	33	44	±3	77.0	±2.0	
E1-E4	99	3	3	11	30	52	±4	82.0	±4.0	
E5-E9	99	6	7	14	37	36	±2	73.0	±2.0	
Officers	100	3	6	13	37	42	±4	79.0	±3.0	
O1-O3	100	3	6	12	37	41	±6	78.0	±5.0	
O4-O6	100	2	5	12	36	45	±4	80.0	±4.0	
W1-W5	100	3	6	16	42	33	±8	75.0	±7.0	
Male	99	4	5	12	34	45	±3	79.0	±2.0	
Female	99	5	8	16	33	37	±5	70.0	±4.0	
Non-Hispanic White	99	4	5	11	34	45	±3	79.0	±3.0	
Total Minority	99	5	5	15	33	41	±3	75.0	±3.0	
Black	100	5	5	15	34	41	±5	74.0	±4.0	
Hispanic	99	4	6	15	33	42	±5	75.0	±4.0	
AIAN	100	8	4	23	32	33	±12	65.0	±11.0	
Asian	99	4	4	13	41	37	±5	79.0	±4.0	
NHPI	99	6	6	18	27	NR	±10	70.0	±11.0	
Two or More Races	98	4	6	16	27	47	±10	74.0	±8.0	
AGR/FTS/AR	100	6	9	15	31	39	±4	70.0	±3.0	
Other Selected Reserve	99	4	5	13	34	44	±3	78.0	±2.0	
Reserve Unit	99	4	5	13	34	44	±3	78.0	±2.0	
Military Technicians	99	6	7	13	35	40	±5	75.0	±4.0	
IMA	100	3	6	12	34	43	±4	78.0	±4.0	
Not Activated Past 12 Months	99	4	5	12	34	44	±3	78.0	±2.0	
Activated in the Past 12 Months	99	4	6	16	34	40	±5	74.0	±5.0	
Deployed Past 12 Months	100	6	5	20	33	36	±8	69.0	±8.0	
ARNG	100	4	5	11	33	46	±4	80.0	±3.0	
Non-Hispanic White	100	4	5	11	33	48	±5	81.0	±4.0	
Total Minority	99	4	5	13	34	43	±5	78.0	±4.0	
Black	100	6	3	11	36	43	±8	79.0	±7.0	
Hispanic	99	3	6	13	36	42	±8	78.0	±7.0	
Asian	99	4	3	16	40	36	±12	76.0	±8.0	
Other Race/Ethnicity	98	4	5	16	24	51	±14	75.0	±12.0	
Enlisted	99	4	5	11	32	47	±4	80.0	±3.0	
Officers	100	4	4	12	41	39	±6	80.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

f. You are satisfied with the direction/supervision you receive.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	99	6	6	15	33	39	±5	73.0	±5.0	
Non-Hispanic White	99	7	6	12	35	39	±8	75.0	±8.0	
Total Minority	100	5	5	19	32	39	±6	71.0	±5.0	
Black	99	6	5	20	32	37	±9	69.0	±8.0	
Hispanic	100	5	6	19	30	41	±10	71.0	±9.0	
Asian	100	3	3	12	43	39	±7	81.0	±6.0	
Other Race/Ethnicity	99	5	3	22	28	42	±15	70.0	±14.0	
Enlisted	99	7	5	16	33	39	±6	72.0	±5.0	
Officers	100	2	9	13	36	39	±8	75.0	±7.0	
USNR	100	2	6	13	37	42	±5	79.0	±4.0	
Non-Hispanic White	100	1	6	11	36	47	±8	82.0	±7.0	
Total Minority	100	4	6	15	39	36	±5	75.0	±4.0	
Black	100	4	3	16	40	37	±8	76.0	±7.0	
Hispanic	99	5	6	15	38	36	±9	74.0	±7.0	
Asian	100	3	9	15	38	35	±8	73.0	±7.0	
Other Race/Ethnicity	100	5	7	13	39	36	±15	75.0	±10.0	
Enlisted	100	3	5	14	37	42	±6	79.0	±5.0	
Officers	100	1	8	11	36	44	±12	80.0	±10.0	
USMCR	99	3	3	10	34	50	±6	83.0	±5.0	
Non-Hispanic White	99	3	3	11	32	51	±9	83.0	±8.0	
Total Minority	99	5	3	9	35	49	±7	84.0	±5.0	
Black	99	2	6	14	27	51	±10	78.0	±9.0	
Hispanic	100	7	1	7	37	49	±9	86.0	±7.0	
Asian	98	3	3	10	42	42	±16	83.0	±10.0	
Other Race/Ethnicity	100	1	NR	10	NR	NR	±12	85.0	±15.0	
Enlisted	99	4	3	11	33	50	±7	83.0	±5.0	
Officers	99	3	5	6	40	46	±8	86.0	±5.0	
ANG	99	4	6	12	35	43	±3	78.0	±3.0	
Non-Hispanic White	99	4	6	11	36	44	±4	79.0	±3.0	
Total Minority	100	5	8	14	34	39	±4	73.0	±4.0	
Black	100	4	10	14	33	40	±7	72.0	±6.0	
Hispanic	100	6	4	13	35	42	±8	77.0	±7.0	
Asian	99	4	7	11	43	34	±7	77.0	±6.0	
Other Race/Ethnicity	99	5	12	17	31	36	±8	66.0	±8.0	
Enlisted	99	4	6	12	35	42	±3	77.0	±3.0	
Officers	100	2	5	14	34	46	±7	80.0	±6.0	
USAFR	99	4	6	14	32	44	±4	77.0	±4.0	
Non-Hispanic White	100	4	5	11	34	46	±6	80.0	±4.0	
Total Minority	99	4	7	18	29	42	±7	71.0	±7.0	
Black	100	4	7	16	30	42	±7	72.0	±7.0	
Hispanic	99	3	9	NR	26	43	±12	69.0	±15.0	
Asian	100	3	5	9	42	41	±14	82.0	±6.0	
Other Race/Ethnicity	99	6	5	24	25	40	±15	65.0	±13.0	
Enlisted	99	4	7	14	33	42	±5	76.0	±5.0	
Officers	100	3	3	14	28	52	±7	81.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

23. Supervisor Satisfaction scale: Constructed from Q23. Supervisor Satisfaction assesses the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.

	% Resp.	Mean	Max ME	Supervisor Satisfaction
TOTAL DOD	97	4.2	±0.1	
National Guard	97	4.2	±0.1	
Reserve	97	4.1	±0.1	
Enlisted	97	4.1	±0.1	
E1–E4	97	4.3	±0.1	
E5–E9	97	4.0	±0.1	
Officers	98	4.2	±0.1	
O1–O3	98	4.2	±0.1	
O4–O6	98	4.3	±0.1	
W1–W5	96	4.1	±0.2	
Male	97	4.2	±0.1	
Female	97	4.0	±0.1	
Non-Hispanic White	97	4.2	±0.1	
Total Minority	97	4.1	±0.1	
Black	97	4.0	±0.1	
Hispanic	96	4.1	±0.1	
AIAN	99	3.9	±0.2	
Asian	98	4.1	±0.1	
NHPI	97	4.1	±0.3	
Two or More Races	94	4.1	±0.2	
AGR/FTS/AR	97	4.0	±0.1	
Other Selected Reserve	97	4.2	±0.1	
Reserve Unit	97	4.2	±0.1	
Military Technicians	97	4.0	±0.1	
IMA	98	4.2	±0.1	
Not Activated Past 12 Months	97	4.2	±0.1	
Activated in the Past 12 Months	97	4.1	±0.1	
Deployed Past 12 Months	98	3.9	±0.2	
ARNG	97	4.2	±0.1	
Non-Hispanic White	98	4.2	±0.1	
Total Minority	96	4.1	±0.1	
Black	97	4.1	±0.2	
Hispanic	96	4.1	±0.2	
Asian	99	4.0	±0.2	
Other Race/Ethnicity	94	4.2	±0.3	
Enlisted	97	4.2	±0.1	
Officers	98	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.96 (Non-Hispanic White = 0.96, Black = 0.96, Hispanic = 0.96, Asian = 0.96, and Other Race/Ethnicity = 0.97).

23. Supervisor Satisfaction scale: Constructed from Q23. Supervisor Satisfaction assesses the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.

	% Resp.	Mean	Max ME	Supervisor Satisfaction
USAR	96	4.1	±0.1	
Non-Hispanic White	95	4.1	±0.2	
Total Minority	97	4.0	±0.1	
Black	97	4.0	±0.2	
Hispanic	96	4.1	±0.2	
Asian	97	4.1	±0.2	
Other Race/Ethnicity	98	4.1	±0.3	
Enlisted	96	4.0	±0.2	
Officers	97	4.2	±0.2	
USNR	98	4.2	±0.1	
Non-Hispanic White	99	4.3	±0.2	
Total Minority	98	4.0	±0.1	
Black	97	4.1	±0.2	
Hispanic	98	4.0	±0.2	
Asian	99	4.0	±0.2	
Other Race/Ethnicity	98	4.0	±0.2	
Enlisted	98	4.2	±0.1	
Officers	99	4.3	±0.2	
USMCR	96	4.3	±0.1	
Non-Hispanic White	96	4.3	±0.2	
Total Minority	95	4.3	±0.2	
Black	99	4.3	±0.2	
Hispanic	94	4.2	±0.2	
Asian	98	4.2	±0.2	
Other Race/Ethnicity	96	4.5	±0.3	
Enlisted	95	4.3	±0.2	
Officers	98	4.3	±0.2	
ANG	97	4.1	±0.1	
Non-Hispanic White	97	4.2	±0.1	
Total Minority	98	4.0	±0.1	
Black	98	4.0	±0.2	
Hispanic	99	4.1	±0.2	
Asian	95	4.0	±0.2	
Other Race/Ethnicity	95	3.9	±0.2	
Enlisted	97	4.1	±0.1	
Officers	98	4.3	±0.1	
USAFR	97	4.2	±0.1	
Non-Hispanic White	99	4.3	±0.1	
Total Minority	96	4.1	±0.2	
Black	96	4.1	±0.2	
Hispanic	95	4.1	±0.3	
Asian	98	4.2	±0.2	
Other Race/Ethnicity	94	4.0	±0.3	
Enlisted	97	4.2	±0.1	
Officers	99	4.3	±0.2	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.96 (Non-Hispanic White = 0.96, Black = 0.96, Hispanic = 0.96, Asian = 0.96, and Other Race/Ethnicity = 0.97).

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

a. There is very little conflict among your coworkers.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	2	7	14	42	34	±2	76.0	±2.0	
National Guard	99	2	7	15	42	33	±3	76.0	±3.0	
Reserve	100	3	7	14	41	35	±3	76.0	±3.0	
Enlisted	99	3	7	15	41	35	±3	75.0	±2.0	
E1-E4	99	2	6	15	35	41	±4	76.0	±4.0	
E5-E9	99	3	8	15	46	28	±2	74.0	±2.0	
Officers	99	1	8	11	47	33	±4	80.0	±3.0	
O1-O3	99	1	10	11	46	32	±6	77.0	±6.0	
O4-O6	99	2	5	11	48	35	±4	82.0	±3.0	
W1-W5	99	1	7	14	51	27	±7	78.0	±7.0	
Male	99	2	7	13	42	35	±3	78.0	±2.0	
Female	100	3	9	20	39	29	±5	68.0	±5.0	
Non-Hispanic White	99	2	7	13	43	35	±3	79.0	±3.0	
Total Minority	99	3	8	17	39	33	±3	72.0	±3.0	
Black	99	4	9	17	37	33	±5	70.0	±4.0	
Hispanic	99	3	7	17	40	34	±5	74.0	±5.0	
AIAN	94	2	6	18	45	29	±10	74.0	±9.0	
Asian	98	3	9	17	44	27	±6	71.0	±5.0	
NHPI	100	3	10	19	32	NR	±12	68.0	±12.0	
Two or More Races	99	5	4	21	35	35	±12	70.0	±10.0	
AGR/FTS/AR	99	4	11	16	47	22	±4	69.0	±3.0	
Other Selected Reserve	99	2	7	14	41	36	±3	77.0	±2.0	
Reserve Unit	99	2	7	14	41	35	±3	77.0	±2.0	
Military Technicians	100	4	9	17	44	27	±5	70.0	±5.0	
IMA	99	1	6	15	41	38	±4	79.0	±4.0	
Not Activated Past 12 Months	99	2	7	14	42	35	±3	77.0	±2.0	
Activated in the Past 12 Months	99	4	9	18	42	28	±5	69.0	±5.0	
Deployed Past 12 Months	99	5	11	17	44	23	±8	67.0	±7.0	
ARNG	99	2	7	15	42	34	±4	76.0	±3.0	
Non-Hispanic White	99	1	7	14	42	36	±5	78.0	±4.0	
Total Minority	99	4	7	17	41	32	±5	72.0	±5.0	
Black	99	4	8	17	41	31	±8	71.0	±8.0	
Hispanic	98	2	5	16	42	35	±8	76.0	±8.0	
Asian	97	3	NR	17	44	20	±10	65.0	±12.0	
Other Race/Ethnicity	100	NR	5	19	36	34	±15	69.0	±14.0	
Enlisted	99	2	7	16	41	35	±4	75.0	±4.0	
Officers	99	2	10	10	47	31	±7	78.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

a. There is very little conflict among your coworkers.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	4	8	17	38	33	±5	71.0	±5.0	
Non-Hispanic White	100	4	7	13	43	33	±8	76.0	±8.0	
Total Minority	100	3	9	21	34	33	±6	67.0	±5.0	
Black	100	4	12	20	31	33	±9	64.0	±8.0	
Hispanic	100	4	8	20	36	32	±10	68.0	±9.0	
Asian	99	2	6	19	42	30	±7	72.0	±7.0	
Other Race/Ethnicity	100	3	4	26	26	41	±16	67.0	±15.0	
Enlisted	100	4	8	17	37	34	±6	71.0	±5.0	
Officers	100	0	11	15	45	29	±8	74.0	±7.0	
USNR	100	1	5	11	45	38	±5	83.0	±4.0	
Non-Hispanic White	100	0	5	8	44	43	±8	87.0	±6.0	
Total Minority	99	3	5	15	46	32	±5	77.0	±4.0	
Black	100	3	7	12	47	31	±8	78.0	±6.0	
Hispanic	99	3	4	15	45	33	±9	78.0	±7.0	
Asian	100	3	8	17	43	30	±8	72.0	±7.0	
Other Race/Ethnicity	97	1	3	17	46	33	±17	79.0	±15.0	
Enlisted	100	1	6	12	44	37	±6	80.0	±5.0	
Officers	100	2	2	7	47	43	±8	90.0	±5.0	
USMCR	99	1	5	9	44	41	±6	85.0	±5.0	
Non-Hispanic White	98	1	4	7	45	43	±9	88.0	±7.0	
Total Minority	99	1	6	11	42	40	±7	82.0	±5.0	
Black	100	1	5	13	39	42	±11	81.0	±8.0	
Hispanic	99	1	7	11	44	37	±9	81.0	±8.0	
Asian	99	1	5	12	47	35	±17	82.0	±9.0	
Other Race/Ethnicity	99	1	5	8	NR	NR	±11	87.0	±13.0	
Enlisted	99	1	6	9	43	42	±7	85.0	±5.0	
Officers	99	1	2	9	50	39	±8	89.0	±5.0	
ANG	99	3	9	13	45	31	±3	76.0	±3.0	
Non-Hispanic White	99	2	8	12	47	31	±4	78.0	±3.0	
Total Minority	99	4	10	15	39	32	±4	71.0	±4.0	
Black	99	4	11	15	36	35	±7	71.0	±6.0	
Hispanic	100	5	11	11	40	33	±8	73.0	±7.0	
Asian	99	4	7	15	46	28	±7	74.0	±6.0	
Other Race/Ethnicity	99	3	7	24	41	25	±9	66.0	±9.0	
Enlisted	99	3	9	13	44	31	±3	75.0	±3.0	
Officers	100	2	7	10	51	31	±7	81.0	±6.0	
USAFR	99	2	7	12	42	37	±4	79.0	±4.0	
Non-Hispanic White	100	1	7	11	45	37	±6	81.0	±5.0	
Total Minority	99	3	7	14	39	37	±7	76.0	±7.0	
Black	99	4	6	13	37	40	±7	77.0	±7.0	
Hispanic	100	2	8	NR	38	37	±12	75.0	±17.0	
Asian	99	2	5	12	46	34	±13	80.0	±7.0	
Other Race/Ethnicity	93	4	9	16	42	30	±13	72.0	±11.0	
Enlisted	100	2	8	13	41	36	±5	77.0	±5.0	
Officers	97	1	4	10	47	39	±6	85.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

b. Your coworkers put in the effort required for their jobs.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	2	7	15	43	33	±2	76.0	±2.0	
National Guard	99	2	8	15	43	33	±3	76.0	±3.0	
Reserve	99	3	6	16	42	33	±3	75.0	±3.0	
Enlisted	99	2	7	16	42	33	±3	74.0	±2.0	
E1-E4	99	2	6	16	36	39	±4	75.0	±4.0	
E5-E9	99	3	8	15	47	26	±2	74.0	±2.0	
Officers	99	1	4	12	50	33	±4	82.0	±3.0	
O1-O3	99	2	4	15	49	31	±6	80.0	±5.0	
O4-O6	99	1	4	10	50	35	±4	85.0	±3.0	
W1-W5	99	1	4	14	53	28	±7	81.0	±6.0	
Male	99	2	6	15	42	34	±3	77.0	±2.0	
Female	99	2	9	18	45	27	±5	72.0	±5.0	
Non-Hispanic White	99	2	7	15	43	33	±3	75.0	±3.0	
Total Minority	99	2	6	16	43	33	±3	76.0	±3.0	
Black	99	2	5	15	44	33	±5	77.0	±4.0	
Hispanic	99	3	7	15	42	33	±5	75.0	±4.0	
AIAN	99	1	5	28	39	27	±14	66.0	±13.0	
Asian	98	1	4	15	50	31	±5	80.0	±4.0	
NHPI	99	3	7	14	38	NR	±13	76.0	±10.0	
Two or More Races	99	2	6	19	41	32	±10	74.0	±9.0	
AGR/FTS/AR	99	3	8	15	47	27	±4	74.0	±3.0	
Other Selected Reserve	99	2	7	15	43	33	±3	76.0	±2.0	
Reserve Unit	99	2	7	15	43	33	±3	76.0	±2.0	
Military Technicians	99	3	11	19	43	24	±5	68.0	±5.0	
IMA	99	0	5	13	44	38	±4	82.0	±4.0	
Not Activated Past 12 Months	99	2	7	15	43	33	±3	76.0	±2.0	
Activated in the Past 12 Months	99	3	7	17	44	30	±5	74.0	±5.0	
Deployed Past 12 Months	99	5	5	20	45	24	±8	69.0	±7.0	
ARNG	99	1	8	16	42	33	±4	75.0	±4.0	
Non-Hispanic White	98	1	10	15	42	32	±5	74.0	±5.0	
Total Minority	99	2	4	16	43	34	±5	78.0	±5.0	
Black	98	2	3	15	45	35	±8	80.0	±7.0	
Hispanic	99	1	6	15	42	35	±8	77.0	±8.0	
Asian	96	1	3	15	52	29	±13	81.0	±7.0	
Other Race/Ethnicity	99	2	4	22	38	34	±15	72.0	±13.0	
Enlisted	99	1	8	16	41	33	±4	74.0	±4.0	
Officers	99	2	4	13	50	30	±6	81.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

b. Your coworkers put in the effort required for their jobs.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	4	6	17	42	31	±5	73.0	±5.0	
Non-Hispanic White	100	6	4	18	40	31	±8	72.0	±8.0	
Total Minority	99	3	7	16	44	30	±6	74.0	±5.0	
Black	100	3	7	16	44	30	±9	74.0	±8.0	
Hispanic	99	3	8	15	43	30	±10	73.0	±9.0	
Asian	98	1	2	13	50	34	±7	83.0	±6.0	
Other Race/Ethnicity	100	1	12	17	39	32	±16	70.0	±14.0	
Enlisted	100	5	6	17	40	31	±6	72.0	±6.0	
Officers	99	2	4	16	50	28	±7	78.0	±7.0	
USNR	99	1	6	12	47	35	±5	82.0	±4.0	
Non-Hispanic White	100	0	6	11	46	37	±8	83.0	±7.0	
Total Minority	99	2	6	13	48	31	±5	79.0	±4.0	
Black	99	2	5	12	49	32	±8	81.0	±7.0	
Hispanic	99	3	8	13	44	32	±9	76.0	±7.0	
Asian	99	2	6	19	45	28	±7	73.0	±8.0	
Other Race/Ethnicity	97	1	5	7	57	30	±12	87.0	±7.0	
Enlisted	99	1	7	11	45	35	±6	80.0	±5.0	
Officers	100	0	2	13	52	33	±10	85.0	±10.0	
USMCR	98	1	7	11	42	40	±6	82.0	±5.0	
Non-Hispanic White	97	0	8	10	41	41	±9	82.0	±8.0	
Total Minority	98	2	6	11	43	39	±7	82.0	±5.0	
Black	99	1	5	10	43	41	±10	84.0	±8.0	
Hispanic	97	3	7	8	44	39	±9	83.0	±8.0	
Asian	98	1	3	NR	47	22	±16	69.0	±18.0	
Other Race/Ethnicity	99	0	NR	11	NR	NR	±13	84.0	±15.0	
Enlisted	98	1	7	11	41	40	±7	81.0	±6.0	
Officers	99	0	2	7	54	36	±8	90.0	±5.0	
ANG	99	2	6	13	47	32	±3	79.0	±3.0	
Non-Hispanic White	98	2	6	12	47	33	±4	80.0	±3.0	
Total Minority	99	3	7	15	45	30	±4	75.0	±4.0	
Black	99	1	6	14	44	34	±7	79.0	±6.0	
Hispanic	100	5	9	15	44	28	±8	71.0	±8.0	
Asian	99	3	5	11	49	33	±7	81.0	±5.0	
Other Race/Ethnicity	98	2	4	18	49	27	±8	75.0	±8.0	
Enlisted	99	2	6	14	47	31	±3	78.0	±3.0	
Officers	98	1	5	7	47	41	±7	87.0	±5.0	
USAFR	99	2	6	18	40	34	±4	74.0	±4.0	
Non-Hispanic White	99	1	6	17	42	34	±6	76.0	±5.0	
Total Minority	99	3	6	19	37	35	±7	72.0	±7.0	
Black	99	2	7	16	39	36	±7	75.0	±7.0	
Hispanic	100	5	6	21	32	36	±18	68.0	±15.0	
Asian	99	1	4	11	51	33	±12	84.0	±7.0	
Other Race/Ethnicity	99	3	5	27	35	30	±16	65.0	±14.0	
Enlisted	99	2	7	20	39	32	±5	71.0	±5.0	
Officers	99	0	4	9	45	42	±7	87.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

c. The people in your work group tend to get along.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

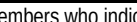
3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	1	3	11	47	39	±2	85.0	±2.0	
National Guard	99	1	3	11	48	38	±3	86.0	±3.0	
Reserve	99	2	2	11	45	40	±3	85.0	±3.0	
Enlisted	99	1	3	11	46	39	±3	85.0	±2.0	
E1-E4	99	1	2	12	41	44	±4	85.0	±4.0	
E5-E9	99	2	4	10	51	33	±2	84.0	±2.0	
Officers	99	0	2	8	51	39	±4	90.0	±3.0	
O1-O3	99	0	1	10	52	36	±6	88.0	±4.0	
O4-O6	99	0	2	6	48	44	±4	92.0	±3.0	
W1-W5	99	0	2	12	54	32	±8	87.0	±6.0	
Male	99	1	3	10	46	40	±3	87.0	±2.0	
Female	100	1	3	16	48	32	±5	80.0	±4.0	
Non-Hispanic White	99	1	3	9	47	40	±3	87.0	±3.0	
Total Minority	99	1	3	13	45	37	±3	82.0	±2.0	
Black	99	2	3	14	43	38	±5	81.0	±4.0	
Hispanic	99	1	3	13	46	37	±5	83.0	±4.0	
AIAN	99	0	3	20	49	27	±14	77.0	±13.0	
Asian	98	1	2	11	51	35	±5	86.0	±3.0	
NHPI	99	2	4	13	41	NR	±14	81.0	±8.0	
Two or More Races	99	1	1	14	46	38	±10	83.0	±8.0	
AGR/FTS/AR	99	2	4	13	49	31	±4	80.0	±3.0	
Other Selected Reserve	99	1	3	11	46	40	±3	86.0	±2.0	
Reserve Unit	99	1	3	11	46	40	±3	86.0	±2.0	
Military Technicians	99	1	4	14	50	31	±5	81.0	±5.0	
IMA	98	0	3	10	46	41	±5	87.0	±4.0	
Not Activated Past 12 Months	99	1	3	10	46	40	±3	86.0	±2.0	
Activated in the Past 12 Months	99	1	3	15	49	32	±5	81.0	±5.0	
Deployed Past 12 Months	99	2	3	18	51	26	±8	77.0	±7.0	
ARNG	99	1	3	11	47	38	±4	86.0	±3.0	
Non-Hispanic White	99	0	3	10	47	39	±5	86.0	±4.0	
Total Minority	99	1	2	12	47	37	±5	84.0	±4.0	
Black	99	2	2	12	46	38	±8	84.0	±7.0	
Hispanic	99	1	3	11	49	37	±8	86.0	±6.0	
Asian	96	1	1	12	54	32	±13	86.0	±7.0	
Other Race/Ethnicity	99	1	2	16	45	36	±15	81.0	±12.0	
Enlisted	99	1	3	11	47	38	±4	85.0	±4.0	
Officers	99	1	2	8	53	37	±6	90.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

c. The people in your work group tend to get along.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	2	2	13	45	38	±5	82.0	±4.0	
Non-Hispanic White	100	3	1	10	47	39	±8	86.0	±7.0	
Total Minority	99	2	3	16	42	36	±6	79.0	±5.0	
Black	100	2	4	18	38	37	±9	75.0	±8.0	
Hispanic	99	1	4	15	46	34	±10	80.0	±7.0	
Asian	99	1	2	12	50	35	±7	85.0	±5.0	
Other Race/Ethnicity	99	3	1	16	38	41	±15	80.0	±12.0	
Enlisted	100	3	3	13	43	39	±6	81.0	±5.0	
Officers	99	0	1	13	52	33	±7	86.0	±6.0	
USNR	99	1	2	8	45	44	±5	89.0	±3.0	
Non-Hispanic White	99	0	2	6	42	50	±8	92.0	±5.0	
Total Minority	99	1	2	10	50	36	±5	86.0	±3.0	
Black	99	2	3	9	53	34	±8	87.0	±5.0	
Hispanic	99	2	2	12	44	40	±9	84.0	±6.0	
Asian	100	0	5	12	50	32	±7	82.0	±6.0	
Other Race/Ethnicity	97	0	1	7	56	36	±12	92.0	±4.0	
Enlisted	99	1	3	9	45	42	±6	87.0	±4.0	
Officers	99	0	2	3	45	50	±8	95.0	±4.0	
USMCR	97	1	2	7	44	47	±6	91.0	±4.0	
Non-Hispanic White	96	0	1	4	47	48	±9	94.0	±5.0	
Total Minority	98	1	3	10	40	47	±7	86.0	±5.0	
Black	100	1	3	11	34	50	±10	85.0	±8.0	
Hispanic	97	1	4	10	40	45	±9	85.0	±8.0	
Asian	99	NR	1	11	50	38	±17	89.0	±8.0	
Other Race/Ethnicity	98	0	1	9	NR	NR	±13	90.0	±13.0	
Enlisted	97	1	2	7	43	48	±7	90.0	±4.0	
Officers	98	0	1	4	53	41	±8	94.0	±3.0	
ANG	99	1	3	9	50	37	±3	87.0	±2.0	
Non-Hispanic White	99	1	3	9	50	38	±4	88.0	±3.0	
Total Minority	100	2	4	11	49	34	±4	83.0	±3.0	
Black	99	1	4	13	45	37	±7	82.0	±5.0	
Hispanic	100	1	5	12	49	33	±8	82.0	±7.0	
Asian	99	2	2	8	50	38	±7	87.0	±5.0	
Other Race/Ethnicity	100	2	3	9	55	31	±8	86.0	±6.0	
Enlisted	99	1	3	10	50	36	±3	86.0	±2.0	
Officers	100	0	3	6	49	43	±7	91.0	±5.0	
USAFR	99	1	2	11	47	39	±4	86.0	±4.0	
Non-Hispanic White	99	0	1	9	49	40	±6	90.0	±4.0	
Total Minority	99	2	4	14	43	37	±8	80.0	±7.0	
Black	99	3	4	11	43	39	±7	82.0	±7.0	
Hispanic	100	1	6	NR	40	39	±12	79.0	±18.0	
Asian	98	0	3	8	50	39	±12	89.0	±5.0	
Other Race/Ethnicity	99	1	1	21	46	30	±16	77.0	±15.0	
Enlisted	99	1	3	11	47	38	±5	85.0	±5.0	
Officers	99	0	1	9	46	45	±7	90.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

d. The people in your work group are willing to help each other.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	98	1	3	11	43	42	±2	85.0	±2.0	
National Guard	98	1	3	12	42	43	±3	85.0	±3.0	
Reserve	99	2	3	11	43	41	±3	84.0	±3.0	
Enlisted	98	1	3	12	42	42	±3	84.0	±2.0	
E1-E4	98	1	3	13	35	48	±4	83.0	±4.0	
E5-E9	99	2	3	11	49	36	±2	84.0	±2.0	
Officers	99	0	2	7	47	43	±4	90.0	±2.0	
O1-O3	99	0	2	9	47	42	±6	89.0	±4.0	
O4-O6	99	0	2	5	46	47	±4	93.0	±2.0	
W1-W5	98	0	1	11	54	34	±7	88.0	±5.0	
Male	98	1	3	10	42	44	±3	86.0	±2.0	
Female	99	2	3	15	46	35	±5	81.0	±4.0	
Non-Hispanic White	98	1	3	11	42	44	±3	86.0	±3.0	
Total Minority	99	1	3	12	44	40	±3	84.0	±2.0	
Black	99	1	4	11	43	41	±5	84.0	±4.0	
Hispanic	99	2	3	12	43	40	±5	83.0	±4.0	
AIAN	99	0	3	20	44	33	±13	77.0	±13.0	
Asian	98	1	2	11	49	36	±5	86.0	±3.0	
NHPI	99	1	4	11	42	NR	±14	84.0	±8.0	
Two or More Races	99	1	2	12	45	41	±10	86.0	±7.0	
AGR/FTS/AR	99	2	6	12	46	35	±4	80.0	±3.0	
Other Selected Reserve	98	1	3	11	42	43	±3	85.0	±2.0	
Reserve Unit	98	1	3	11	42	43	±3	85.0	±2.0	
Military Technicians	99	1	4	16	44	35	±5	79.0	±5.0	
IMA	98	0	3	11	43	43	±5	87.0	±4.0	
Not Activated Past 12 Months	98	1	3	11	42	43	±3	85.0	±2.0	
Activated in the Past 12 Months	99	2	3	12	44	39	±5	83.0	±5.0	
Deployed Past 12 Months	98	3	5	12	48	33	±8	80.0	±7.0	
ARNG	98	1	2	12	42	43	±4	85.0	±3.0	
Non-Hispanic White	98	0	2	13	40	44	±5	84.0	±4.0	
Total Minority	98	1	2	11	44	42	±5	86.0	±4.0	
Black	99	2	2	11	41	44	±8	85.0	±7.0	
Hispanic	98	1	2	9	46	43	±8	88.0	±6.0	
Asian	96	1	3	12	50	34	±12	84.0	±7.0	
Other Race/Ethnicity	99	0	2	13	45	40	±15	85.0	±11.0	
Enlisted	98	1	2	13	41	43	±4	84.0	±4.0	
Officers	98	1	3	6	48	42	±6	90.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

d. The people in your work group are willing to help each other.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	99	3	4	11	44	38	±5	82.0	±4.0	
Non-Hispanic White	98	3	3	10	44	39	±8	83.0	±8.0	
Total Minority	99	2	5	13	43	38	±6	80.0	±4.0	
Black	99	1	6	13	42	38	±9	80.0	±7.0	
Hispanic	99	3	5	13	43	36	±10	79.0	±8.0	
Asian	100	1	1	11	49	38	±7	87.0	±5.0	
Other Race/Ethnicity	100	3	1	14	40	42	±15	82.0	±12.0	
Enlisted	99	3	5	12	42	38	±6	81.0	±5.0	
Officers	99	0	1	10	51	38	±8	88.0	±6.0	
USNR	99	1	2	8	44	46	±5	89.0	±3.0	
Non-Hispanic White	100	0	2	6	39	53	±8	92.0	±5.0	
Total Minority	98	2	2	10	50	37	±5	87.0	±3.0	
Black	98	1	2	8	53	36	±8	89.0	±5.0	
Hispanic	98	2	1	13	46	38	±9	84.0	±6.0	
Asian	99	2	3	13	46	36	±8	82.0	±6.0	
Other Race/Ethnicity	97	0	2	6	55	37	±12	91.0	±4.0	
Enlisted	99	1	2	9	43	44	±6	88.0	±4.0	
Officers	99	0	1	4	44	50	±8	94.0	±4.0	
USMCR	98	0	2	8	41	49	±6	90.0	±4.0	
Non-Hispanic White	97	0	3	6	39	53	±9	92.0	±6.0	
Total Minority	99	1	1	11	43	44	±7	87.0	±5.0	
Black	100	1	2	11	42	44	±10	86.0	±8.0	
Hispanic	98	1	1	10	44	43	±9	88.0	±7.0	
Asian	99	1	1	11	56	31	±15	87.0	±9.0	
Other Race/Ethnicity	99	0	1	16	NR	NR	±16	83.0	±16.0	
Enlisted	98	0	2	8	40	49	±7	89.0	±4.0	
Officers	99	0	1	5	47	46	±8	94.0	±3.0	
ANG	99	1	3	10	44	42	±3	86.0	±2.0	
Non-Hispanic White	98	1	3	8	44	44	±4	88.0	±3.0	
Total Minority	99	1	3	14	44	37	±4	82.0	±4.0	
Black	99	1	2	13	44	41	±7	84.0	±5.0	
Hispanic	99	2	5	17	40	35	±8	76.0	±8.0	
Asian	98	2	2	9	47	40	±7	86.0	±5.0	
Other Race/Ethnicity	99	1	4	10	50	36	±8	85.0	±7.0	
Enlisted	99	1	3	10	45	41	±3	85.0	±2.0	
Officers	99	0	3	6	41	50	±7	90.0	±5.0	
USAFR	99	1	3	12	42	42	±4	85.0	±4.0	
Non-Hispanic White	99	1	3	9	43	44	±6	87.0	±4.0	
Total Minority	99	1	3	15	41	41	±8	82.0	±7.0	
Black	99	1	4	11	43	42	±7	85.0	±6.0	
Hispanic	99	1	2	NR	34	42	±12	76.0	±17.0	
Asian	99	1	1	8	50	40	±12	90.0	±5.0	
Other Race/Ethnicity	99	1	3	15	45	36	±17	81.0	±15.0	
Enlisted	99	1	4	12	42	41	±5	83.0	±5.0	
Officers	99	0	1	8	42	49	±7	91.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

e. You are satisfied with the relationships you have with your coworkers.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	1	3	12	44	40	±2	84.0	±2.0	
National Guard	99	1	4	11	44	40	±3	84.0	±3.0	
Reserve	99	2	2	12	44	40	±3	84.0	±3.0	
Enlisted	99	2	3	12	43	40	±3	83.0	±2.0	
E1-E4	99	2	3	12	38	45	±4	84.0	±4.0	
E5-E9	99	2	4	12	48	34	±2	82.0	±2.0	
Officers	99	0	2	8	50	40	±4	89.0	±3.0	
O1-O3	99	0	2	10	51	37	±6	88.0	±4.0	
O4-O6	99	1	2	6	47	44	±4	91.0	±3.0	
W1-W5	99	0	3	10	56	30	±8	86.0	±6.0	
Male	99	1	3	11	44	42	±3	85.0	±2.0	
Female	100	2	5	16	45	32	±5	77.0	±4.0	
Non-Hispanic White	99	1	3	11	44	41	±3	85.0	±3.0	
Total Minority	99	2	3	13	44	39	±3	82.0	±2.0	
Black	99	2	3	13	43	39	±5	82.0	±4.0	
Hispanic	99	2	2	12	45	39	±5	84.0	±4.0	
AIAN	99	1	3	20	48	28	±14	76.0	±13.0	
Asian	98	1	2	13	47	36	±5	84.0	±4.0	
NHPI	99	1	3	15	40	NR	±13	81.0	±9.0	
Two or More Races	98	2	5	15	38	40	±10	78.0	±8.0	
AGR/FTS/AR	99	2	5	14	48	31	±4	79.0	±3.0	
Other Selected Reserve	99	1	3	11	44	41	±3	84.0	±2.0	
Reserve Unit	99	1	3	11	44	41	±3	84.0	±2.0	
Military Technicians	99	1	6	12	49	32	±5	81.0	±4.0	
IMA	98	0	4	12	43	41	±4	84.0	±4.0	
Not Activated Past 12 Months	99	1	3	12	44	40	±3	84.0	±2.0	
Activated in the Past 12 Months	99	2	4	11	47	36	±5	83.0	±4.0	
Deployed Past 12 Months	99	4	3	13	47	33	±8	80.0	±6.0	
ARNG	99	1	4	12	44	40	±4	84.0	±3.0	
Non-Hispanic White	99	1	4	11	44	40	±5	84.0	±4.0	
Total Minority	98	2	3	13	43	40	±5	83.0	±4.0	
Black	99	2	3	12	44	40	±8	83.0	±7.0	
Hispanic	99	1	2	11	44	41	±8	85.0	±7.0	
Asian	96	2	2	16	46	34	±12	80.0	±9.0	
Other Race/Ethnicity	98	3	3	17	39	38	±15	78.0	±12.0	
Enlisted	99	1	4	12	43	40	±4	83.0	±3.0	
Officers	99	1	2	8	52	37	±6	89.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

e. You are satisfied with the relationships you have with your coworkers.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	2	2	14	45	37	±5	81.0	±4.0	
Non-Hispanic White	100	3	2	14	43	37	±8	81.0	±8.0	
Total Minority	100	2	3	13	46	36	±6	82.0	±4.0	
Black	100	1	4	15	42	38	±9	80.0	±7.0	
Hispanic	100	3	2	11	51	33	±9	84.0	±7.0	
Asian	99	1	1	13	48	38	±7	85.0	±5.0	
Other Race/Ethnicity	100	3	NR	16	36	40	±16	76.0	±14.0	
Enlisted	100	3	2	15	43	37	±6	80.0	±5.0	
Officers	99	0	3	10	53	34	±8	87.0	±6.0	
USNR	99	1	2	9	45	43	±5	88.0	±3.0	
Non-Hispanic White	100	0	2	6	44	48	±8	91.0	±5.0	
Total Minority	98	1	3	13	47	36	±5	83.0	±4.0	
Black	99	2	2	9	53	35	±8	87.0	±6.0	
Hispanic	96	2	2	17	38	41	±8	78.0	±7.0	
Asian	100	1	4	15	46	35	±8	81.0	±6.0	
Other Race/Ethnicity	97	1	4	8	56	31	±12	87.0	±7.0	
Enlisted	99	1	2	11	44	42	±6	86.0	±4.0	
Officers	100	0	1	5	47	46	±8	93.0	±4.0	
USMCR	98	1	2	7	39	51	±6	90.0	±4.0	
Non-Hispanic White	97	0	2	6	38	54	±9	92.0	±5.0	
Total Minority	99	2	2	9	40	47	±7	87.0	±4.0	
Black	100	1	2	12	34	51	±10	85.0	±8.0	
Hispanic	98	3	0	7	44	45	±9	89.0	±6.0	
Asian	99	NR	2	9	49	39	±16	88.0	±8.0	
Other Race/Ethnicity	99	NR	7	12	NR	NR	±14	81.0	±16.0	
Enlisted	98	1	2	7	38	52	±7	90.0	±4.0	
Officers	99	1	1	6	48	43	±8	91.0	±5.0	
ANG	99	2	3	10	46	39	±3	85.0	±2.0	
Non-Hispanic White	99	1	3	9	46	40	±4	86.0	±3.0	
Total Minority	99	3	4	13	45	36	±4	81.0	±4.0	
Black	99	2	4	15	43	36	±7	79.0	±6.0	
Hispanic	99	4	3	11	46	35	±8	81.0	±7.0	
Asian	99	1	2	11	49	37	±7	86.0	±5.0	
Other Race/Ethnicity	99	1	5	12	43	38	±8	81.0	±8.0	
Enlisted	99	2	4	11	46	38	±3	84.0	±3.0	
Officers	98	1	2	6	46	45	±7	91.0	±5.0	
USAFR	99	1	2	13	42	41	±4	84.0	±4.0	
Non-Hispanic White	99	1	1	11	46	41	±6	87.0	±4.0	
Total Minority	99	2	4	15	38	42	±8	79.0	±7.0	
Black	99	2	4	13	38	42	±7	81.0	±7.0	
Hispanic	100	1	4	NR	35	43	±12	78.0	±18.0	
Asian	99	1	1	9	50	40	±12	89.0	±5.0	
Other Race/Ethnicity	98	1	NR	22	36	35	±16	71.0	±15.0	
Enlisted	99	1	3	13	43	40	±5	83.0	±5.0	
Officers	99	0	1	11	41	47	±7	88.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

f. You put more effort into your job than your coworkers do.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	2	7	43	27	22	±2	49.0	±2.0	
National Guard	99	2	6	43	28	21	±3	49.0	±3.0	
Reserve	99	2	7	43	25	23	±3	48.0	±3.0	
Enlisted	99	2	6	42	27	23	±3	50.0	±3.0	
E1-E4	99	2	5	42	25	25	±4	50.0	±4.0	
E5-E9	99	2	7	41	30	20	±2	50.0	±2.0	
Officers	99	1	9	49	24	17	±4	41.0	±4.0	
O1-O3	99	1	7	51	24	17	±6	41.0	±6.0	
O4-O6	99	2	12	47	22	18	±4	40.0	±4.0	
W1-W5	99	3	7	48	26	16	±7	42.0	±7.0	
Male	99	2	6	43	27	23	±3	49.0	±3.0	
Female	100	2	9	45	27	18	±5	45.0	±5.0	
Non-Hispanic White	99	2	7	43	27	22	±3	48.0	±3.0	
Total Minority	99	2	6	44	27	22	±3	49.0	±3.0	
Black	99	2	8	45	24	20	±5	44.0	±5.0	
Hispanic	99	1	5	41	29	24	±5	53.0	±5.0	
AIAN	99	1	6	50	25	18	±10	43.0	±10.0	
Asian	99	1	5	37	32	25	±5	57.0	±5.0	
NHPI	100	1	7	34	24	NR	±12	58.0	±13.0	
Two or More Races	99	2	3	53	21	20	±9	41.0	±9.0	
AGR/FTS/AR	99	1	8	40	31	20	±3	51.0	±4.0	
Other Selected Reserve	99	2	6	43	26	22	±3	48.0	±3.0	
Reserve Unit	99	2	6	43	26	22	±3	49.0	±3.0	
Military Technicians	99	2	6	40	29	24	±5	53.0	±5.0	
IMA	99	4	10	54	18	14	±4	32.0	±4.0	
Not Activated Past 12 Months	99	2	7	44	27	21	±3	48.0	±3.0	
Activated in the Past 12 Months	99	2	5	39	28	26	±5	53.0	±5.0	
Deployed Past 12 Months	99	1	6	38	27	28	±8	55.0	±8.0	
ARNG	99	2	6	41	29	23	±4	52.0	±4.0	
Non-Hispanic White	99	2	5	39	29	23	±5	53.0	±5.0	
Total Minority	99	1	6	43	28	22	±5	50.0	±5.0	
Black	99	NR	10	44	26	19	±8	45.0	±8.0	
Hispanic	99	1	4	40	33	22	±9	54.0	±8.0	
Asian	97	1	5	39	29	26	±14	56.0	±10.0	
Other Race/Ethnicity	100	0	4	50	21	25	±14	46.0	±14.0	
Enlisted	99	2	5	40	29	24	±4	53.0	±4.0	
Officers	99	1	7	49	25	18	±6	43.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

f. You put more effort into your job than your coworkers do.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	2	6	43	25	24	±5	49.0	±5.0	
Non-Hispanic White	100	3	6	42	24	25	±8	49.0	±8.0	
Total Minority	100	2	6	43	26	22	±6	49.0	±6.0	
Black	100	2	6	47	23	21	±8	44.0	±8.0	
Hispanic	100	1	6	41	28	24	±10	52.0	±9.0	
Asian	100	2	6	34	35	23	±7	58.0	±7.0	
Other Race/Ethnicity	100	NR	2	48	23	21	±14	43.0	±14.0	
Enlisted	100	3	5	42	26	24	±6	50.0	±6.0	
Officers	99	2	7	47	22	22	±8	44.0	±7.0	
USNR	100	0	9	43	26	21	±5	47.0	±5.0	
Non-Hispanic White	100	0	12	45	25	18	±8	43.0	±8.0	
Total Minority	99	1	5	41	27	26	±5	52.0	±5.0	
Black	99	1	8	48	21	22	±8	43.0	±8.0	
Hispanic	99	1	3	38	32	26	±9	58.0	±8.0	
Asian	100	1	4	32	33	30	±8	62.0	±7.0	
Other Race/Ethnicity	97	2	5	43	22	28	±15	50.0	±13.0	
Enlisted	99	1	9	42	25	24	±6	48.0	±6.0	
Officers	100	0	10	45	29	16	±9	45.0	±8.0	
USMCR	98	1	6	41	29	23	±6	52.0	±6.0	
Non-Hispanic White	97	0	7	41	29	22	±9	51.0	±9.0	
Total Minority	99	3	4	40	28	24	±7	52.0	±7.0	
Black	100	4	6	43	30	18	±11	48.0	±10.0	
Hispanic	99	1	4	39	28	28	±9	56.0	±9.0	
Asian	99	1	6	40	26	28	±18	53.0	±15.0	
Other Race/Ethnicity	99	NR	3	NR	NR	13	±14	NR		
Enlisted	98	1	6	40	29	24	±7	53.0	±7.0	
Officers	99	1	10	49	25	15	±7	40.0	±8.0	
ANG	99	2	8	50	25	15	±3	40.0	±3.0	
Non-Hispanic White	99	1	9	50	25	15	±4	40.0	±4.0	
Total Minority	100	2	6	50	24	18	±4	42.0	±4.0	
Black	99	2	6	49	24	18	±7	43.0	±7.0	
Hispanic	100	3	5	47	24	21	±8	45.0	±8.0	
Asian	99	2	6	45	29	18	±7	47.0	±7.0	
Other Race/Ethnicity	99	1	6	59	21	13	±8	34.0	±7.0	
Enlisted	99	2	7	50	25	16	±3	42.0	±3.0	
Officers	99	1	15	53	21	11	±7	32.0	±7.0	
USAFR	100	2	8	46	23	20	±4	44.0	±4.0	
Non-Hispanic White	100	2	10	47	23	18	±6	41.0	±6.0	
Total Minority	100	2	7	44	24	24	±6	47.0	±6.0	
Black	100	4	10	43	21	22	±8	43.0	±7.0	
Hispanic	100	2	5	42	23	28	±13	51.0	±13.0	
Asian	99	1	4	35	38	22	±15	60.0	±11.0	
Other Race/Ethnicity	99	1	4	54	23	19	±11	42.0	±11.0	
Enlisted	100	2	8	44	24	22	±5	46.0	±5.0	
Officers	99	4	12	51	21	12	±7	33.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

24. Coworker Satisfaction scale: Constructed from Q24a–e. Coworker Satisfaction measures members' agreement with statements about the amount of coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.

	% Resp.	Mean	Max ME	Coworker Satisfaction
TOTAL DOD	97	4.1	±0.1	
National Guard	97	4.1	±0.1	
Reserve	97	4.1	±0.1	
Enlisted	97	4.1	±0.1	
E1–E4	97	4.2	±0.1	
E5–E9	97	4.0	±0.1	
Officers	97	4.2	±0.1	
O1–O3	97	4.1	±0.1	
O4–O6	97	4.3	±0.1	
W1–W5	97	4.1	±0.1	
Male	97	4.1	±0.1	
Female	98	4.0	±0.1	
Non-Hispanic White	97	4.1	±0.1	
Total Minority	97	4.1	±0.1	
Black	98	4.1	±0.1	
Hispanic	97	4.1	±0.1	
AIAN	93	4.0	±0.2	
Asian	96	4.1	±0.1	
NHPI	98	4.1	±0.3	
Two or More Races	97	4.1	±0.2	
AGR/FTS/AR	97	3.9	±0.1	
Other Selected Reserve	97	4.1	±0.1	
Reserve Unit	97	4.1	±0.1	
Military Technicians	97	4.0	±0.1	
IMA	96	4.2	±0.1	
Not Activated Past 12 Months	97	4.1	±0.1	
Activated in the Past 12 Months	97	4.0	±0.1	
Deployed Past 12 Months	97	3.9	±0.2	
ARNG	97	4.1	±0.1	
Non-Hispanic White	97	4.1	±0.1	
Total Minority	97	4.1	±0.1	
Black	98	4.1	±0.2	
Hispanic	98	4.2	±0.2	
Asian	95	4.0	±0.2	
Other Race/Ethnicity	97	4.1	±0.2	
Enlisted	97	4.1	±0.1	
Officers	98	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.93 (Non-Hispanic White = 0.92, Black = 0.93, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.93). One item, "You put more effort into your job than your coworkers do," was excluded from this scale.

24. Coworker Satisfaction scale: Constructed from Q24a–e. Coworker Satisfaction measures members' agreement with statements about the amount of coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.

	% Resp.	Mean	Max ME	Coworker Satisfaction
USAR	98	4.0	±0.1	
Non-Hispanic White	98	4.0	±0.2	
Total Minority	98	4.0	±0.1	
Black	99	4.0	±0.2	
Hispanic	98	4.0	±0.2	
Asian	96	4.1	±0.1	
Other Race/Ethnicity	99	4.0	±0.3	
Enlisted	98	4.0	±0.2	
Officers	97	4.1	±0.1	
USNR	98	4.2	±0.1	
Non-Hispanic White	99	4.3	±0.1	
Total Minority	96	4.1	±0.1	
Black	97	4.1	±0.2	
Hispanic	94	4.1	±0.2	
Asian	97	4.0	±0.2	
Other Race/Ethnicity	96	4.2	±0.1	
Enlisted	97	4.2	±0.1	
Officers	99	4.3	±0.1	
USMCR	96	4.3	±0.1	
Non-Hispanic White	95	4.3	±0.2	
Total Minority	96	4.2	±0.2	
Black	99	4.3	±0.2	
Hispanic	95	4.2	±0.2	
Asian	98	4.1	±0.2	
Other Race/Ethnicity	98	4.4	±0.4	
Enlisted	96	4.3	±0.1	
Officers	97	4.3	±0.1	
ANG	97	4.1	±0.1	
Non-Hispanic White	96	4.1	±0.1	
Total Minority	98	4.0	±0.1	
Black	98	4.1	±0.2	
Hispanic	99	4.0	±0.2	
Asian	97	4.1	±0.1	
Other Race/Ethnicity	97	4.0	±0.1	
Enlisted	97	4.1	±0.1	
Officers	96	4.2	±0.1	
USAFR	97	4.1	±0.1	
Non-Hispanic White	97	4.2	±0.1	
Total Minority	96	4.1	±0.2	
Black	96	4.1	±0.2	
Hispanic	99	4.1	±0.3	
Asian	97	4.2	±0.1	
Other Race/Ethnicity	90	4.0	±0.2	
Enlisted	97	4.1	±0.1	
Officers	95	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.93 (Non-Hispanic White = 0.92, Black = 0.93, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.93). One item, "You put more effort into your job than your coworkers do," was excluded from this scale.

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?

a. Your work provides you with a sense of pride.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	2	5	11	36	46	±2	82.0	±2.0	
National Guard	100	1	4	11	37	47	±3	85.0	±2.0	
Reserve	100	3	6	12	35	45	±3	80.0	±3.0	
Enlisted	100	2	5	12	36	46	±3	81.0	±2.0	
E1-E4	100	2	4	12	31	51	±4	82.0	±4.0	
E5-E9	100	2	6	12	41	40	±2	80.0	±2.0	
Officers	100	1	4	8	38	49	±4	87.0	±3.0	
O1-O3	100	1	5	9	39	47	±6	86.0	±5.0	
O4-O6	100	1	2	8	38	51	±4	89.0	±3.0	
W1-W5	100	1	4	10	39	47	±7	85.0	±6.0	
Male	100	2	5	11	35	47	±3	82.0	±2.0	
Female	100	1	4	13	40	41	±5	82.0	±3.0	
Non-Hispanic White	100	2	5	11	35	47	±3	82.0	±3.0	
Total Minority	100	2	4	11	39	45	±3	83.0	±3.0	
Black	100	2	3	11	40	45	±5	84.0	±4.0	
Hispanic	100	1	4	10	39	45	±5	85.0	±4.0	
AIAN	100	NR	11	11	38	35	±15	74.0	±14.0	
Asian	100	2	3	12	40	42	±5	82.0	±4.0	
NHPI	100	2	4	11	33	50	±15	83.0	±8.0	
Two or More Races	100	1	5	14	35	45	±12	80.0	±11.0	
AGR/FTS/AR	100	1	5	10	40	44	±4	84.0	±3.0	
Other Selected Reserve	100	2	5	11	36	46	±3	82.0	±2.0	
Reserve Unit	100	2	5	11	36	46	±3	82.0	±2.0	
Military Technicians	100	2	5	10	38	45	±5	83.0	±3.0	
IMA	100	1	5	11	39	44	±5	83.0	±4.0	
Not Activated Past 12 Months	100	2	5	12	36	46	±3	82.0	±2.0	
Activated in the Past 12 Months	100	1	4	10	37	48	±5	85.0	±4.0	
Deployed Past 12 Months	100	2	5	12	33	49	±8	81.0	±7.0	
ARNG	100	1	3	11	36	48	±4	84.0	±3.0	
Non-Hispanic White	100	1	4	12	34	50	±5	83.0	±4.0	
Total Minority	100	1	2	10	40	46	±5	87.0	±4.0	
Black	99	1	1	9	42	47	±8	89.0	±6.0	
Hispanic	100	1	3	6	44	47	±8	91.0	±5.0	
Asian	99	2	5	15	39	39	±12	78.0	±8.0	
Other Race/Ethnicity	100	2	3	NR	29	46	±14	75.0	±17.0	
Enlisted	100	1	4	12	36	48	±4	84.0	±3.0	
Officers	100	1	2	10	39	49	±6	87.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?
a. Your work provides you with a sense of pride.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	3	7	12	33	44	±5	77.0	±5.0	
Non-Hispanic White	100	4	10	12	28	46	±8	74.0	±8.0	
Total Minority	100	2	5	13	39	41	±6	80.0	±5.0	
Black	100	3	5	12	39	40	±8	79.0	±8.0	
Hispanic	100	2	5	14	38	41	±10	79.0	±10.0	
Asian	100	1	2	14	40	44	±7	83.0	±6.0	
Other Race/Ethnicity	100	1	4	9	39	47	±15	86.0	±9.0	
Enlisted	100	4	8	13	33	43	±6	75.0	±6.0	
Officers	100	1	6	9	36	49	±7	84.0	±7.0	
USNR	100	1	3	10	40	45	±5	85.0	±4.0	
Non-Hispanic White	100	1	4	10	39	46	±8	85.0	±6.0	
Total Minority	100	2	2	10	42	44	±5	86.0	±3.0	
Black	100	1	4	10	37	48	±8	85.0	±6.0	
Hispanic	100	1	1	11	44	43	±9	86.0	±6.0	
Asian	100	1	3	10	40	46	±8	86.0	±6.0	
Other Race/Ethnicity	100	4	3	8	48	38	±13	85.0	±8.0	
Enlisted	100	2	3	11	39	45	±6	84.0	±5.0	
Officers	100	0	3	8	42	46	±8	89.0	±6.0	
USMCR	100	3	5	10	33	49	±6	82.0	±5.0	
Non-Hispanic White	100	1	6	11	34	47	±9	81.0	±8.0	
Total Minority	100	4	3	9	33	51	±7	84.0	±5.0	
Black	99	1	2	11	33	52	±10	86.0	±7.0	
Hispanic	100	4	4	8	32	52	±9	84.0	±7.0	
Asian	99	NR	2	10	42	36	±16	NR		
Other Race/Ethnicity	100	1	3	5	NR	NR	±11	91.0	±11.0	
Enlisted	100	3	5	11	33	49	±7	81.0	±6.0	
Officers	100	1	2	7	38	51	±7	89.0	±5.0	
ANG	100	1	5	9	41	43	±3	85.0	±2.0	
Non-Hispanic White	100	1	5	9	43	42	±4	85.0	±3.0	
Total Minority	100	1	6	10	37	46	±4	83.0	±4.0	
Black	100	1	4	12	35	47	±7	82.0	±6.0	
Hispanic	100	1	4	11	35	49	±8	84.0	±8.0	
Asian	99	0	3	10	39	47	±7	86.0	±5.0	
Other Race/Ethnicity	100	0	12	8	42	38	±10	80.0	±9.0	
Enlisted	100	1	5	10	42	42	±3	84.0	±3.0	
Officers	100	0	5	6	36	52	±7	89.0	±5.0	
USAFR	100	2	5	12	38	44	±4	82.0	±4.0	
Non-Hispanic White	100	2	5	11	39	44	±6	83.0	±5.0	
Total Minority	100	1	6	12	36	44	±8	80.0	±7.0	
Black	99	3	5	11	37	45	±7	81.0	±7.0	
Hispanic	100	1	5	NR	29	48	±12	77.0	±18.0	
Asian	100	1	3	6	48	42	±12	90.0	±5.0	
Other Race/Ethnicity	100	1	NR	8	40	37	±12	78.0	±15.0	
Enlisted	100	2	6	13	37	43	±5	80.0	±5.0	
Officers	99	0	4	7	42	47	±7	89.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?

b. Your work makes good use of your skills.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	4	9	15	35	37	±2	72.0	±2.0	
National Guard	99	3	8	14	36	39	±3	75.0	±3.0	
Reserve	100	5	10	17	34	33	±3	68.0	±3.0	
Enlisted	100	4	9	16	34	37	±3	71.0	±3.0	
E1-E4	99	4	8	18	29	41	±4	70.0	±4.0	
E5-E9	100	4	10	13	40	33	±2	72.0	±2.0	
Officers	100	3	7	14	40	36	±4	76.0	±3.0	
O1-O3	100	3	7	16	40	34	±6	73.0	±6.0	
O4-O6	100	3	6	11	41	38	±4	79.0	±4.0	
W1-W5	100	2	8	12	38	40	±7	78.0	±7.0	
Male	100	4	9	15	35	37	±3	72.0	±3.0	
Female	100	3	8	17	38	33	±4	71.0	±4.0	
Non-Hispanic White	100	4	10	15	34	37	±3	71.0	±3.0	
Total Minority	100	4	6	16	38	36	±3	74.0	±3.0	
Black	100	4	7	15	39	36	±5	75.0	±4.0	
Hispanic	100	4	5	18	37	36	±5	73.0	±5.0	
AIAN	100	NR	7	16	32	33	±11	66.0	±13.0	
Asian	99	4	6	17	40	33	±5	73.0	±4.0	
NHPI	100	3	8	11	33	46	±16	79.0	±9.0	
Two or More Races	100	4	9	13	38	36	±10	74.0	±8.0	
AGR/FTS/AR	100	3	8	11	40	38	±4	79.0	±3.0	
Other Selected Reserve	100	4	9	16	35	36	±3	71.0	±2.0	
Reserve Unit	100	4	9	16	35	36	±3	71.0	±2.0	
Military Technicians	100	3	8	13	38	38	±5	76.0	±4.0	
IMA	100	3	10	13	39	34	±4	73.0	±4.0	
Not Activated Past 12 Months	100	4	9	15	36	36	±2	71.0	±2.0	
Activated in the Past 12 Months	100	3	6	15	35	40	±5	75.0	±5.0	
Deployed Past 12 Months	100	3	6	17	33	40	±8	74.0	±8.0	
ARNG	100	3	8	15	35	40	±4	74.0	±3.0	
Non-Hispanic White	99	3	10	15	32	40	±5	72.0	±5.0	
Total Minority	100	3	5	14	39	39	±5	79.0	±4.0	
Black	100	2	6	11	40	42	±8	82.0	±7.0	
Hispanic	100	2	4	16	41	38	±8	79.0	±8.0	
Asian	98	4	5	18	39	33	±12	73.0	±9.0	
Other Race/Ethnicity	100	5	6	14	34	41	±15	75.0	±12.0	
Enlisted	99	3	9	14	34	40	±4	74.0	±4.0	
Officers	100	3	5	16	37	39	±6	76.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?
b. Your work makes good use of your skills.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	6	11	19	32	32	±5	63.0	±5.0	
Non-Hispanic White	100	8	15	19	27	32	±8	58.0	±8.0	
Total Minority	100	5	7	20	37	32	±6	68.0	±6.0	
Black	100	5	8	19	38	30	±8	68.0	±8.0	
Hispanic	100	6	5	23	34	33	±10	67.0	±10.0	
Asian	100	2	8	19	39	32	±7	71.0	±7.0	
Other Race/Ethnicity	100	5	11	10	37	36	±15	73.0	±14.0	
Enlisted	100	7	11	21	30	31	±6	61.0	±6.0	
Officers	100	4	9	12	41	33	±8	75.0	±7.0	
USNR	100	4	8	15	39	35	±5	74.0	±4.0	
Non-Hispanic White	100	4	8	14	36	38	±8	75.0	±7.0	
Total Minority	100	4	8	16	42	31	±5	73.0	±4.0	
Black	100	4	8	15	38	35	±8	73.0	±7.0	
Hispanic	100	4	7	21	41	27	±9	69.0	±8.0	
Asian	99	4	7	12	41	36	±8	77.0	±6.0	
Other Race/Ethnicity	100	3	7	12	51	27	±13	77.0	±9.0	
Enlisted	100	5	8	14	36	37	±7	73.0	±5.0	
Officers	99	1	6	16	46	31	±8	76.0	±7.0	
USMCR	99	5	7	14	39	34	±6	73.0	±6.0	
Non-Hispanic White	99	6	8	15	40	32	±9	72.0	±9.0	
Total Minority	100	5	7	14	36	38	±7	75.0	±6.0	
Black	98	1	8	12	35	44	±11	78.0	±9.0	
Hispanic	100	6	6	10	39	39	±9	78.0	±7.0	
Asian	99	NR	5	NR	33	25	±13	NR		
Other Race/Ethnicity	100	2	8	NR	NR	NR	±12	NR		
Enlisted	99	6	8	14	38	35	±7	73.0	±6.0	
Officers	100	3	4	15	44	34	±8	78.0	±7.0	
ANG	99	3	8	12	41	37	±3	78.0	±3.0	
Non-Hispanic White	99	3	7	11	42	36	±4	78.0	±3.0	
Total Minority	99	3	9	13	39	37	±4	75.0	±4.0	
Black	100	4	9	11	42	35	±7	77.0	±6.0	
Hispanic	98	2	8	15	34	40	±8	75.0	±8.0	
Asian	99	3	5	12	42	39	±7	81.0	±5.0	
Other Race/Ethnicity	100	2	12	14	40	32	±9	72.0	±9.0	
Enlisted	99	3	8	12	41	36	±3	77.0	±3.0	
Officers	99	2	7	10	40	41	±7	81.0	±6.0	
USAFR	100	4	8	15	37	36	±4	72.0	±4.0	
Non-Hispanic White	100	3	9	14	38	36	±6	74.0	±5.0	
Total Minority	99	5	7	17	35	36	±7	70.0	±7.0	
Black	99	5	8	17	37	34	±7	71.0	±7.0	
Hispanic	100	5	6	21	28	40	±18	68.0	±15.0	
Asian	100	1	5	12	49	32	±12	81.0	±7.0	
Other Race/Ethnicity	100	NR	8	13	36	32	±11	69.0	±14.0	
Enlisted	100	4	9	16	36	36	±5	71.0	±5.0	
Officers	100	5	6	13	41	36	±8	77.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

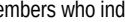
25. How much do you agree or disagree with the following statements about the work you do at your military workplace?

c. You like the kind of work you do.

1. Strongly disagree
4. Agree

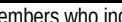
2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	3	5	16	36	41	±2	77.0	±2.0	
National Guard	100	2	4	14	36	44	±3	79.0	±3.0	
Reserve	100	3	5	18	36	37	±3	73.0	±3.0	
Enlisted	100	3	5	16	35	41	±3	76.0	±2.0	
E1-E4	100	3	4	18	30	44	±4	74.0	±4.0	
E5-E9	100	3	5	14	40	37	±2	77.0	±2.0	
Officers	100	2	5	11	42	40	±4	82.0	±3.0	
O1-O3	100	2	6	11	42	39	±6	81.0	±5.0	
O4-O6	99	1	4	11	43	41	±4	84.0	±3.0	
W1-W5	100	0	4	16	33	47	±7	80.0	±7.0	
Male	100	3	5	15	35	42	±3	77.0	±2.0	
Female	100	2	5	16	40	37	±5	77.0	±4.0	
Non-Hispanic White	100	3	5	16	35	41	±3	76.0	±3.0	
Total Minority	100	3	4	15	37	40	±3	78.0	±3.0	
Black	100	3	5	15	37	40	±5	78.0	±4.0	
Hispanic	100	2	3	15	37	42	±5	79.0	±4.0	
AIAN	99	5	10	15	34	36	±16	70.0	±13.0	
Asian	99	2	5	18	41	34	±5	75.0	±4.0	
NHPI	100	1	2	14	33	50	±15	83.0	±8.0	
Two or More Races	100	3	4	17	37	39	±10	76.0	±9.0	
AGR/FTS/AR	100	2	5	14	37	42	±4	79.0	±3.0	
Other Selected Reserve	100	3	5	16	36	41	±3	77.0	±2.0	
Reserve Unit	100	3	5	16	36	41	±3	77.0	±2.0	
Military Technicians	100	2	4	13	39	43	±5	82.0	±4.0	
IMA	99	1	5	16	41	36	±4	78.0	±4.0	
Not Activated Past 12 Months	100	3	5	16	36	40	±3	76.0	±2.0	
Activated in the Past 12 Months	100	2	3	14	37	44	±5	81.0	±4.0	
Deployed Past 12 Months	100	3	3	14	36	44	±8	80.0	±7.0	
ARNG	100	3	4	14	34	45	±4	79.0	±3.0	
Non-Hispanic White	100	3	4	15	33	45	±5	78.0	±4.0	
Total Minority	100	2	4	14	36	44	±5	80.0	±4.0	
Black	100	1	5	14	36	44	±8	80.0	±7.0	
Hispanic	100	2	2	11	38	47	±8	85.0	±7.0	
Asian	99	2	8	17	39	34	±12	74.0	±8.0	
Other Race/Ethnicity	100	4	3	20	31	43	±15	74.0	±13.0	
Enlisted	100	3	4	15	33	45	±4	78.0	±4.0	
Officers	100	3	4	11	39	44	±6	83.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?
c. You like the kind of work you do.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	4	5	19	34	38	±5	72.0	±5.0	
Non-Hispanic White	100	5	7	21	31	37	±8	68.0	±8.0	
Total Minority	100	4	3	17	38	38	±6	76.0	±5.0	
Black	100	5	5	14	38	38	±9	76.0	±8.0	
Hispanic	100	4	2	19	37	39	±10	76.0	±9.0	
Asian	100	1	4	21	40	34	±7	74.0	±7.0	
Other Race/Ethnicity	100	3	1	17	38	41	±15	79.0	±14.0	
Enlisted	100	5	4	21	33	37	±6	70.0	±6.0	
Officers	99	2	8	11	40	39	±8	80.0	±7.0	
USNR	100	2	6	17	40	36	±5	76.0	±5.0	
Non-Hispanic White	100	2	5	16	40	37	±8	77.0	±7.0	
Total Minority	99	2	6	17	40	35	±5	75.0	±5.0	
Black	100	3	8	14	39	37	±8	75.0	±7.0	
Hispanic	99	1	5	23	38	33	±9	71.0	±9.0	
Asian	100	3	6	17	38	37	±8	75.0	±7.0	
Other Race/Ethnicity	99	3	8	10	48	31	±13	80.0	±8.0	
Enlisted	100	3	6	18	35	38	±6	73.0	±6.0	
Officers	99	0	4	12	53	31	±8	84.0	±6.0	
USMCR	99	4	6	17	38	35	±6	73.0	±6.0	
Non-Hispanic White	99	4	6	20	39	31	±9	71.0	±9.0	
Total Minority	100	4	6	15	35	40	±7	75.0	±6.0	
Black	99	1	4	21	27	47	±10	74.0	±9.0	
Hispanic	100	4	7	13	37	38	±9	76.0	±8.0	
Asian	99	NR	5	18	42	24	±16	65.0	±17.0	
Other Race/Ethnicity	100	1	2	11	NR	NR	±12	86.0	±13.0	
Enlisted	99	4	6	18	36	35	±7	71.0	±6.0	
Officers	100	0	2	13	50	35	±7	85.0	±6.0	
ANG	99	1	5	12	42	40	±3	82.0	±2.0	
Non-Hispanic White	99	1	4	12	43	40	±4	83.0	±3.0	
Total Minority	100	1	6	13	39	41	±4	80.0	±4.0	
Black	100	3	4	12	39	42	±7	81.0	±6.0	
Hispanic	99	1	5	13	38	43	±8	81.0	±8.0	
Asian	99	0	4	14	40	42	±7	82.0	±6.0	
Other Race/Ethnicity	100	1	10	13	37	39	±10	76.0	±9.0	
Enlisted	99	1	5	12	43	39	±3	82.0	±3.0	
Officers	99	1	5	10	38	46	±7	84.0	±6.0	
USAFR	99	2	6	17	39	37	±4	76.0	±4.0	
Non-Hispanic White	99	2	5	16	38	39	±6	77.0	±5.0	
Total Minority	100	2	7	18	40	34	±7	74.0	±7.0	
Black	99	3	8	17	41	31	±7	72.0	±7.0	
Hispanic	100	1	6	22	33	39	±18	72.0	±16.0	
Asian	99	1	3	14	50	32	±12	82.0	±7.0	
Other Race/Ethnicity	100	2	NR	11	46	32	±12	78.0	±15.0	
Enlisted	100	2	6	18	38	37	±5	74.0	±5.0	
Officers	99	1	4	13	43	38	±7	82.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?

d. Your job gives you the chance to acquire valuable skills.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	99	3	6	15	35	41	±2	76.0	±2.0	
National Guard	99	3	5	14	34	44	±3	78.0	±3.0	
Reserve	99	4	7	16	36	37	±3	73.0	±3.0	
Enlisted	99	3	6	15	34	42	±3	76.0	±2.0	
E1-E4	100	3	5	15	30	48	±4	77.0	±4.0	
E5-E9	99	4	7	15	39	36	±2	74.0	±2.0	
Officers	99	2	7	15	39	37	±4	76.0	±3.0	
O1-O3	100	1	8	16	37	38	±6	74.0	±5.0	
O4-O6	100	2	6	14	41	36	±4	77.0	±4.0	
W1-W5	99	3	4	13	41	38	±7	80.0	±7.0	
Male	99	3	6	15	34	42	±3	76.0	±2.0	
Female	100	2	7	15	40	36	±5	76.0	±4.0	
Non-Hispanic White	99	3	7	15	35	41	±3	75.0	±3.0	
Total Minority	100	3	5	15	36	42	±3	77.0	±3.0	
Black	99	4	6	13	36	41	±5	77.0	±4.0	
Hispanic	100	2	4	15	36	43	±5	78.0	±4.0	
AIAN	100	5	NR	16	30	40	±11	70.0	±12.0	
Asian	99	3	5	16	40	35	±5	76.0	±4.0	
NHPI	100	3	6	11	31	49	±15	80.0	±9.0	
Two or More Races	100	4	4	16	30	46	±10	76.0	±8.0	
AGR/FTS/AR	99	2	5	12	41	40	±4	81.0	±3.0	
Other Selected Reserve	99	3	6	15	34	41	±3	75.0	±2.0	
Reserve Unit	99	3	6	15	34	41	±3	75.0	±2.0	
Military Technicians	100	3	7	11	38	41	±5	79.0	±4.0	
IMA	99	3	7	18	36	35	±4	71.0	±4.0	
Not Activated Past 12 Months	99	3	6	15	35	40	±3	75.0	±2.0	
Activated in the Past 12 Months	100	2	5	15	34	45	±5	79.0	±5.0	
Deployed Past 12 Months	99	2	5	19	30	44	±8	74.0	±8.0	
ARNG	99	3	5	15	32	46	±4	78.0	±3.0	
Non-Hispanic White	99	3	6	15	31	46	±5	77.0	±4.0	
Total Minority	100	3	4	14	35	44	±5	79.0	±4.0	
Black	100	4	5	12	36	43	±8	79.0	±7.0	
Hispanic	100	1	3	14	38	44	±8	82.0	±7.0	
Asian	99	3	5	16	43	34	±12	77.0	±8.0	
Other Race/Ethnicity	100	4	2	18	23	53	±14	75.0	±12.0	
Enlisted	99	3	5	15	31	46	±4	77.0	±4.0	
Officers	100	2	5	14	38	41	±6	79.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?
d. Your job gives you the chance to acquire valuable skills.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	99	5	7	16	36	37	±5	72.0	±5.0	
Non-Hispanic White	99	6	9	15	37	34	±8	70.0	±8.0	
Total Minority	99	4	6	16	35	40	±6	75.0	±5.0	
Black	99	5	6	15	34	39	±9	74.0	±8.0	
Hispanic	100	3	6	15	33	42	±10	75.0	±9.0	
Asian	100	2	6	19	39	35	±7	73.0	±7.0	
Other Race/Ethnicity	100	5	4	14	37	41	±15	78.0	±14.0	
Enlisted	100	5	7	16	34	38	±6	72.0	±6.0	
Officers	99	3	9	15	40	33	±8	74.0	±7.0	
USNR	100	3	6	17	38	36	±5	74.0	±5.0	
Non-Hispanic White	100	3	7	17	36	38	±8	73.0	±7.0	
Total Minority	99	3	5	16	42	33	±5	76.0	±4.0	
Black	99	5	5	12	44	34	±8	78.0	±7.0	
Hispanic	99	3	4	21	41	31	±9	73.0	±8.0	
Asian	99	4	7	15	36	39	±8	75.0	±7.0	
Other Race/Ethnicity	100	2	6	13	47	31	±13	78.0	±9.0	
Enlisted	100	4	5	17	36	38	±6	74.0	±6.0	
Officers	99	1	9	15	46	30	±9	76.0	±7.0	
USMCR	99	4	8	16	37	35	±6	72.0	±6.0	
Non-Hispanic White	99	3	10	19	39	29	±9	67.0	±9.0	
Total Minority	99	5	5	13	33	45	±7	78.0	±6.0	
Black	97	2	1	16	33	48	±10	81.0	±9.0	
Hispanic	100	5	4	12	35	44	±9	79.0	±8.0	
Asian	99	NR	4	15	38	32	±16	70.0	±17.0	
Other Race/Ethnicity	100	1	NR	11	17	NR	±15	NR		
Enlisted	99	4	8	16	36	35	±7	71.0	±7.0	
Officers	100	2	6	18	40	34	±7	74.0	±7.0	
ANG	99	2	5	12	40	40	±3	80.0	±3.0	
Non-Hispanic White	99	3	5	12	41	40	±4	81.0	±3.0	
Total Minority	99	2	6	13	38	41	±4	79.0	±4.0	
Black	99	2	5	11	43	39	±7	82.0	±6.0	
Hispanic	99	2	6	13	35	43	±8	78.0	±8.0	
Asian	99	2	5	15	37	42	±7	79.0	±6.0	
Other Race/Ethnicity	100	2	8	14	37	39	±8	76.0	±8.0	
Enlisted	99	2	5	12	41	40	±3	80.0	±3.0	
Officers	99	2	6	13	36	43	±7	79.0	±6.0	
USAFR	100	2	8	15	36	39	±4	75.0	±4.0	
Non-Hispanic White	100	2	9	16	37	37	±6	73.0	±5.0	
Total Minority	100	2	7	14	36	41	±7	77.0	±7.0	
Black	99	3	8	12	38	40	±7	77.0	±7.0	
Hispanic	100	2	3	NR	32	46	±12	78.0	±17.0	
Asian	99	2	3	12	48	35	±12	83.0	±7.0	
Other Race/Ethnicity	100	2	NR	13	34	37	±11	70.0	±14.0	
Enlisted	100	2	8	14	36	39	±5	75.0	±5.0	
Officers	99	1	8	18	36	36	±7	73.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?

e. You are satisfied with your job as a whole.

1. Strongly disagree

2. Disagree

3. Neither agree nor disagree

4. Agree

5. Strongly agree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	3	6	16	38	37	±2	75.0	±2.0	
National Guard	100	3	6	15	38	39	±3	77.0	±3.0	
Reserve	100	4	6	18	38	34	±3	72.0	±3.0	
Enlisted	100	3	6	17	37	37	±3	74.0	±2.0	
E1-E4	100	3	4	19	32	42	±4	74.0	±4.0	
E5-E9	100	4	8	15	41	32	±2	73.0	±2.0	
Officers	100	2	6	13	44	36	±4	80.0	±3.0	
O1-O3	100	2	5	16	42	34	±6	76.0	±5.0	
O4-O6	100	2	5	9	46	37	±4	83.0	±3.0	
W1-W5	100	2	9	11	39	39	±7	79.0	±7.0	
Male	100	3	6	16	37	38	±3	75.0	±2.0	
Female	100	2	8	18	40	32	±5	72.0	±4.0	
Non-Hispanic White	100	3	6	16	37	37	±3	74.0	±3.0	
Total Minority	99	3	6	16	39	36	±3	75.0	±3.0	
Black	99	3	6	15	41	35	±5	76.0	±4.0	
Hispanic	100	3	5	17	37	39	±5	76.0	±4.0	
AIAN	100	5	NR	19	38	29	±11	67.0	±13.0	
Asian	99	3	5	18	42	32	±5	74.0	±4.0	
NHPI	100	2	5	15	31	46	±16	78.0	±9.0	
Two or More Races	100	4	7	18	36	35	±10	72.0	±9.0	
AGR/FTS/AR	99	3	6	13	42	36	±4	78.0	±3.0	
Other Selected Reserve	100	3	6	17	37	37	±3	74.0	±2.0	
Reserve Unit	100	3	6	17	37	37	±3	74.0	±2.0	
Military Technicians	100	4	5	18	38	35	±5	73.0	±5.0	
IMA	100	3	5	15	42	35	±4	77.0	±4.0	
Not Activated Past 12 Months	100	3	6	16	38	36	±3	74.0	±2.0	
Activated in the Past 12 Months	100	3	5	15	39	39	±6	78.0	±5.0	
Deployed Past 12 Months	100	2	4	18	37	39	±8	76.0	±7.0	
ARNG	100	3	6	16	36	40	±4	76.0	±3.0	
Non-Hispanic White	100	3	6	17	34	40	±5	74.0	±5.0	
Total Minority	99	2	4	14	40	39	±5	79.0	±4.0	
Black	98	2	5	14	42	38	±8	80.0	±7.0	
Hispanic	99	1	5	11	43	41	±8	83.0	±7.0	
Asian	99	3	5	19	41	31	±12	72.0	±9.0	
Other Race/Ethnicity	99	5	3	20	31	41	±16	72.0	±13.0	
Enlisted	99	3	6	16	36	40	±4	76.0	±4.0	
Officers	100	3	4	14	39	39	±6	78.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

NR: Not reportable

25. How much do you agree or disagree with the following statements about the work you do at your military workplace?
 e. You are satisfied with your job as a whole.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	5	6	19	35	34	±5	70.0	±5.0	
Non-Hispanic White	100	6	7	20	33	34	±8	67.0	±8.0	
Total Minority	100	5	5	18	37	35	±6	72.0	±5.0	
Black	99	5	6	16	40	33	±9	73.0	±8.0	
Hispanic	100	5	3	21	34	37	±10	71.0	±9.0	
Asian	100	2	4	20	42	32	±7	74.0	±7.0	
Other Race/Ethnicity	100	3	NR	19	34	34	±16	69.0	±15.0	
Enlisted	100	6	5	20	33	35	±6	68.0	±6.0	
Officers	100	2	8	14	44	31	±8	76.0	±7.0	
USNR	100	2	6	16	41	34	±5	75.0	±4.0	
Non-Hispanic White	100	3	6	14	41	36	±8	77.0	±7.0	
Total Minority	100	2	6	19	42	30	±5	72.0	±5.0	
Black	100	2	6	17	42	32	±8	74.0	±7.0	
Hispanic	100	2	8	22	40	28	±9	68.0	±9.0	
Asian	100	3	5	22	37	33	±8	69.0	±7.0	
Other Race/Ethnicity	99	3	6	12	51	29	±13	79.0	±9.0	
Enlisted	100	3	7	17	39	34	±6	73.0	±6.0	
Officers	100	1	3	14	48	34	±9	82.0	±6.0	
USMCR	99	5	5	15	42	33	±6	75.0	±5.0	
Non-Hispanic White	99	5	6	15	47	28	±9	75.0	±8.0	
Total Minority	100	5	5	16	35	39	±7	74.0	±6.0	
Black	98	1	8	19	29	43	±11	72.0	±10.0	
Hispanic	100	5	4	16	34	41	±9	75.0	±8.0	
Asian	99	NR	4	16	41	27	±16	68.0	±17.0	
Other Race/Ethnicity	100	NR	3	17	NR	NR	±16	76.0	±18.0	
Enlisted	99	5	6	16	40	33	±7	73.0	±6.0	
Officers	100	1	2	11	55	31	±7	86.0	±5.0	
ANG	99	2	7	12	42	37	±3	79.0	±3.0	
Non-Hispanic White	99	2	6	11	44	37	±4	81.0	±3.0	
Total Minority	100	2	8	15	38	37	±4	75.0	±4.0	
Black	100	4	8	13	40	35	±7	75.0	±6.0	
Hispanic	100	2	7	16	34	40	±8	75.0	±8.0	
Asian	99	2	5	11	43	38	±7	81.0	±5.0	
Other Race/Ethnicity	100	1	12	15	38	33	±8	72.0	±9.0	
Enlisted	99	2	7	13	42	36	±3	78.0	±3.0	
Officers	100	1	7	7	45	41	±7	85.0	±5.0	
USAFR	100	2	8	16	41	34	±4	74.0	±4.0	
Non-Hispanic White	100	2	7	14	43	34	±6	77.0	±5.0	
Total Minority	100	2	9	19	37	33	±7	70.0	±7.0	
Black	99	3	11	17	42	27	±7	70.0	±7.0	
Hispanic	100	2	7	26	25	41	±17	66.0	±15.0	
Asian	100	1	5	15	51	28	±12	79.0	±7.0	
Other Race/Ethnicity	100	2	NR	13	43	28	±12	71.0	±14.0	
Enlisted	100	2	8	18	39	33	±5	72.0	±5.0	
Officers	100	1	7	9	49	35	±7	83.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
 NR: Not reportable

25. Work Satisfaction scale: Constructed from Q25. Work Satisfaction measures members' agreement with statements about sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	% Resp.	Mean	Max ME	Work Satisfaction
TOTAL DOD	99	4.0	±0.1	
National Guard	99	4.1	±0.1	
Reserve	99	4.0	±0.1	
Enlisted	99	4.0	±0.1	
E1–E4	99	4.1	±0.1	
E5–E9	99	4.0	±0.1	
Officers	99	4.1	±0.1	
O1–O3	99	4.1	±0.1	
O4–O6	98	4.2	±0.1	
W1–W5	99	4.2	±0.2	
Male	99	4.1	±0.1	
Female	99	4.0	±0.1	
Non-Hispanic White	99	4.0	±0.1	
Total Minority	99	4.1	±0.1	
Black	98	4.1	±0.1	
Hispanic	99	4.1	±0.1	
AIAN	99	3.8	±0.3	
Asian	98	4.0	±0.1	
NHPI	99	4.2	±0.3	
Two or More Races	99	4.0	±0.2	
AGR/FTS/AR	99	4.1	±0.1	
Other Selected Reserve	99	4.0	±0.1	
Reserve Unit	99	4.0	±0.1	
Military Technicians	99	4.1	±0.1	
IMA	99	4.0	±0.1	
Not Activated Past 12 Months	99	4.0	±0.1	
Activated in the Past 12 Months	99	4.1	±0.1	
Deployed Past 12 Months	99	4.1	±0.2	
ARNG	99	4.1	±0.1	
Non-Hispanic White	99	4.1	±0.1	
Total Minority	98	4.2	±0.1	
Black	97	4.2	±0.2	
Hispanic	99	4.2	±0.2	
Asian	97	4.0	±0.2	
Other Race/Ethnicity	99	4.1	±0.3	
Enlisted	99	4.1	±0.1	
Officers	100	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.93 (Non-Hispanic White = 0.93, Black = 0.93, Hispanic = 0.93, Asian = 0.93, and Other Race/Ethnicity = 0.93).

25. Work Satisfaction scale: Constructed from Q25. Work Satisfaction measures members' agreement with statements about sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	% Resp.	Mean	Max ME	Work Satisfaction
USAR	99	3.9	±0.1	
Non-Hispanic White	99	3.8	±0.2	
Total Minority	99	4.0	±0.1	
Black	99	4.0	±0.2	
Hispanic	99	4.0	±0.2	
Asian	99	4.0	±0.2	
Other Race/Ethnicity	99	4.0	±0.3	
Enlisted	99	3.9	±0.2	
Officers	98	4.0	±0.2	
USNR	99	4.0	±0.1	
Non-Hispanic White	99	4.1	±0.2	
Total Minority	98	4.0	±0.1	
Black	99	4.0	±0.2	
Hispanic	98	4.0	±0.2	
Asian	98	4.0	±0.2	
Other Race/Ethnicity	98	4.0	±0.2	
Enlisted	99	4.0	±0.2	
Officers	98	4.1	±0.2	
USMCR	99	4.0	±0.2	
Non-Hispanic White	99	3.9	±0.2	
Total Minority	99	4.1	±0.2	
Black	96	4.2	±0.2	
Hispanic	100	4.1	±0.2	
Asian	99	3.7	±0.5	
Other Race/Ethnicity	100	4.2	±0.4	
Enlisted	99	4.0	±0.2	
Officers	100	4.1	±0.1	
ANG	98	4.1	±0.1	
Non-Hispanic White	98	4.1	±0.1	
Total Minority	98	4.1	±0.1	
Black	99	4.1	±0.2	
Hispanic	96	4.1	±0.2	
Asian	99	4.2	±0.1	
Other Race/Ethnicity	100	4.0	±0.2	
Enlisted	98	4.1	±0.1	
Officers	98	4.2	±0.2	
USAFR	99	4.0	±0.1	
Non-Hispanic White	99	4.0	±0.1	
Total Minority	99	4.0	±0.2	
Black	98	3.9	±0.2	
Hispanic	100	4.1	±0.3	
Asian	99	4.1	±0.1	
Other Race/Ethnicity	100	3.9	±0.4	
Enlisted	99	4.0	±0.1	
Officers	98	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.93 (Non-Hispanic White = 0.93, Black = 0.93, Hispanic = 0.93, Asian = 0.93, and Other Race/Ethnicity = 0.93).

26. Overall, how well prepared...

a. Are you to perform your wartime job?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

	% Resp.	Percentages					Max ME	Percentage Reporting Well Prepared		
		1	2	3	4	5				
TOTAL DOD	100	2	5	18	42	33	±2	76.0	±2.0	
National Guard	100	1	4	18	43	34	±3	77.0	±3.0	
Reserve	100	2	5	18	42	32	±3	74.0	±3.0	
Enlisted	100	2	5	18	42	34	±3	75.0	±2.0	
E1–E4	100	2	6	21	38	33	±4	71.0	±4.0	
E5–E9	100	1	4	15	45	34	±2	79.0	±2.0	
Officers	99	1	4	16	46	32	±4	79.0	±3.0	
O1–O3	100	1	6	19	46	29	±6	75.0	±6.0	
O4–O6	99	1	3	14	47	36	±4	83.0	±4.0	
W1–W5	100	1	4	15	46	34	±8	79.0	±6.0	
Male	100	2	5	16	43	35	±3	78.0	±2.0	
Female	100	2	6	25	41	26	±4	68.0	±5.0	
Non-Hispanic White	100	1	5	16	43	34	±3	77.0	±3.0	
Total Minority	100	2	4	20	41	32	±3	73.0	±3.0	
Black	100	2	5	22	39	32	±5	71.0	±5.0	
Hispanic	100	3	3	18	43	32	±5	76.0	±5.0	
AIAN	99	4	10	22	35	28	±16	63.0	±12.0	
Asian	100	2	3	27	43	25	±5	68.0	±5.0	
NHPI	99	1	2	17	32	48	±16	80.0	±9.0	
Two or More Races	100	2	7	17	44	30	±10	74.0	±9.0	
AGR/FTS/AR	100	1	3	15	46	35	±4	81.0	±3.0	
Other Selected Reserve	100	2	5	18	42	33	±2	75.0	±2.0	
Reserve Unit	100	2	5	18	42	33	±3	75.0	±2.0	
Military Technicians	100	1	3	13	42	42	±5	83.0	±4.0	
IMA	100	1	3	14	47	35	±4	82.0	±3.0	
Not Activated Past 12 Months	100	2	5	18	43	32	±2	75.0	±2.0	
Activated in the Past 12 Months	100	2	3	15	40	41	±5	80.0	±5.0	
Deployed Past 12 Months	100	1	2	9	42	45	±8	87.0	±6.0	
ARNG	100	1	5	18	42	34	±4	76.0	±3.0	
Non-Hispanic White	100	1	5	17	42	35	±5	77.0	±5.0	
Total Minority	100	1	4	20	41	34	±5	75.0	±5.0	
Black	100	1	5	22	40	32	±8	72.0	±8.0	
Hispanic	100	1	3	17	45	35	±8	80.0	±8.0	
Asian	100	1	3	30	44	21	±13	66.0	±12.0	
Other Race/Ethnicity	99	3	7	18	31	41	±15	72.0	±13.0	
Enlisted	100	1	5	18	41	35	±4	76.0	±4.0	
Officers	100	1	4	17	47	31	±6	78.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Well Prepared* includes those members who indicated they were "Well prepared" or "Very well prepared."

26. Overall, how well prepared...

a. Are you to perform your wartime job?

	% Resp.	Percentages					Max ME	Percentage Reporting Well Prepared		
		1	2	3	4	5				
USAR	100	3	6	19	40	32	±5	72.0	±5.0	
Non-Hispanic White	99	2	8	16	39	35	±8	74.0	±8.0	
Total Minority	100	4	4	21	41	30	±6	71.0	±6.0	
Black	99	3	6	20	37	35	±8	72.0	±8.0	
Hispanic	100	6	3	21	42	28	±11	70.0	±10.0	
Asian	100	3	3	29	39	26	±7	65.0	±7.0	
Other Race/Ethnicity	99	1	5	18	55	20	±16	75.0	±16.0	
Enlisted	100	3	6	19	39	32	±6	71.0	±6.0	
Officers	99	2	5	15	45	33	±8	79.0	±7.0	
USNR	100	2	6	17	44	31	±5	75.0	±4.0	
Non-Hispanic White	100	1	6	13	48	32	±8	80.0	±7.0	
Total Minority	100	3	6	23	39	31	±5	69.0	±4.0	
Black	100	4	6	26	37	28	±8	64.0	±8.0	
Hispanic	100	3	4	21	36	35	±9	72.0	±8.0	
Asian	100	1	4	24	44	27	±8	71.0	±7.0	
Other Race/Ethnicity	100	1	9	18	42	29	±15	71.0	±11.0	
Enlisted	100	2	6	17	43	31	±6	74.0	±5.0	
Officers	99	1	5	18	46	30	±10	77.0	±9.0	
USMCR	100	2	3	20	46	30	±6	76.0	±6.0	
Non-Hispanic White	100	0	2	22	47	29	±9	75.0	±9.0	
Total Minority	99	4	4	16	46	31	±7	77.0	±6.0	
Black	97	2	5	21	36	37	±11	73.0	±10.0	
Hispanic	99	3	3	14	46	34	±9	80.0	±8.0	
Asian	100	NR	2	30	39	17	±17	NR		
Other Race/Ethnicity	100	0	5	8	NR	21	±17	87.0	±13.0	
Enlisted	99	2	3	20	46	30	±7	75.0	±6.0	
Officers	100	1	4	15	48	32	±7	80.0	±7.0	
ANG	100	1	3	16	47	33	±3	80.0	±3.0	
Non-Hispanic White	100	1	3	15	46	35	±4	81.0	±3.0	
Total Minority	100	1	3	18	48	30	±4	77.0	±4.0	
Black	100	0	4	25	44	27	±7	71.0	±6.0	
Hispanic	100	1	2	14	49	34	±8	83.0	±7.0	
Asian	100	0	3	17	51	28	±7	79.0	±6.0	
Other Race/Ethnicity	100	3	4	17	49	28	±10	76.0	±8.0	
Enlisted	100	1	3	16	47	33	±3	80.0	±3.0	
Officers	100	0	4	15	45	36	±7	81.0	±6.0	
USAFR	100	1	4	17	43	35	±4	78.0	±4.0	
Non-Hispanic White	100	1	4	13	45	38	±6	83.0	±4.0	
Total Minority	100	1	6	22	40	31	±7	71.0	±7.0	
Black	100	2	4	24	38	32	±7	70.0	±7.0	
Hispanic	100	1	5	21	41	31	±18	73.0	±16.0	
Asian	99	0	4	21	41	34	±16	75.0	±9.0	
Other Race/Ethnicity	100	2	NR	20	42	24	±11	65.0	±14.0	
Enlisted	100	1	4	17	41	36	±5	77.0	±5.0	
Officers	100	1	4	16	48	31	±7	79.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Well Prepared* includes those members who indicated they were "Well prepared" or "Very well prepared."

NR: Not reportable

26. Overall, how well prepared...

b. Is your military unit to perform its wartime mission?

1. Very poorly prepared

2. Poorly prepared

3. Neither well nor poorly prepared

4. Well prepared

5. Very well prepared

	% Resp.	Percentages					Max ME	Percentage Reporting Well Prepared		
		1	2	3	4	5				
TOTAL DOD	100	3	7	23	39	29	±2	68.0	±2.0	
National Guard	100	2	6	22	40	30	±3	71.0	±3.0	
Reserve	100	4	8	24	38	27	±3	64.0	±3.0	
Enlisted	100	3	7	23	38	29	±3	67.0	±3.0	
E1–E4	100	2	7	24	33	34	±4	68.0	±4.0	
E5–E9	100	4	8	23	42	24	±2	66.0	±2.0	
Officers	100	1	5	21	48	24	±4	72.0	±3.0	
O1–O3	100	1	7	21	47	24	±6	71.0	±6.0	
O4–O6	100	2	3	20	49	26	±4	75.0	±4.0	
W1–W5	99	1	8	23	50	19	±7	69.0	±7.0	
Male	100	3	7	22	38	30	±2	68.0	±3.0	
Female	100	2	7	24	44	23	±5	67.0	±4.0	
Non-Hispanic White	100	3	7	22	39	30	±3	69.0	±3.0	
Total Minority	100	3	7	24	40	27	±3	67.0	±3.0	
Black	100	2	8	25	39	27	±5	66.0	±5.0	
Hispanic	99	3	7	22	40	28	±5	68.0	±5.0	
AIAN	100	7	NR	24	37	22	±11	59.0	±12.0	
Asian	99	2	4	29	43	22	±5	64.0	±5.0	
NHPI	98	2	5	23	NR	24	±10	70.0	±11.0	
Two or More Races	100	4	8	21	38	30	±10	68.0	±9.0	
AGR/FTS/AR	100	3	6	25	45	21	±4	66.0	±3.0	
Other Selected Reserve	100	3	7	23	39	29	±2	68.0	±2.0	
Reserve Unit	100	3	7	23	38	29	±2	68.0	±3.0	
Military Technicians	100	2	7	21	40	29	±5	69.0	±5.0	
IMA	100	1	2	14	48	35	±4	83.0	±3.0	
Not Activated Past 12 Months	100	3	7	23	39	28	±2	67.0	±2.0	
Activated in the Past 12 Months	100	3	7	18	40	32	±5	72.0	±5.0	
Deployed Past 12 Months	100	3	6	18	44	29	±8	73.0	±7.0	
ARNG	100	2	7	24	40	27	±4	67.0	±4.0	
Non-Hispanic White	100	2	8	24	40	26	±5	66.0	±5.0	
Total Minority	99	2	6	25	39	28	±5	68.0	±5.0	
Black	100	1	6	28	37	29	±8	66.0	±8.0	
Hispanic	99	2	5	20	42	31	±8	73.0	±8.0	
Asian	99	2	4	34	39	21	±13	60.0	±12.0	
Other Race/Ethnicity	100	3	7	24	40	26	±15	66.0	±14.0	
Enlisted	100	2	7	25	38	28	±4	66.0	±4.0	
Officers	100	2	5	22	48	23	±6	71.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Well Prepared* includes those members who indicated they were "Well prepared" or "Very well prepared."

NR: Not reportable

26. Overall, how well prepared...

b. Is your military unit to perform its wartime mission?

	% Resp.	Percentages					Max ME	Percentage Reporting Well Prepared	
		1	2	3	4	5			
USAR	100	6	10	28	35	22	±5	56.0	±5.0
Non-Hispanic White	100	7	9	29	31	24	±8	55.0	±8.0
Total Minority	100	4	11	27	39	19	±6	58.0	±6.0
Black	100	3	12	25	41	19	±8	59.0	±8.0
Hispanic	100	4	12	28	39	17	±10	56.0	±10.0
Asian	100	2	5	36	39	18	±7	56.0	±7.0
Other Race/Ethnicity	100	NR	11	21	32	27	±17	59.0	±15.0
Enlisted	100	7	10	28	33	22	±6	55.0	±6.0
Officers	100	1	8	27	45	19	±7	64.0	±8.0
USNR	100	1	5	19	45	30	±5	75.0	±4.0
Non-Hispanic White	100	1	5	15	46	33	±8	79.0	±7.0
Total Minority	100	2	5	22	43	27	±5	71.0	±5.0
Black	100	1	5	26	40	28	±8	68.0	±8.0
Hispanic	99	3	6	20	41	30	±9	72.0	±8.0
Asian	100	1	3	22	52	22	±7	74.0	±7.0
Other Race/Ethnicity	100	4	4	19	48	24	±13	72.0	±11.0
Enlisted	100	2	5	19	42	32	±6	74.0	±5.0
Officers	100	1	4	18	53	25	±8	77.0	±7.0
USMCR	100	3	5	21	39	32	±6	71.0	±6.0
Non-Hispanic White	100	2	7	24	40	26	±9	67.0	±9.0
Total Minority	100	4	3	17	37	39	±7	76.0	±6.0
Black	100	2	6	16	34	41	±11	75.0	±9.0
Hispanic	100	3	2	16	36	43	±9	79.0	±8.0
Asian	100	NR	1	19	49	18	±15	67.0	±17.0
Other Race/Ethnicity	100	1	3	NR	NR	NR	±8	NR	
Enlisted	100	3	5	21	38	33	±7	70.0	±7.0
Officers	100	2	5	20	46	27	±7	73.0	±7.0
ANG	100	1	4	13	42	41	±3	83.0	±3.0
Non-Hispanic White	100	0	4	12	42	42	±4	84.0	±3.0
Total Minority	99	1	4	17	42	36	±4	78.0	±4.0
Black	99	1	2	20	39	38	±7	76.0	±6.0
Hispanic	99	2	5	13	45	36	±8	81.0	±7.0
Asian	100	0	3	20	45	32	±7	77.0	±6.0
Other Race/Ethnicity	99	1	5	17	41	37	±8	78.0	±8.0
Enlisted	100	1	4	13	41	41	±3	83.0	±3.0
Officers	100	0	2	14	47	37	±7	84.0	±5.0
USAFR	100	1	4	19	41	35	±4	75.0	±4.0
Non-Hispanic White	100	1	4	18	41	36	±6	77.0	±5.0
Total Minority	100	3	5	20	40	33	±7	72.0	±7.0
Black	100	1	3	18	43	36	±7	78.0	±7.0
Hispanic	100	4	5	24	32	33	±17	66.0	±15.0
Asian	99	3	2	16	52	28	±12	80.0	±7.0
Other Race/Ethnicity	100	2	NR	18	43	25	±11	67.0	±14.0
Enlisted	100	2	4	20	38	36	±5	74.0	±5.0
Officers	100	1	4	14	51	30	±7	81.0	±6.0

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Well Prepared* includes those members who indicated they were "Well prepared" or "Very well prepared."

NR: Not reportable

27. How would you rate...

a. Your current level of morale?

1. Very low
4. High

2. Low
5. Very high

3. Moderate

	% Resp.	Percentages					Max ME	Percentage Reporting High Morale		
		1	2	3	4	5				
TOTAL DOD	99	4	7	27	34	28	±2	62.0	±2.0	
National Guard	99	4	6	26	36	28	±3	64.0	±3.0	
Reserve	99	4	8	28	33	27	±3	59.0	±3.0	
Enlisted	99	4	7	27	33	29	±3	61.0	±3.0	
E1-E4	99	3	4	26	31	35	±4	66.0	±4.0	
E5-E9	99	5	10	28	35	22	±2	57.0	±2.0	
Officers	99	3	6	27	42	22	±4	64.0	±4.0	
O1-O3	100	3	6	31	41	18	±6	60.0	±6.0	
O4-O6	99	2	5	23	42	28	±4	69.0	±4.0	
W1-W5	100	3	9	26	41	21	±8	62.0	±8.0	
Male	99	4	7	27	35	28	±3	63.0	±3.0	
Female	99	5	7	30	33	25	±4	58.0	±5.0	
Non-Hispanic White	99	4	7	27	36	26	±3	62.0	±3.0	
Total Minority	99	4	6	28	32	30	±3	62.0	±3.0	
Black	99	4	6	29	33	28	±5	61.0	±5.0	
Hispanic	99	3	6	26	32	34	±5	65.0	±5.0	
AIAN	100	12	8	25	35	20	±16	55.0	±11.0	
Asian	99	4	7	30	31	29	±5	59.0	±5.0	
NHPI	99	6	6	24	29	NR	±11	64.0	±12.0	
Two or More Races	100	3	9	28	30	29	±10	59.0	±10.0	
AGR/FTS/AR	99	5	9	31	36	19	±3	55.0	±3.0	
Other Selected Reserve	99	4	7	27	34	28	±2	63.0	±2.0	
Reserve Unit	99	4	7	27	34	28	±2	62.0	±3.0	
Military Technicians	100	6	8	27	37	21	±5	59.0	±5.0	
IMA	99	4	7	23	40	26	±4	66.0	±4.0	
Not Activated Past 12 Months	99	4	7	27	35	27	±2	62.0	±2.0	
Activated in the Past 12 Months	98	4	7	28	33	29	±6	62.0	±5.0	
Deployed Past 12 Months	99	4	6	30	35	24	±8	59.0	±8.0	
ARNG	99	4	6	26	35	30	±4	65.0	±4.0	
Non-Hispanic White	99	4	6	26	36	28	±5	64.0	±5.0	
Total Minority	99	3	5	26	33	34	±5	67.0	±5.0	
Black	100	3	3	30	33	31	±8	64.0	±8.0	
Hispanic	98	2	4	21	36	37	±9	73.0	±8.0	
Asian	99	4	6	32	30	28	±13	58.0	±10.0	
Other Race/Ethnicity	100	4	8	26	25	37	±16	62.0	±15.0	
Enlisted	99	4	6	25	34	31	±4	65.0	±4.0	
Officers	99	3	6	30	41	20	±6	61.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting High Morale* includes members who indicated morale was "High" or "Very high."
NR: Not reportable

27. How would you rate...

a. Your current level of morale?

	% Resp.	Percentages					Max ME	Percentage Reporting High Morale		
		1	2	3	4	5				
USAR	99	5	8	30	31	26	±5	57.0	±5.0	
Non-Hispanic White	100	5	9	30	31	24	±8	56.0	±8.0	
Total Minority	99	4	8	30	30	28	±6	59.0	±6.0	
Black	97	4	8	28	35	25	±9	60.0	±9.0	
Hispanic	100	5	7	31	26	32	±11	58.0	±10.0	
Asian	99	3	5	28	31	33	±7	64.0	±7.0	
Other Race/Ethnicity	100	3	11	32	29	25	±16	54.0	±14.0	
Enlisted	99	5	8	30	29	28	±6	56.0	±6.0	
Officers	99	2	8	29	40	22	±8	62.0	±8.0	
USNR	100	2	5	26	39	28	±5	66.0	±5.0	
Non-Hispanic White	100	2	5	26	39	28	±8	67.0	±8.0	
Total Minority	99	3	6	26	38	27	±5	65.0	±5.0	
Black	99	4	6	28	30	33	±8	63.0	±8.0	
Hispanic	99	3	7	22	44	25	±9	68.0	±8.0	
Asian	100	4	3	33	31	29	±8	60.0	±7.0	
Other Race/Ethnicity	100	4	5	26	47	19	±13	66.0	±11.0	
Enlisted	99	3	6	28	35	28	±6	63.0	±6.0	
Officers	100	1	4	20	48	26	±8	74.0	±7.0	
USMCR	99	4	8	24	34	30	±6	64.0	±6.0	
Non-Hispanic White	99	5	9	26	35	25	±9	60.0	±9.0	
Total Minority	98	4	7	21	31	37	±7	69.0	±6.0	
Black	98	3	3	25	28	41	±11	69.0	±10.0	
Hispanic	97	3	3	20	30	43	±9	73.0	±8.0	
Asian	100	3	NR	29	24	18	±12	42.0	±14.0	
Other Race/Ethnicity	100	6	NR	6	NR	24	±18	NR		
Enlisted	99	4	9	24	32	31	±7	63.0	±7.0	
Officers	100	2	4	20	49	25	±7	74.0	±7.0	
ANG	99	4	7	28	38	22	±3	61.0	±3.0	
Non-Hispanic White	99	3	7	27	40	22	±4	62.0	±4.0	
Total Minority	100	6	7	30	33	24	±4	57.0	±4.0	
Black	100	5	7	33	30	25	±7	55.0	±7.0	
Hispanic	100	7	7	29	32	26	±8	57.0	±8.0	
Asian	98	6	8	26	35	25	±7	60.0	±7.0	
Other Race/Ethnicity	100	7	7	29	38	18	±8	56.0	±8.0	
Enlisted	99	4	8	28	38	22	±3	60.0	±3.0	
Officers	99	3	5	29	39	24	±7	63.0	±7.0	
USAFR	99	4	9	29	33	25	±4	58.0	±4.0	
Non-Hispanic White	99	3	10	28	36	23	±6	59.0	±6.0	
Total Minority	99	5	9	30	29	28	±7	57.0	±6.0	
Black	99	5	9	26	33	27	±7	60.0	±7.0	
Hispanic	100	3	8	34	24	31	±15	55.0	±13.0	
Asian	99	2	6	32	34	26	±17	60.0	±14.0	
Other Race/Ethnicity	100	NR	11	29	29	22	±11	51.0	±12.0	
Enlisted	99	3	10	31	31	25	±5	56.0	±5.0	
Officers	99	6	6	22	40	27	±7	67.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting High Morale* includes members who indicated morale was "High" or "Very high."

NR: Not reportable

27. How would you rate...

b. The current level of morale in your military unit?

1. Very low
4. High2. Low
5. Very high

3. Moderate

	% Resp.	Percentages					Max ME	Percentage Reporting High Morale		
		1	2	3	4	5				
TOTAL DOD	99	4	8	35	33	20	±2	53.0	±2.0	
National Guard	99	3	8	35	33	21	±3	54.0	±3.0	
Reserve	100	4	9	35	34	18	±3	52.0	±3.0	
Enlisted	99	4	9	34	32	21	±3	53.0	±3.0	
E1-E4	99	3	6	31	30	29	±4	59.0	±4.0	
E5-E9	99	5	12	38	33	12	±2	46.0	±2.0	
Officers	99	2	6	37	42	14	±4	55.0	±4.0	
O1-O3	99	1	6	41	41	11	±6	52.0	±6.0	
O4-O6	99	2	5	32	43	18	±4	61.0	±4.0	
W1-W5	100	2	9	41	37	10	±8	48.0	±7.0	
Male	99	4	8	33	34	20	±2	55.0	±3.0	
Female	99	4	10	41	30	16	±5	46.0	±5.0	
Non-Hispanic White	99	4	8	35	34	19	±3	53.0	±3.0	
Total Minority	99	4	9	34	33	20	±3	53.0	±3.0	
Black	99	3	8	39	30	19	±5	49.0	±5.0	
Hispanic	99	5	9	30	36	20	±5	56.0	±5.0	
AIAN	100	12	7	36	33	12	±16	45.0	±10.0	
Asian	99	3	7	35	32	22	±5	54.0	±5.0	
NHPI	100	5	9	28	NR	16	±11	57.0	±14.0	
Two or More Races	100	3	9	33	33	23	±10	56.0	±9.0	
AGR/FTS/AR	99	6	12	39	33	10	±3	43.0	±3.0	
Other Selected Reserve	99	4	8	34	33	21	±2	54.0	±3.0	
Reserve Unit	99	4	8	34	33	21	±2	54.0	±3.0	
Military Technicians	99	5	11	38	33	14	±5	47.0	±5.0	
IMA	98	1	6	34	41	19	±4	60.0	±4.0	
Not Activated Past 12 Months	99	3	8	35	34	19	±2	53.0	±3.0	
Activated in the Past 12 Months	99	6	9	32	32	22	±6	53.0	±5.0	
Deployed Past 12 Months	100	6	14	37	27	16	±8	43.0	±8.0	
ARNG	99	3	7	35	32	22	±4	54.0	±4.0	
Non-Hispanic White	99	4	8	35	31	22	±5	53.0	±5.0	
Total Minority	99	3	6	35	34	23	±5	57.0	±5.0	
Black	99	3	6	39	32	21	±8	53.0	±8.0	
Hispanic	98	3	7	32	36	22	±8	58.0	±8.0	
Asian	100	3	6	35	32	25	±14	57.0	±10.0	
Other Race/Ethnicity	100	2	7	30	35	26	±16	61.0	±13.0	
Enlisted	99	4	7	34	31	24	±4	55.0	±4.0	
Officers	99	2	7	43	38	11	±6	49.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting High Morale* includes members who indicated morale was "High" or "Very high."
NR: Not reportable

27. How would you rate...

b. The current level of morale in your military unit?

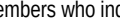
	% Resp.	Percentages					Max ME	Percentage Reporting High Morale		
		1	2	3	4	5				
USAR	100	5	10	35	34	16	±5	51.0	±5.0	
Non-Hispanic White	100	5	9	35	34	18	±8	52.0	±8.0	
Total Minority	100	5	11	35	35	15	±6	50.0	±6.0	
Black	99	4	10	45	28	13	±9	41.0	±8.0	
Hispanic	100	7	12	24	41	15	±10	56.0	±9.0	
Asian	99	2	7	36	32	23	±7	55.0	±7.0	
Other Race/Ethnicity	100	5	10	35	37	13	±16	50.0	±14.0	
Enlisted	100	6	11	34	32	17	±6	50.0	±6.0	
Officers	100	2	5	38	44	11	±8	55.0	±8.0	
USNR	100	1	6	35	37	21	±5	58.0	±5.0	
Non-Hispanic White	100	0	5	35	38	22	±8	60.0	±8.0	
Total Minority	99	3	8	34	35	20	±5	55.0	±5.0	
Black	99	3	10	27	34	26	±8	60.0	±8.0	
Hispanic	100	3	6	36	36	19	±9	55.0	±8.0	
Asian	100	3	9	32	39	16	±8	55.0	±7.0	
Other Race/Ethnicity	99	3	5	45	32	15	±13	47.0	±13.0	
Enlisted	100	2	7	38	31	22	±6	53.0	±6.0	
Officers	100	0	4	25	51	19	±8	70.0	±7.0	
USMCR	99	4	8	31	34	24	±6	58.0	±6.0	
Non-Hispanic White	99	3	9	34	36	18	±9	54.0	±9.0	
Total Minority	100	4	6	27	32	31	±7	63.0	±6.0	
Black	100	1	4	32	32	31	±11	63.0	±10.0	
Hispanic	100	4	6	25	31	35	±9	65.0	±9.0	
Asian	99	NR	8	38	29	12	±16	41.0	±14.0	
Other Race/Ethnicity	100	0	6	20	NR	NR	±16	NR		
Enlisted	99	4	8	31	32	25	±7	57.0	±7.0	
Officers	100	1	4	30	50	14	±7	64.0	±7.0	
ANG	100	4	10	33	37	16	±3	53.0	±3.0	
Non-Hispanic White	99	4	10	32	40	15	±4	55.0	±4.0	
Total Minority	100	6	10	36	28	20	±4	48.0	±4.0	
Black	100	5	10	35	28	22	±7	50.0	±7.0	
Hispanic	100	7	11	36	27	20	±8	46.0	±8.0	
Asian	98	5	10	38	25	21	±7	47.0	±7.0	
Other Race/Ethnicity	100	6	8	37	32	17	±8	49.0	±8.0	
Enlisted	100	4	10	33	36	16	±3	53.0	±3.0	
Officers	99	2	9	35	38	15	±7	54.0	±7.0	
USAFR	99	5	11	38	29	18	±4	47.0	±4.0	
Non-Hispanic White	99	4	9	41	29	17	±6	46.0	±6.0	
Total Minority	99	5	13	33	29	20	±6	49.0	±6.0	
Black	99	6	11	31	31	21	±7	52.0	±7.0	
Hispanic	100	3	14	35	26	21	±14	47.0	±12.0	
Asian	100	4	6	36	33	21	±15	54.0	±13.0	
Other Race/Ethnicity	100	NR	20	30	26	15	±13	40.0	±11.0	
Enlisted	99	5	12	40	26	18	±5	44.0	±5.0	
Officers	100	4	5	31	39	21	±7	60.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting High Morale* includes members who indicated morale was "High" or "Very high."

NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?**a. Members in your unit really care about each other.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	2	4	17	44	32	±2	76.0	±2.0	
National Guard	100	1	4	16	45	33	±3	78.0	±3.0	
Reserve	100	2	5	19	44	31	±3	74.0	±3.0	
Enlisted	100	2	5	18	43	32	±3	75.0	±2.0	
E1-E4	100	2	4	17	37	40	±4	78.0	±4.0	
E5-E9	100	2	6	20	49	24	±2	72.0	±2.0	
Officers	100	0	3	14	53	30	±4	83.0	±3.0	
O1-O3	100	0	3	14	52	30	±6	82.0	±5.0	
O4-O6	100	0	2	12	54	32	±4	86.0	±3.0	
W1-W5	100	1	2	22	56	19	±7	75.0	±7.0	
Male	100	2	4	17	45	33	±3	77.0	±2.0	
Female	100	2	5	21	43	28	±5	71.0	±4.0	
Non-Hispanic White	100	2	4	16	46	32	±3	78.0	±3.0	
Total Minority	100	2	5	20	42	31	±3	73.0	±3.0	
Black	99	2	7	21	42	28	±5	70.0	±4.0	
Hispanic	100	2	4	20	41	34	±5	74.0	±4.0	
AIAN	100	1	4	26	46	22	±11	69.0	±11.0	
Asian	100	1	3	20	48	28	±5	76.0	±4.0	
NHPI	100	3	4	NR	39	23	±13	NR		
Two or More Races	100	2	4	15	45	34	±10	79.0	±7.0	
AGR/FTS/AR	100	2	7	22	48	20	±3	68.0	±3.0	
Other Selected Reserve	100	2	4	17	44	33	±3	77.0	±2.0	
Reserve Unit	100	2	4	17	44	33	±3	77.0	±2.0	
Military Technicians	100	2	5	22	47	24	±5	71.0	±5.0	
IMA	100	0	4	17	49	29	±4	78.0	±4.0	
Not Activated Past 12 Months	100	2	4	17	45	32	±2	77.0	±2.0	
Activated in the Past 12 Months	100	2	6	19	42	31	±5	73.0	±5.0	
Deployed Past 12 Months	100	3	7	21	43	27	±8	69.0	±7.0	
ARNG	100	1	4	16	45	33	±4	78.0	±3.0	
Non-Hispanic White	100	1	5	15	47	33	±5	80.0	±4.0	
Total Minority	100	1	4	20	42	33	±5	75.0	±5.0	
Black	99	1	7	21	41	29	±8	70.0	±8.0	
Hispanic	100	1	2	17	40	39	±9	79.0	±7.0	
Asian	100	1	1	21	53	23	±10	77.0	±8.0	
Other Race/Ethnicity	100	2	3	21	44	30	±15	74.0	±13.0	
Enlisted	100	1	5	17	44	33	±4	77.0	±4.0	
Officers	100	1	3	15	53	29	±6	82.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?
a. Members in your unit really care about each other.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	3	6	21	41	29	±5	70.0	±5.0	
Non-Hispanic White	100	4	5	20	40	31	±8	71.0	±8.0	
Total Minority	100	2	7	21	42	28	±6	70.0	±5.0	
Black	100	2	9	21	43	25	±8	68.0	±8.0	
Hispanic	100	3	6	22	41	28	±10	69.0	±9.0	
Asian	100	1	3	19	47	30	±7	77.0	±6.0	
Other Race/Ethnicity	100	3	3	17	43	34	±16	76.0	±11.0	
Enlisted	100	4	6	21	39	30	±6	69.0	±6.0	
Officers	100	0	4	20	50	27	±7	77.0	±7.0	
USNR	100	2	2	16	51	29	±5	80.0	±4.0	
Non-Hispanic White	100	1	2	13	53	31	±8	84.0	±6.0	
Total Minority	100	2	3	21	47	27	±5	74.0	±4.0	
Black	100	1	5	24	44	26	±8	70.0	±7.0	
Hispanic	100	2	1	21	48	28	±9	76.0	±8.0	
Asian	100	2	4	21	45	28	±7	73.0	±7.0	
Other Race/Ethnicity	100	1	4	16	55	24	±12	79.0	±9.0	
Enlisted	100	2	3	19	47	29	±6	76.0	±5.0	
Officers	99	1	1	8	61	30	±8	90.0	±5.0	
USMCR	100	1	3	11	46	39	±6	85.0	±4.0	
Non-Hispanic White	100	0	2	11	49	38	±9	87.0	±7.0	
Total Minority	100	1	4	12	41	42	±7	83.0	±5.0	
Black	100	1	3	15	37	44	±10	81.0	±8.0	
Hispanic	100	1	4	11	44	40	±9	84.0	±7.0	
Asian	100	1	3	12	56	27	±14	83.0	±10.0	
Other Race/Ethnicity	100	NR	3	14	21	NR	±17	83.0	±15.0	
Enlisted	100	1	3	12	45	40	±7	85.0	±5.0	
Officers	100	0	2	8	55	35	±7	89.0	±4.0	
ANG	100	1	4	16	46	33	±3	79.0	±3.0	
Non-Hispanic White	100	1	3	15	47	34	±4	81.0	±3.0	
Total Minority	100	2	6	19	43	30	±4	73.0	±4.0	
Black	100	2	5	20	43	30	±7	73.0	±6.0	
Hispanic	100	1	9	20	43	26	±8	70.0	±8.0	
Asian	100	1	5	17	41	35	±7	77.0	±6.0	
Other Race/Ethnicity	100	5	5	16	43	32	±9	75.0	±8.0	
Enlisted	100	1	4	17	46	32	±3	77.0	±3.0	
Officers	100	0	3	11	47	39	±7	86.0	±6.0	
USAFR	100	1	5	20	44	30	±4	74.0	±4.0	
Non-Hispanic White	100	0	4	18	49	29	±6	78.0	±5.0	
Total Minority	100	1	6	23	37	32	±7	69.0	±7.0	
Black	100	3	7	22	38	31	±7	69.0	±7.0	
Hispanic	100	1	5	28	29	37	±16	66.0	±15.0	
Asian	100	1	3	NR	38	33	±10	70.0	±17.0	
Other Race/Ethnicity	100	1	7	15	52	25	±14	76.0	±11.0	
Enlisted	100	1	6	23	41	30	±5	70.0	±5.0	
Officers	100	0	1	8	58	33	±6	91.0	±3.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?

b. Members in your unit work well together as a team.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	1	3	15	47	33	±2	81.0	±2.0	
National Guard	100	1	3	14	47	34	±3	82.0	±3.0	
Reserve	100	2	3	16	48	31	±3	79.0	±3.0	
Enlisted	100	1	3	16	46	34	±3	79.0	±2.0	
E1-E4	100	1	2	16	40	41	±4	81.0	±4.0	
E5-E9	100	2	4	16	52	26	±2	78.0	±2.0	
Officers	99	0	2	10	57	31	±4	87.0	±3.0	
O1-O3	99	0	2	10	58	29	±6	88.0	±4.0	
O4-O6	99	0	2	10	54	34	±4	88.0	±3.0	
W1-W5	99	1	2	14	62	21	±7	84.0	±6.0	
Male	100	1	2	15	47	34	±3	82.0	±2.0	
Female	100	2	4	18	48	28	±5	76.0	±4.0	
Non-Hispanic White	100	1	3	14	49	33	±3	82.0	±3.0	
Total Minority	100	1	3	18	45	33	±3	78.0	±3.0	
Black	100	1	3	18	45	32	±5	77.0	±4.0	
Hispanic	100	1	3	17	44	35	±5	79.0	±4.0	
AIAN	99	1	4	21	50	24	±10	74.0	±9.0	
Asian	100	1	2	14	54	29	±5	83.0	±4.0	
NHPI	100	2	3	NR	41	24	±13	NR		
Two or More Races	100	1	2	17	43	36	±10	79.0	±8.0	
AGR/FTS/AR	100	2	6	18	52	21	±4	74.0	±3.0	
Other Selected Reserve	100	1	2	15	47	34	±3	81.0	±2.0	
Reserve Unit	100	1	2	15	47	34	±3	81.0	±2.0	
Military Technicians	100	1	4	18	49	28	±5	77.0	±4.0	
IMA	100	0	2	16	50	32	±4	82.0	±4.0	
Not Activated Past 12 Months	100	1	3	15	48	34	±2	81.0	±2.0	
Activated in the Past 12 Months	100	2	3	17	46	31	±5	78.0	±5.0	
Deployed Past 12 Months	100	3	3	22	47	26	±8	73.0	±8.0	
ARNG	100	1	3	15	47	35	±4	82.0	±3.0	
Non-Hispanic White	100	1	3	14	48	34	±5	82.0	±4.0	
Total Minority	100	1	2	17	45	35	±5	80.0	±4.0	
Black	99	1	3	17	43	35	±8	78.0	±7.0	
Hispanic	100	1	1	14	45	39	±8	84.0	±7.0	
Asian	100	0	0	12	61	27	±10	87.0	±6.0	
Other Race/Ethnicity	100	1	3	22	44	30	±15	74.0	±13.0	
Enlisted	100	1	3	16	45	35	±4	80.0	±4.0	
Officers	99	1	1	9	60	29	±6	89.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?
 b. Members in your unit work well together as a team.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	3	4	19	46	29	±5	75.0	±5.0	
Non-Hispanic White	99	3	3	17	48	29	±8	76.0	±8.0	
Total Minority	100	2	4	20	45	29	±6	74.0	±5.0	
Black	100	2	3	20	48	27	±9	75.0	±7.0	
Hispanic	100	2	4	22	42	29	±10	72.0	±9.0	
Asian	100	1	4	14	53	29	±7	81.0	±6.0	
Other Race/Ethnicity	100	3	2	19	36	39	±16	76.0	±12.0	
Enlisted	100	3	4	19	44	30	±6	74.0	±5.0	
Officers	99	0	3	15	57	24	±7	81.0	±6.0	
USNR	100	1	2	12	52	33	±5	85.0	±4.0	
Non-Hispanic White	100	0	2	10	53	35	±8	88.0	±6.0	
Total Minority	100	2	2	15	51	30	±5	81.0	±4.0	
Black	100	1	2	16	49	32	±8	80.0	±7.0	
Hispanic	100	2	1	15	51	31	±8	82.0	±7.0	
Asian	98	1	4	14	51	30	±8	81.0	±6.0	
Other Race/Ethnicity	99	1	2	17	57	23	±12	80.0	±9.0	
Enlisted	100	1	2	14	50	32	±6	83.0	±5.0	
Officers	99	0	1	6	58	34	±8	93.0	±4.0	
USMCR	100	0	1	11	47	41	±6	88.0	±4.0	
Non-Hispanic White	100	0	1	10	50	39	±9	89.0	±7.0	
Total Minority	100	0	2	11	42	45	±7	87.0	±5.0	
Black	100	1	1	13	40	45	±10	85.0	±8.0	
Hispanic	100	0	2	11	45	42	±9	87.0	±7.0	
Asian	100	1	3	9	55	32	±17	87.0	±8.0	
Other Race/Ethnicity	100	0	2	12	17	NR	±14	86.0	±14.0	
Enlisted	100	0	1	11	46	42	±7	88.0	±5.0	
Officers	100	0	2	9	55	35	±7	89.0	±5.0	
ANG	100	1	3	13	49	34	±3	83.0	±2.0	
Non-Hispanic White	100	0	3	12	50	35	±4	85.0	±3.0	
Total Minority	100	1	4	17	45	33	±4	78.0	±4.0	
Black	100	1	3	17	43	36	±7	79.0	±6.0	
Hispanic	100	1	7	16	45	31	±8	76.0	±8.0	
Asian	99	1	3	12	49	35	±7	84.0	±5.0	
Other Race/Ethnicity	100	3	2	18	44	34	±10	77.0	±8.0	
Enlisted	100	1	3	14	48	34	±3	82.0	±3.0	
Officers	100	0	3	9	50	38	±7	88.0	±5.0	
USAFR	100	1	3	17	48	32	±4	80.0	±4.0	
Non-Hispanic White	100	0	3	14	52	31	±6	83.0	±4.0	
Total Minority	100	1	3	21	42	33	±7	75.0	±7.0	
Black	100	1	4	20	41	34	±7	75.0	±7.0	
Hispanic	100	1	3	23	38	35	±18	73.0	±16.0	
Asian	100	1	1	NR	42	32	±11	NR		
Other Race/Ethnicity	100	1	3	15	55	26	±11	81.0	±9.0	
Enlisted	100	1	3	19	46	31	±5	77.0	±5.0	
Officers	100	0	1	7	55	37	±7	92.0	±3.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
 NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?

c. Members in your unit pull together to get the job done.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	1	2	12	46	38	±2	84.0	±2.0	
National Guard	100	1	2	11	46	40	±3	86.0	±2.0	
Reserve	100	2	3	14	46	35	±3	81.0	±3.0	
Enlisted	100	1	3	13	45	38	±3	83.0	±2.0	
E1-E4	100	1	2	14	39	44	±4	83.0	±4.0	
E5-E9	100	2	3	12	51	32	±2	83.0	±2.0	
Officers	100	0	1	9	53	37	±4	90.0	±2.0	
O1-O3	100	0	1	9	54	35	±6	89.0	±4.0	
O4-O6	99	0	0	8	50	41	±4	91.0	±3.0	
W1-W5	100	0	1	11	60	27	±8	87.0	±6.0	
Male	100	1	2	12	45	40	±3	85.0	±2.0	
Female	100	1	4	15	50	31	±5	80.0	±4.0	
Non-Hispanic White	100	1	2	11	46	39	±3	85.0	±3.0	
Total Minority	100	1	2	14	46	37	±3	83.0	±3.0	
Black	100	1	2	14	46	37	±5	83.0	±4.0	
Hispanic	100	1	2	13	46	38	±5	84.0	±4.0	
AIAN	100	1	4	12	51	31	±10	83.0	±8.0	
Asian	100	0	1	12	52	34	±5	86.0	±3.0	
NHPI	100	2	3	NR	41	28	±13	NR		
Two or More Races	100	0	1	15	43	40	±10	83.0	±7.0	
AGR/FTS/AR	99	1	4	15	53	28	±4	80.0	±3.0	
Other Selected Reserve	100	1	2	12	45	39	±3	85.0	±2.0	
Reserve Unit	100	1	2	12	45	39	±3	85.0	±2.0	
Military Technicians	100	1	3	14	48	34	±5	82.0	±4.0	
IMA	100	0	3	12	49	36	±5	85.0	±4.0	
Not Activated Past 12 Months	100	1	2	12	47	38	±3	85.0	±2.0	
Activated in the Past 12 Months	100	2	3	14	43	38	±5	82.0	±4.0	
Deployed Past 12 Months	100	2	3	17	43	35	±8	78.0	±8.0	
ARNG	100	1	2	11	46	40	±4	86.0	±3.0	
Non-Hispanic White	100	1	2	11	46	40	±5	85.0	±4.0	
Total Minority	100	1	1	12	47	39	±5	86.0	±4.0	
Black	99	1	1	15	45	39	±8	84.0	±7.0	
Hispanic	100	1	1	7	48	43	±8	91.0	±5.0	
Asian	100	0	0	9	60	31	±10	91.0	±5.0	
Other Race/Ethnicity	100	0	2	20	41	36	±15	78.0	±13.0	
Enlisted	100	1	2	12	45	40	±4	85.0	±3.0	
Officers	100	1	1	8	53	37	±7	90.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?

c. Members in your unit pull together to get the job done.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	3	4	16	45	32	±5	77.0	±5.0	
Non-Hispanic White	100	4	4	16	44	32	±8	76.0	±8.0	
Total Minority	100	1	3	17	46	32	±6	78.0	±5.0	
Black	100	1	3	16	48	32	±9	80.0	±7.0	
Hispanic	100	2	4	19	44	32	±10	75.0	±10.0	
Asian	100	0	3	13	50	34	±7	84.0	±6.0	
Other Race/Ethnicity	100	1	1	17	46	35	±16	80.0	±11.0	
Enlisted	100	3	5	17	42	33	±6	75.0	±6.0	
Officers	100	0	1	14	57	28	±7	85.0	±6.0	
USNR	100	1	1	10	49	39	±5	88.0	±4.0	
Non-Hispanic White	100	0	1	9	47	43	±8	90.0	±6.0	
Total Minority	100	1	1	11	52	34	±5	86.0	±3.0	
Black	100	2	2	9	52	35	±8	87.0	±7.0	
Hispanic	100	1	1	11	54	32	±8	86.0	±6.0	
Asian	100	1	2	14	49	33	±7	82.0	±6.0	
Other Race/Ethnicity	100	1	1	11	53	34	±14	87.0	±7.0	
Enlisted	100	1	1	12	48	39	±6	86.0	±5.0	
Officers	99	0	1	5	54	40	±8	94.0	±4.0	
USMCR	100	0	1	10	45	44	±6	88.0	±4.0	
Non-Hispanic White	100	0	1	12	45	42	±9	87.0	±7.0	
Total Minority	100	0	1	9	44	47	±7	90.0	±4.0	
Black	100	1	1	10	44	45	±10	88.0	±8.0	
Hispanic	100	0	1	8	45	45	±9	90.0	±6.0	
Asian	100	1	1	10	54	35	±17	89.0	±8.0	
Other Race/Ethnicity	100	0	1	7	NR	NR	±10	92.0	±10.0	
Enlisted	100	0	1	11	44	44	±7	88.0	±5.0	
Officers	100	0	1	6	52	41	±8	93.0	±4.0	
ANG	100	0	2	9	46	43	±3	89.0	±2.0	
Non-Hispanic White	100	0	1	8	47	44	±4	91.0	±3.0	
Total Minority	100	1	3	13	43	41	±4	84.0	±4.0	
Black	100	0	2	12	43	43	±7	85.0	±5.0	
Hispanic	100	1	3	14	41	40	±8	82.0	±8.0	
Asian	100	0	2	11	46	42	±7	88.0	±4.0	
Other Race/Ethnicity	100	0	4	11	43	41	±8	84.0	±8.0	
Enlisted	100	0	2	9	47	42	±3	88.0	±2.0	
Officers	100	0	1	8	41	50	±7	91.0	±5.0	
USAFR	100	0	2	14	47	37	±4	83.0	±4.0	
Non-Hispanic White	100	0	2	12	50	36	±6	86.0	±4.0	
Total Minority	100	1	2	17	42	38	±8	80.0	±7.0	
Black	100	1	3	15	41	41	±7	82.0	±7.0	
Hispanic	100	0	2	NR	39	38	±12	77.0	±18.0	
Asian	100	1	1	NR	40	36	±10	NR		
Other Race/Ethnicity	100	1	2	10	54	33	±11	87.0	±8.0	
Enlisted	100	1	3	16	45	36	±5	81.0	±5.0	
Officers	100	0	0	5	54	41	±7	95.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
 NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?

d. Members in your unit trust each other.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	100	2	5	21	42	30	±2	72.0	±2.0	
National Guard	100	2	4	21	41	31	±3	72.0	±3.0	
Reserve	100	3	6	21	42	29	±3	71.0	±3.0	
Enlisted	100	3	5	22	40	30	±3	70.0	±2.0	
E1-E4	99	2	4	20	35	39	±4	75.0	±4.0	
E5-E9	100	3	7	24	44	21	±2	66.0	±2.0	
Officers	100	1	3	17	51	29	±4	79.0	±3.0	
O1-O3	100	1	3	17	52	27	±6	79.0	±5.0	
O4-O6	99	1	3	15	49	33	±4	82.0	±4.0	
W1-W5	100	2	4	24	52	18	±7	71.0	±7.0	
Male	100	2	4	20	42	31	±3	74.0	±2.0	
Female	99	3	8	27	38	24	±4	62.0	±5.0	
Non-Hispanic White	100	2	4	20	42	31	±3	74.0	±3.0	
Total Minority	100	2	6	23	41	28	±3	69.0	±3.0	
Black	100	3	7	26	38	26	±5	64.0	±5.0	
Hispanic	100	2	7	20	42	30	±5	72.0	±4.0	
AIAN	100	2	5	31	41	20	±12	61.0	±11.0	
Asian	100	2	4	21	46	27	±5	73.0	±4.0	
NHPI	100	3	4	NR	37	20	±13	NR		
Two or More Races	100	2	5	21	41	30	±10	71.0	±8.0	
AGR/FTS/AR	100	4	10	27	41	18	±4	59.0	±3.0	
Other Selected Reserve	100	2	4	20	42	31	±3	73.0	±2.0	
Reserve Unit	100	2	4	21	42	31	±3	73.0	±2.0	
Military Technicians	99	3	7	27	39	24	±5	64.0	±5.0	
IMA	100	0	4	18	48	30	±4	78.0	±4.0	
Not Activated Past 12 Months	100	2	5	21	42	30	±2	72.0	±2.0	
Activated in the Past 12 Months	100	4	6	22	38	30	±5	68.0	±5.0	
Deployed Past 12 Months	100	6	6	26	38	25	±8	63.0	±7.0	
ARNG	99	2	4	21	41	32	±4	73.0	±3.0	
Non-Hispanic White	99	2	3	21	41	33	±5	74.0	±4.0	
Total Minority	100	2	5	22	40	31	±5	72.0	±5.0	
Black	99	3	4	25	37	31	±8	68.0	±8.0	
Hispanic	100	1	6	17	42	35	±9	76.0	±7.0	
Asian	100	1	4	20	50	25	±10	75.0	±8.0	
Other Race/Ethnicity	100	1	4	27	40	28	±15	67.0	±13.0	
Enlisted	99	2	4	22	39	33	±4	72.0	±4.0	
Officers	100	1	3	17	53	26	±6	79.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
NR: Not reportable

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?
 d. Members in your unit trust each other.

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	100	4	6	22	41	27	±5	68.0	±5.0	
Non-Hispanic White	99	5	5	21	39	31	±8	69.0	±8.0	
Total Minority	100	3	8	23	43	23	±6	66.0	±5.0	
Black	100	3	10	26	41	21	±8	61.0	±8.0	
Hispanic	100	2	8	22	45	23	±10	69.0	±8.0	
Asian	100	2	2	22	47	28	±7	75.0	±6.0	
Other Race/Ethnicity	100	4	7	23	40	27	±17	66.0	±13.0	
Enlisted	99	5	7	23	39	27	±6	66.0	±6.0	
Officers	100	0	6	20	48	26	±7	74.0	±7.0	
USNR	100	1	3	17	48	30	±5	78.0	±4.0	
Non-Hispanic White	100	1	3	13	49	34	±8	83.0	±6.0	
Total Minority	100	2	4	23	46	25	±5	71.0	±4.0	
Black	100	1	6	27	40	25	±8	66.0	±8.0	
Hispanic	100	3	2	20	49	27	±8	76.0	±8.0	
Asian	100	4	4	26	39	27	±7	66.0	±7.0	
Other Race/Ethnicity	99	1	3	20	56	20	±12	76.0	±9.0	
Enlisted	100	2	4	20	45	30	±6	75.0	±5.0	
Officers	99	1	1	11	55	32	±8	87.0	±5.0	
USMCR	100	1	3	16	44	37	±6	81.0	±5.0	
Non-Hispanic White	100	0	3	15	48	34	±9	82.0	±8.0	
Total Minority	99	1	3	16	39	41	±7	80.0	±6.0	
Black	100	2	2	17	38	42	±11	80.0	±8.0	
Hispanic	99	1	2	18	42	37	±9	79.0	±9.0	
Asian	99	1	5	12	51	31	±18	82.0	±10.0	
Other Race/Ethnicity	100	0	5	10	18	NR	±15	85.0	±13.0	
Enlisted	100	1	3	17	43	37	±7	80.0	±6.0	
Officers	100	0	2	8	56	33	±7	90.0	±4.0	
ANG	100	2	7	21	43	28	±3	71.0	±3.0	
Non-Hispanic White	100	1	6	19	45	28	±4	73.0	±3.0	
Total Minority	100	3	9	25	37	26	±4	63.0	±4.0	
Black	100	4	7	29	35	26	±7	61.0	±6.0	
Hispanic	100	2	14	23	35	26	±8	60.0	±8.0	
Asian	100	3	4	20	42	31	±7	73.0	±6.0	
Other Race/Ethnicity	99	6	4	23	41	25	±9	66.0	±8.0	
Enlisted	100	2	7	22	42	27	±3	69.0	±3.0	
Officers	100	1	2	17	46	34	±7	80.0	±6.0	
USAFR	100	3	6	23	40	28	±4	67.0	±4.0	
Non-Hispanic White	100	3	6	20	45	27	±6	72.0	±5.0	
Total Minority	100	3	7	28	33	28	±7	61.0	±6.0	
Black	100	4	8	31	30	27	±7	57.0	±7.0	
Hispanic	100	2	7	26	31	33	±16	64.0	±14.0	
Asian	100	1	4	29	36	29	±18	66.0	±16.0	
Other Race/Ethnicity	100	4	7	25	44	19	±14	63.0	±13.0	
Enlisted	100	4	8	25	38	26	±5	64.0	±5.0	
Officers	100	0	2	17	49	32	±7	81.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
 NR: Not reportable

28. Unit Cohesion scale: Constructed from Q28. Unit Cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission.

	% Resp.	Mean	Max ME	Average Cohesion
TOTAL DOD	99	4.0	±0.1	
National Guard	99	4.1	±0.1	
Reserve	99	4.0	±0.1	
Enlisted	99	4.0	±0.1	
E1–E4	99	4.1	±0.1	
E5–E9	99	3.9	±0.1	
Officers	99	4.1	±0.1	
O1–O3	99	4.1	±0.1	
O4–O6	99	4.2	±0.1	
W1–W5	99	4.0	±0.1	
Male	99	4.1	±0.1	
Female	99	3.9	±0.1	
Non-Hispanic White	99	4.1	±0.1	
Total Minority	100	4.0	±0.1	
Black	99	4.0	±0.1	
Hispanic	100	4.0	±0.1	
AIAN	99	3.9	±0.2	
Asian	99	4.0	±0.1	
NHPI	100	3.8	±0.3	
Two or More Races	99	4.1	±0.2	
AGR/FTS/AR	99	3.8	±0.1	
Other Selected Reserve	99	4.1	±0.1	
Reserve Unit	99	4.1	±0.1	
Military Technicians	99	3.9	±0.1	
IMA	99	4.1	±0.1	
Not Activated Past 12 Months	99	4.1	±0.1	
Activated in the Past 12 Months	100	4.0	±0.1	
Deployed Past 12 Months	99	3.9	±0.2	
ARNG	99	4.1	±0.1	
Non-Hispanic White	99	4.1	±0.1	
Total Minority	99	4.1	±0.1	
Black	99	4.0	±0.2	
Hispanic	100	4.2	±0.2	
Asian	100	4.1	±0.1	
Other Race/Ethnicity	100	4.0	±0.2	
Enlisted	99	4.1	±0.1	
Officers	99	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater perceived unit cohesion. The overall Cronbach's alpha = 0.94 (Non-Hispanic White = 0.94, Black = 0.93, Hispanic = 0.94, Asian = 0.94, and Other Race/Ethnicity = 0.94).

28. Unit Cohesion scale: Constructed from Q28. Unit Cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission.

	% Resp.	Mean	Max ME	Average Cohesion
USAR	99	3.9	±0.1	
Non-Hispanic White	98	3.9	±0.2	
Total Minority	100	3.9	±0.1	
Black	100	3.9	±0.2	
Hispanic	100	3.9	±0.2	
Asian	100	4.0	±0.1	
Other Race/Ethnicity	100	4.0	±0.3	
Enlisted	99	3.9	±0.2	
Officers	99	4.0	±0.1	
USNR	99	4.1	±0.1	
Non-Hispanic White	100	4.2	±0.1	
Total Minority	99	4.0	±0.1	
Black	100	4.0	±0.2	
Hispanic	100	4.0	±0.2	
Asian	98	4.0	±0.2	
Other Race/Ethnicity	99	4.0	±0.2	
Enlisted	100	4.1	±0.1	
Officers	99	4.2	±0.1	
USMCR	100	4.2	±0.1	
Non-Hispanic White	100	4.2	±0.2	
Total Minority	99	4.2	±0.1	
Black	100	4.2	±0.2	
Hispanic	99	4.2	±0.2	
Asian	99	4.1	±0.2	
Other Race/Ethnicity	100	4.5	±0.3	
Enlisted	100	4.2	±0.1	
Officers	100	4.2	±0.1	
ANG	99	4.1	±0.1	
Non-Hispanic White	99	4.1	±0.1	
Total Minority	99	4.0	±0.1	
Black	100	4.0	±0.2	
Hispanic	100	3.9	±0.2	
Asian	99	4.1	±0.1	
Other Race/Ethnicity	99	4.0	±0.2	
Enlisted	99	4.1	±0.1	
Officers	100	4.2	±0.1	
USAFR	100	4.0	±0.1	
Non-Hispanic White	100	4.1	±0.1	
Total Minority	100	4.0	±0.1	
Black	99	3.9	±0.2	
Hispanic	100	4.0	±0.3	
Asian	100	4.0	±0.3	
Other Race/Ethnicity	100	3.9	±0.2	
Enlisted	100	4.0	±0.1	
Officers	100	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater perceived unit cohesion. The overall Cronbach's alpha = 0.94 (Non-Hispanic White = 0.94, Black = 0.93, Hispanic = 0.94, Asian = 0.94, and Other Race/Ethnicity = 0.94).

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...

a. Did not provide you with information or assistance when needed?

1. Never
4. Often2. Once or twice
5. Very often

3. Sometimes

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
TOTAL DOD	100	40	29	19	7	4	±2	60.0	±2.0	
National Guard	100	40	30	18	8	3	±3	60.0	±3.0	
Reserve	100	41	27	20	7	6	±3	59.0	±3.0	
Enlisted	100	41	28	19	7	5	±3	59.0	±3.0	
E1–E4	100	46	25	18	6	5	±4	54.0	±4.0	
E5–E9	100	35	31	21	9	5	±2	65.0	±2.0	
Officers	100	39	34	17	7	3	±3	61.0	±3.0	
O1–O3	100	36	35	18	8	3	±6	64.0	±6.0	
O4–O6	100	44	33	15	5	2	±4	56.0	±4.0	
W1–W5	100	29	39	22	7	3	±8	71.0	±7.0	
Male	100	41	28	19	7	4	±3	59.0	±3.0	
Female	99	38	31	18	8	5	±5	62.0	±5.0	
Non-Hispanic White	100	41	30	19	8	4	±3	59.0	±3.0	
Total Minority	100	40	28	20	7	6	±3	60.0	±3.0	
Black	99	43	24	21	6	6	±5	57.0	±5.0	
Hispanic	100	36	32	19	8	5	±5	64.0	±5.0	
AIAN	100	38	25	17	12	8	±12	62.0	±11.0	
Asian	100	43	28	19	5	6	±7	57.0	±5.0	
NHPI	100	34	20	NR	11	4	±12	66.0	±12.0	
Two or More Races	100	42	25	19	8	6	±11	58.0	±10.0	
AGR/FTS/AR	100	32	31	23	9	5	±3	68.0	±3.0	
Other Selected Reserve	100	41	29	19	7	4	±3	59.0	±3.0	
Reserve Unit	100	41	29	19	7	4	±3	59.0	±3.0	
Military Technicians	100	35	32	20	10	5	±5	65.0	±5.0	
IMA	100	51	26	15	4	4	±4	49.0	±4.0	
Not Activated Past 12 Months	100	41	28	19	7	4	±3	59.0	±3.0	
Activated in the Past 12 Months	100	37	30	20	8	5	±5	63.0	±5.0	
Deployed Past 12 Months	100	30	33	21	9	6	±8	70.0	±7.0	
ARNG	100	38	31	19	8	4	±4	62.0	±4.0	
Non-Hispanic White	100	38	32	19	9	3	±5	62.0	±5.0	
Total Minority	100	39	29	19	8	6	±5	61.0	±5.0	
Black	99	45	25	18	7	5	±8	55.0	±8.0	
Hispanic	100	33	36	17	9	4	±8	67.0	±8.0	
Asian	100	42	25	17	4	NR	±10	58.0	±10.0	
Other Race/Ethnicity	100	38	23	26	8	6	±18	62.0	±15.0	
Enlisted	100	39	30	20	8	3	±4	61.0	±4.0	
Officers	100	33	37	17	10	4	±7	67.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."

NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
 a. Did not provide you with information or assistance when needed?

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
USAR	100	36	26	22	8	8	±5	64.0	±5.0	
Non-Hispanic White	100	36	27	19	10	8	±8	64.0	±8.0	
Total Minority	99	36	25	24	6	8	±6	64.0	±6.0	
Black	98	36	23	28	5	8	±8	64.0	±8.0	
Hispanic	100	33	27	24	7	9	±10	67.0	±10.0	
Asian	100	42	29	19	6	4	±7	58.0	±7.0	
Other Race/Ethnicity	100	47	24	13	10	5	±15	53.0	±15.0	
Enlisted	100	37	24	22	8	9	±6	63.0	±6.0	
Officers	100	34	37	20	6	2	±7	66.0	±7.0	
USNR	100	46	28	19	4	2	±5	54.0	±5.0	
Non-Hispanic White	100	51	27	19	2	2	±8	49.0	±8.0	
Total Minority	100	41	29	20	7	3	±5	59.0	±5.0	
Black	100	45	24	22	6	3	±8	55.0	±8.0	
Hispanic	100	39	30	20	8	2	±9	61.0	±9.0	
Asian	100	41	34	19	5	1	±8	59.0	±7.0	
Other Race/Ethnicity	100	35	35	20	7	3	±16	65.0	±11.0	
Enlisted	100	46	27	19	5	3	±6	54.0	±6.0	
Officers	100	48	30	19	2	1	±10	52.0	±8.0	
USMCR	100	47	27	16	7	2	±6	53.0	±6.0	
Non-Hispanic White	100	45	26	19	8	2	±9	55.0	±9.0	
Total Minority	99	50	28	13	6	3	±7	50.0	±7.0	
Black	99	58	21	14	3	4	±10	42.0	±10.0	
Hispanic	99	50	33	8	7	2	±9	50.0	±9.0	
Asian	100	34	20	NR	4	3	±13	66.0	±13.0	
Other Race/Ethnicity	100	NR	NR	11	NR	7	±13	NR		
Enlisted	100	47	26	17	8	2	±7	53.0	±7.0	
Officers	100	47	34	12	3	3	±8	53.0	±7.0	
ANG	100	46	29	15	6	3	±3	54.0	±3.0	
Non-Hispanic White	100	46	31	15	6	2	±4	54.0	±4.0	
Total Minority	100	45	26	17	8	4	±4	55.0	±4.0	
Black	100	51	22	14	9	4	±7	49.0	±7.0	
Hispanic	100	40	32	16	9	4	±8	60.0	±8.0	
Asian	100	49	25	19	5	1	±7	51.0	±7.0	
Other Race/Ethnicity	100	41	23	21	9	6	±8	59.0	±8.0	
Enlisted	100	46	29	15	7	3	±3	54.0	±3.0	
Officers	99	45	31	16	5	2	±7	55.0	±7.0	
USAFR	99	46	27	18	6	3	±4	54.0	±4.0	
Non-Hispanic White	99	46	27	19	6	2	±6	54.0	±6.0	
Total Minority	100	45	28	17	5	5	±7	55.0	±6.0	
Black	100	48	25	19	4	4	±7	52.0	±7.0	
Hispanic	100	43	30	15	5	7	±16	57.0	±12.0	
Asian	100	48	31	15	4	2	±17	52.0	±12.0	
Other Race/Ethnicity	100	40	28	17	10	6	±12	60.0	±12.0	
Enlisted	99	44	28	20	5	4	±5	56.0	±5.0	
Officers	99	53	27	13	6	1	±7	47.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."
 NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
b. Were excessively harsh in their criticism of your work performance?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
TOTAL DOD	99	71	15	9	3	2	±2	29.0	±2.0	
National Guard	99	70	16	10	3	1	±3	30.0	±3.0	
Reserve	99	74	13	8	3	2	±3	26.0	±3.0	
Enlisted	99	70	14	10	3	2	±2	30.0	±2.0	
E1–E4	99	72	13	11	2	2	±4	28.0	±4.0	
E5–E9	99	69	16	9	4	2	±2	31.0	±2.0	
Officers	99	77	15	5	2	1	±3	23.0	±3.0	
O1–O3	99	72	19	7	2	1	±6	28.0	±6.0	
O4–O6	99	82	13	3	1	1	±3	18.0	±3.0	
W1–W5	99	77	11	8	2	1	±7	23.0	±7.0	
Male	99	71	15	9	3	2	±2	29.0	±2.0	
Female	100	72	14	8	3	2	±4	28.0	±4.0	
Non-Hispanic White	99	73	15	8	3	2	±3	27.0	±3.0	
Total Minority	99	69	15	11	3	2	±3	31.0	±3.0	
Black	99	69	15	11	3	2	±5	31.0	±5.0	
Hispanic	99	67	14	12	5	3	±5	33.0	±5.0	
AIAN	100	63	21	8	4	5	±11	37.0	±11.0	
Asian	99	66	20	10	3	1	±5	34.0	±5.0	
NHPI	99	66	15	12	4	3	±12	34.0	±12.0	
Two or More Races	100	74	14	9	1	2	±8	26.0	±8.0	
AGR/FTS/AR	99	62	19	12	4	4	±4	38.0	±4.0	
Other Selected Reserve	99	72	14	9	3	2	±2	28.0	±2.0	
Reserve Unit	99	72	14	9	3	2	±2	28.0	±2.0	
Military Technicians	99	67	16	9	4	4	±5	33.0	±5.0	
IMA	99	86	8	3	2	2	±3	14.0	±3.0	
Not Activated Past 12 Months	99	72	14	9	3	2	±2	28.0	±2.0	
Activated in the Past 12 Months	99	68	16	12	2	3	±5	32.0	±5.0	
Deployed Past 12 Months	99	64	19	11	3	3	±8	36.0	±8.0	
ARNG	99	68	17	10	4	2	±4	32.0	±4.0	
Non-Hispanic White	100	68	17	10	4	1	±5	32.0	±5.0	
Total Minority	99	67	16	12	4	2	±5	33.0	±5.0	
Black	98	64	19	14	3	1	±8	36.0	±8.0	
Hispanic	99	68	13	11	6	3	±8	32.0	±8.0	
Asian	100	68	16	11	3	2	±9	32.0	±9.0	
Other Race/Ethnicity	99	69	16	10	2	3	±13	31.0	±13.0	
Enlisted	99	67	16	11	4	2	±4	33.0	±4.0	
Officers	100	70	18	9	2	1	±7	30.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
 b. Were excessively harsh in their criticism of your work performance?

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
USAR	99	71	13	9	4	3	±5	29.0	±5.0	
Non-Hispanic White	99	76	11	5	3	4	±7	24.0	±7.0	
Total Minority	99	66	15	12	4	2	±5	34.0	±5.0	
Black	99	71	13	11	3	2	±8	29.0	±8.0	
Hispanic	100	61	16	16	5	3	±9	39.0	±9.0	
Asian	99	63	24	8	3	1	±7	37.0	±7.0	
Other Race/Ethnicity	100	76	14	7	1	1	±11	24.0	±11.0	
Enlisted	100	71	12	10	4	4	±5	29.0	±5.0	
Officers	98	75	18	5	1	0	±7	25.0	±7.0	
USNR	100	78	12	6	2	1	±4	22.0	±4.0	
Non-Hispanic White	100	84	11	4	1	0	±6	16.0	±6.0	
Total Minority	100	71	15	8	4	2	±4	29.0	±4.0	
Black	99	72	17	7	2	2	±7	28.0	±7.0	
Hispanic	100	70	11	9	7	3	±8	30.0	±8.0	
Asian	100	67	16	13	4	1	±7	33.0	±7.0	
Other Race/Ethnicity	100	72	17	5	3	3	±11	28.0	±11.0	
Enlisted	100	74	14	7	3	1	±5	26.0	±5.0	
Officers	99	90	7	2	1	0	±5	10.0	±5.0	
USMCR	99	69	18	11	1	1	±6	31.0	±6.0	
Non-Hispanic White	99	66	19	12	2	1	±9	34.0	±9.0	
Total Minority	99	72	17	9	1	2	±6	28.0	±6.0	
Black	99	71	13	12	2	2	±9	29.0	±9.0	
Hispanic	99	73	18	7	0	2	±8	27.0	±8.0	
Asian	100	59	NR	14	0	3	±16	41.0	±16.0	
Other Race/Ethnicity	99	82	9	8	NR	1	±16	18.0	±16.0	
Enlisted	99	67	19	12	1	1	±7	33.0	±7.0	
Officers	99	83	13	2	1	2	±7	17.0	±7.0	
ANG	99	76	13	8	2	1	±3	24.0	±3.0	
Non-Hispanic White	99	77	14	6	1	1	±3	23.0	±3.0	
Total Minority	99	73	11	11	3	2	±4	27.0	±4.0	
Black	99	80	7	9	2	1	±6	20.0	±6.0	
Hispanic	98	69	13	12	4	2	±8	31.0	±8.0	
Asian	99	72	13	12	2	1	±6	28.0	±6.0	
Other Race/Ethnicity	100	71	13	11	2	3	±8	29.0	±8.0	
Enlisted	99	75	13	8	2	2	±3	25.0	±3.0	
Officers	99	81	13	3	2	1	±6	19.0	±6.0	
USAFR	99	79	12	6	2	2	±4	21.0	±4.0	
Non-Hispanic White	99	80	11	5	2	2	±5	20.0	±5.0	
Total Minority	99	77	12	7	2	2	±5	23.0	±5.0	
Black	100	75	13	7	3	3	±6	25.0	±6.0	
Hispanic	99	82	9	7	1	1	±9	18.0	±9.0	
Asian	99	69	NR	5	2	1	±17	31.0	±17.0	
Other Race/Ethnicity	100	74	9	12	1	4	±13	26.0	±12.0	
Enlisted	99	77	12	7	2	2	±4	23.0	±4.0	
Officers	98	84	12	1	2	0	±5	16.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."
 NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
c. Took credit for your work or ideas?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
TOTAL DOD	99	72	14	9	3	2	±2	28.0	±2.0	
National Guard	99	70	15	9	4	2	±3	30.0	±3.0	
Reserve	99	75	12	8	2	2	±3	25.0	±3.0	
Enlisted	99	72	13	9	3	2	±2	28.0	±2.0	
E1–E4	99	77	11	8	3	2	±4	23.0	±4.0	
E5–E9	99	67	15	10	4	3	±2	33.0	±2.0	
Officers	99	73	16	7	2	2	±4	27.0	±4.0	
O1–O3	99	73	15	7	3	3	±7	27.0	±6.0	
O4–O6	99	75	16	7	2	1	±4	25.0	±4.0	
W1–W5	100	70	19	7	3	1	±7	30.0	±7.0	
Male	99	72	14	9	3	2	±2	28.0	±2.0	
Female	100	73	12	9	3	3	±4	27.0	±4.0	
Non-Hispanic White	99	73	14	8	3	2	±3	27.0	±3.0	
Total Minority	99	72	13	10	3	3	±3	28.0	±3.0	
Black	99	75	11	9	3	2	±4	25.0	±4.0	
Hispanic	99	69	14	10	4	3	±4	31.0	±4.0	
AIAN	100	70	12	10	5	3	±9	30.0	±9.0	
Asian	100	73	13	9	3	2	±4	27.0	±4.0	
NHPI	100	55	11	NR	7	3	±16	45.0	±16.0	
Two or More Races	100	74	12	9	3	2	±8	26.0	±8.0	
AGR/FTS/AR	99	57	19	13	6	4	±4	43.0	±4.0	
Other Selected Reserve	99	74	13	8	3	2	±2	26.0	±2.0	
Reserve Unit	99	74	13	8	3	2	±2	26.0	±2.0	
Military Technicians	99	66	16	10	6	2	±5	34.0	±5.0	
IMA	98	84	10	4	1	1	±3	16.0	±3.0	
Not Activated Past 12 Months	99	73	13	8	3	2	±2	27.0	±2.0	
Activated in the Past 12 Months	99	67	14	12	4	4	±5	33.0	±5.0	
Deployed Past 12 Months	99	58	16	12	6	7	±8	42.0	±8.0	
ARNG	99	69	15	9	4	3	±3	31.0	±3.0	
Non-Hispanic White	100	69	16	8	4	2	±4	31.0	±4.0	
Total Minority	99	68	14	12	3	3	±5	32.0	±5.0	
Black	99	72	13	9	3	3	±8	28.0	±8.0	
Hispanic	99	65	15	13	3	3	±8	35.0	±8.0	
Asian	99	75	10	10	3	2	±8	25.0	±8.0	
Other Race/Ethnicity	100	66	11	14	5	3	±14	34.0	±14.0	
Enlisted	99	69	15	10	4	2	±4	31.0	±4.0	
Officers	100	68	15	9	4	4	±9	32.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."
NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
c. Took credit for your work or ideas?

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
USAR	99	73	12	9	3	3	±4	27.0	±4.0	
Non-Hispanic White	98	75	11	8	2	4	±7	25.0	±7.0	
Total Minority	99	72	12	10	4	3	±5	28.0	±5.0	
Black	99	76	9	10	4	2	±7	24.0	±7.0	
Hispanic	99	66	16	10	5	3	±8	34.0	±8.0	
Asian	100	72	14	9	3	2	±7	28.0	±7.0	
Other Race/Ethnicity	100	77	11	7	4	1	±10	23.0	±10.0	
Enlisted	99	74	10	9	3	4	±5	26.0	±5.0	
Officers	99	71	19	8	1	1	±7	29.0	±7.0	
USNR	99	78	12	7	2	2	±4	22.0	±4.0	
Non-Hispanic White	99	82	12	4	1	1	±6	18.0	±6.0	
Total Minority	99	72	12	11	2	3	±4	28.0	±4.0	
Black	99	74	12	10	3	1	±7	26.0	±7.0	
Hispanic	100	70	13	13	1	3	±7	30.0	±7.0	
Asian	99	67	17	11	2	3	±8	33.0	±8.0	
Other Race/Ethnicity	99	77	8	8	3	3	±9	23.0	±9.0	
Enlisted	99	78	10	9	2	2	±4	22.0	±4.0	
Officers	99	77	18	3	1	1	±10	23.0	±9.0	
USMCR	100	75	14	7	2	1	±6	25.0	±6.0	
Non-Hispanic White	100	71	17	8	3	0	±9	29.0	±9.0	
Total Minority	99	81	11	6	1	1	±5	19.0	±5.0	
Black	99	79	10	6	2	3	±8	21.0	±8.0	
Hispanic	99	84	9	6	1	1	±6	16.0	±6.0	
Asian	100	77	14	7	NR	2	±11	23.0	±11.0	
Other Race/Ethnicity	100	NR	NR	5	1	2	±11	NR		
Enlisted	100	74	15	8	2	1	±6	26.0	±6.0	
Officers	100	85	11	2	1	2	±5	15.0	±5.0	
ANG	100	73	14	7	4	2	±3	27.0	±3.0	
Non-Hispanic White	100	73	15	7	4	1	±3	27.0	±3.0	
Total Minority	100	72	12	8	6	2	±4	28.0	±4.0	
Black	100	77	10	8	4	1	±6	23.0	±6.0	
Hispanic	100	68	14	8	8	3	±8	32.0	±8.0	
Asian	100	75	12	7	4	3	±6	25.0	±6.0	
Other Race/Ethnicity	99	71	13	9	5	2	±7	29.0	±7.0	
Enlisted	100	72	14	8	4	2	±3	28.0	±3.0	
Officers	99	78	15	4	2	1	±6	22.0	±6.0	
USAFR	99	79	11	8	1	1	±4	21.0	±4.0	
Non-Hispanic White	99	78	12	8	1	1	±5	22.0	±5.0	
Total Minority	99	79	10	7	2	2	±5	21.0	±5.0	
Black	99	79	9	7	2	2	±6	21.0	±6.0	
Hispanic	100	83	8	5	2	2	±9	17.0	±9.0	
Asian	100	70	NR	6	3	1	±17	30.0	±17.0	
Other Race/Ethnicity	100	75	13	10	1	1	±12	25.0	±12.0	
Enlisted	99	77	12	8	1	1	±4	23.0	±4.0	
Officers	98	83	9	5	2	0	±5	17.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."

NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
d. Gossiped/talked about you?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
TOTAL DOD	99	64	16	12	4	4	±2	36.0	±2.0	
National Guard	99	61	18	12	4	4	±3	39.0	±3.0	
Reserve	99	68	14	11	4	4	±3	32.0	±3.0	
Enlisted	99	64	16	12	4	4	±3	36.0	±3.0	
E1–E4	99	68	14	10	4	4	±4	32.0	±4.0	
E5–E9	99	59	17	15	5	4	±2	41.0	±2.0	
Officers	98	68	17	9	2	4	±4	32.0	±4.0	
O1–O3	99	67	18	8	1	6	±6	33.0	±6.0	
O4–O6	98	69	16	10	3	2	±4	31.0	±4.0	
W1–W5	99	67	15	10	4	4	±7	33.0	±7.0	
Male	99	65	16	12	4	3	±3	35.0	±3.0	
Female	98	59	17	13	5	7	±5	41.0	±5.0	
Non-Hispanic White	99	65	16	12	4	3	±3	35.0	±3.0	
Total Minority	99	63	15	12	4	5	±3	37.0	±3.0	
Black	99	63	13	12	5	6	±5	37.0	±5.0	
Hispanic	99	63	16	12	4	5	±5	37.0	±5.0	
AIAN	99	61	14	10	5	10	±15	39.0	±11.0	
Asian	99	66	17	11	2	3	±4	34.0	±4.0	
NHPI	100	60	16	13	8	3	±13	40.0	±13.0	
Two or More Races	99	60	19	13	3	5	±11	40.0	±10.0	
AGR/FTS/AR	99	50	19	18	7	5	±4	50.0	±4.0	
Other Selected Reserve	99	66	16	11	4	4	±2	34.0	±2.0	
Reserve Unit	99	65	16	11	4	4	±3	35.0	±3.0	
Military Technicians	99	56	19	14	6	5	±5	44.0	±5.0	
IMA	99	79	12	6	1	2	±4	21.0	±4.0	
Not Activated Past 12 Months	99	65	16	11	4	4	±2	35.0	±2.0	
Activated in the Past 12 Months	99	59	17	14	4	6	±5	41.0	±5.0	
Deployed Past 12 Months	99	54	18	15	5	7	±8	46.0	±8.0	
ARNG	99	61	18	12	4	4	±4	39.0	±4.0	
Non-Hispanic White	99	62	18	13	4	3	±5	38.0	±5.0	
Total Minority	99	61	17	12	4	7	±5	39.0	±5.0	
Black	99	62	16	10	5	7	±8	38.0	±8.0	
Hispanic	99	62	15	12	4	6	±8	38.0	±8.0	
Asian	99	65	14	14	2	5	±9	35.0	±9.0	
Other Race/Ethnicity	100	54	22	14	3	7	±17	46.0	±14.0	
Enlisted	99	61	18	13	4	4	±4	39.0	±4.0	
Officers	99	63	19	9	2	8	±8	37.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
d. Gossiped/talked about you?

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
USAR	99	66	14	11	4	5	±5	34.0	±5.0	
Non-Hispanic White	100	69	13	10	4	5	±8	31.0	±8.0	
Total Minority	99	63	15	13	5	5	±5	37.0	±5.0	
Black	99	62	11	15	6	6	±8	38.0	±8.0	
Hispanic	98	60	19	12	4	5	±9	40.0	±9.0	
Asian	99	68	19	8	2	3	±7	32.0	±7.0	
Other Race/Ethnicity	100	73	7	10	8	2	±11	27.0	±11.0	
Enlisted	99	65	13	12	5	5	±6	35.0	±6.0	
Officers	98	68	19	8	2	3	±7	32.0	±7.0	
USNR	99	72	13	11	2	2	±4	28.0	±4.0	
Non-Hispanic White	99	77	12	8	1	1	±7	23.0	±7.0	
Total Minority	99	65	14	15	3	3	±5	35.0	±5.0	
Black	100	67	14	12	3	3	±7	33.0	±7.0	
Hispanic	99	64	13	17	3	3	±8	36.0	±8.0	
Asian	99	64	15	17	2	3	±8	36.0	±8.0	
Other Race/Ethnicity	99	64	18	11	5	3	±18	36.0	±14.0	
Enlisted	100	70	14	11	2	3	±5	30.0	±5.0	
Officers	97	78	10	10	2	1	±12	22.0	±9.0	
USMCR	99	70	15	10	3	2	±6	30.0	±6.0	
Non-Hispanic White	99	68	16	12	4	1	±9	32.0	±9.0	
Total Minority	98	74	14	8	1	3	±6	26.0	±6.0	
Black	99	74	14	8	1	3	±9	26.0	±9.0	
Hispanic	98	80	10	6	0	3	±6	20.0	±6.0	
Asian	100	64	22	10	2	2	±13	36.0	±13.0	
Other Race/Ethnicity	99	NR	NR	13	1	1	±15	NR		
Enlisted	99	69	16	11	3	2	±7	31.0	±7.0	
Officers	99	81	12	5	0	1	±7	19.0	±7.0	
ANG	99	61	17	13	4	4	±3	39.0	±3.0	
Non-Hispanic White	99	62	18	12	4	3	±3	38.0	±3.0	
Total Minority	99	59	15	14	6	6	±4	41.0	±4.0	
Black	99	62	14	14	5	5	±7	38.0	±7.0	
Hispanic	99	54	17	15	7	6	±8	46.0	±8.0	
Asian	99	67	15	12	4	3	±6	33.0	±6.0	
Other Race/Ethnicity	100	58	14	13	6	8	±8	42.0	±8.0	
Enlisted	99	61	17	13	5	4	±3	39.0	±3.0	
Officers	99	62	20	14	2	2	±7	38.0	±7.0	
USAFR	99	69	13	10	5	3	±4	31.0	±4.0	
Non-Hispanic White	99	70	12	10	5	2	±5	30.0	±5.0	
Total Minority	99	68	14	11	4	3	±5	32.0	±5.0	
Black	99	68	11	11	5	4	±7	32.0	±7.0	
Hispanic	99	71	12	11	4	2	±10	29.0	±10.0	
Asian	100	67	NR	7	2	2	±16	33.0	±16.0	
Other Race/Ethnicity	98	59	21	12	1	7	±12	41.0	±12.0	
Enlisted	99	67	13	11	5	3	±5	33.0	±5.0	
Officers	99	75	13	8	3	1	±6	25.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."
NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
e. Used insults, sarcasm, or gestures to humiliate you?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
TOTAL DOD	100	77	11	6	3	2	±2	23.0	±2.0	
National Guard	100	75	13	6	3	2	±3	25.0	±3.0	
Reserve	100	80	10	6	2	2	±3	20.0	±3.0	
Enlisted	100	76	12	7	3	2	±2	24.0	±2.0	
E1–E4	100	76	12	6	3	2	±4	24.0	±4.0	
E5–E9	99	77	11	7	3	2	±2	23.0	±2.0	
Officers	100	84	10	4	1	1	±3	16.0	±3.0	
O1–O3	100	82	12	4	1	2	±6	18.0	±6.0	
O4–O6	100	87	7	3	2	1	±3	13.0	±3.0	
W1–W5	100	84	8	5	1	1	±6	16.0	±6.0	
Male	100	78	11	6	3	2	±2	22.0	±2.0	
Female	100	75	12	7	3	3	±4	25.0	±4.0	
Non-Hispanic White	100	79	12	5	3	2	±3	21.0	±3.0	
Total Minority	100	75	11	8	3	3	±3	25.0	±3.0	
Black	99	77	9	8	3	3	±4	23.0	±4.0	
Hispanic	100	74	11	7	3	4	±5	26.0	±5.0	
AIAN	100	79	9	6	2	NR	±9	21.0	±9.0	
Asian	99	74	14	7	2	2	±4	26.0	±4.0	
NHPI	100	73	12	9	3	2	±11	27.0	±11.0	
Two or More Races	100	73	13	8	3	3	±12	27.0	±11.0	
AGR/FTS/AR	100	71	12	9	4	3	±3	29.0	±3.0	
Other Selected Reserve	100	78	11	6	3	2	±2	22.0	±2.0	
Reserve Unit	100	78	12	6	3	2	±2	22.0	±2.0	
Military Technicians	100	76	12	5	4	3	±4	24.0	±4.0	
IMA	99	92	4	2	1	1	±2	8.0	±2.0	
Not Activated Past 12 Months	100	78	12	6	3	2	±2	22.0	±2.0	
Activated in the Past 12 Months	99	74	11	9	3	3	±5	26.0	±5.0	
Deployed Past 12 Months	100	71	12	10	4	3	±7	29.0	±7.0	
ARNG	100	74	14	7	4	2	±3	26.0	±3.0	
Non-Hispanic White	100	75	14	6	3	2	±4	25.0	±4.0	
Total Minority	99	71	13	8	4	4	±5	29.0	±5.0	
Black	99	71	12	10	5	2	±8	29.0	±8.0	
Hispanic	100	72	14	5	4	5	±8	28.0	±8.0	
Asian	99	74	12	8	3	3	±9	26.0	±9.0	
Other Race/Ethnicity	100	69	NR	9	4	4	±16	31.0	±16.0	
Enlisted	100	73	14	7	4	2	±4	27.0	±4.0	
Officers	100	81	12	4	2	2	±7	19.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."
 NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
e. Used insults, sarcasm, or gestures to humiliate you?

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
USAR	100	78	10	6	3	3	±5	22.0	±5.0	
Non-Hispanic White	100	79	11	5	3	2	±8	21.0	±8.0	
Total Minority	100	77	9	8	3	3	±5	23.0	±5.0	
Black	100	80	8	7	2	3	±7	20.0	±7.0	
Hispanic	100	73	10	10	4	3	±9	27.0	±9.0	
Asian	100	74	15	6	2	2	±7	26.0	±7.0	
Other Race/Ethnicity	100	82	9	7	1	1	±15	18.0	±13.0	
Enlisted	100	77	10	7	3	3	±5	23.0	±5.0	
Officers	99	82	11	5	1	1	±7	18.0	±7.0	
USNR	100	86	7	5	2	1	±3	14.0	±3.0	
Non-Hispanic White	100	89	5	4	2	0	±5	11.0	±5.0	
Total Minority	99	81	8	6	2	2	±4	19.0	±4.0	
Black	99	82	9	5	1	3	±6	18.0	±6.0	
Hispanic	100	80	9	7	2	2	±7	20.0	±7.0	
Asian	100	78	11	7	3	1	±7	22.0	±7.0	
Other Race/Ethnicity	100	87	4	5	2	2	±6	13.0	±6.0	
Enlisted	100	83	8	6	2	1	±4	17.0	±4.0	
Officers	100	94	4	2	0	0	±4	6.0	±4.0	
USMCR	99	75	16	6	1	2	±6	25.0	±6.0	
Non-Hispanic White	100	76	17	5	1	2	±9	24.0	±9.0	
Total Minority	99	74	15	8	1	3	±7	26.0	±7.0	
Black	98	79	11	7	1	2	±9	21.0	±9.0	
Hispanic	98	76	12	8	1	3	±9	24.0	±9.0	
Asian	99	65	NR	10	2	1	±17	35.0	±17.0	
Other Race/Ethnicity	100	NR	NR	5	NR	3	±12	NR		
Enlisted	99	73	17	6	1	2	±7	27.0	±7.0	
Officers	100	92	5	2	0	1	±5	8.0	±5.0	
ANG	100	80	11	5	2	2	±3	20.0	±3.0	
Non-Hispanic White	100	81	11	5	2	2	±3	19.0	±3.0	
Total Minority	100	77	11	8	2	2	±4	23.0	±4.0	
Black	99	81	7	9	2	1	±6	19.0	±6.0	
Hispanic	100	74	12	9	3	3	±8	26.0	±8.0	
Asian	100	79	12	6	1	2	±5	21.0	±5.0	
Other Race/Ethnicity	100	74	11	8	4	3	±8	26.0	±8.0	
Enlisted	100	79	11	6	2	2	±3	21.0	±3.0	
Officers	99	86	6	5	1	1	±6	14.0	±6.0	
USAFR	100	83	8	5	2	1	±3	17.0	±3.0	
Non-Hispanic White	99	85	8	4	2	1	±5	15.0	±5.0	
Total Minority	100	82	8	7	2	1	±5	18.0	±5.0	
Black	100	83	6	8	2	2	±6	17.0	±6.0	
Hispanic	100	85	5	7	2	1	±8	15.0	±8.0	
Asian	100	NR	NR	4	1	2	±3	NR		
Other Race/Ethnicity	100	73	13	9	3	1	±13	27.0	±12.0	
Enlisted	100	82	8	6	2	1	±4	18.0	±4.0	
Officers	99	87	8	2	1	1	±5	13.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."
NR: Not reportable

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
f. Yelled when they were angry with you?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
TOTAL DOD	100	74	16	7	2	2	±2	26.0	±2.0	
National Guard	100	71	18	7	2	2	±3	29.0	±3.0	
Reserve	100	78	13	6	1	2	±3	22.0	±3.0	
Enlisted	100	72	17	7	2	2	±3	28.0	±3.0	
E1–E4	100	67	19	9	2	2	±4	33.0	±4.0	
E5–E9	100	77	14	6	1	2	±2	23.0	±2.0	
Officers	100	84	11	4	1	1	±3	16.0	±3.0	
O1–O3	100	81	13	4	1	1	±6	19.0	±6.0	
O4–O6	100	87	8	3	1	1	±3	13.0	±3.0	
W1–W5	100	88	7	5	0	1	±5	12.0	±5.0	
Male	100	73	16	7	2	2	±3	27.0	±3.0	
Female	100	78	12	7	1	2	±4	22.0	±4.0	
Non-Hispanic White	100	74	16	6	2	2	±3	26.0	±3.0	
Total Minority	100	74	14	8	1	2	±3	26.0	±3.0	
Black	99	73	14	9	1	3	±5	27.0	±5.0	
Hispanic	100	75	14	8	1	1	±4	25.0	±4.0	
AIAN	100	81	11	4	3	1	±7	19.0	±7.0	
Asian	100	74	16	6	1	3	±4	26.0	±4.0	
NHPI	100	78	10	7	2	3	±9	22.0	±9.0	
Two or More Races	100	72	18	8	1	2	±12	28.0	±11.0	
AGR/FTS/AR	100	72	16	8	2	2	±3	28.0	±3.0	
Other Selected Reserve	100	74	16	7	2	2	±2	26.0	±2.0	
Reserve Unit	100	74	16	7	2	2	±3	26.0	±3.0	
Military Technicians	100	74	16	7	1	1	±5	26.0	±5.0	
IMA	99	93	4	2	0	0	±2	7.0	±2.0	
Not Activated Past 12 Months	100	75	15	7	2	2	±2	25.0	±2.0	
Activated in the Past 12 Months	100	69	18	9	1	2	±5	31.0	±5.0	
Deployed Past 12 Months	100	66	22	7	1	4	±9	34.0	±8.0	
ARNG	100	67	20	8	2	2	±4	33.0	±4.0	
Non-Hispanic White	100	66	22	8	3	2	±5	34.0	±5.0	
Total Minority	100	69	17	10	1	3	±5	31.0	±5.0	
Black	99	66	15	12	1	6	±9	34.0	±9.0	
Hispanic	100	72	17	7	2	2	±8	28.0	±8.0	
Asian	100	73	14	7	1	5	±9	27.0	±9.0	
Other Race/Ethnicity	100	66	21	10	1	2	±18	34.0	±16.0	
Enlisted	100	65	21	9	2	3	±4	35.0	±4.0	
Officers	100	78	14	6	0	2	±7	22.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
f. Yelled when they were angry with you?

	% Resp.	Percentages					Max ME	Percentage Reporting Experienced		
		1	2	3	4	5				
USAR	100	76	14	7	1	2	±5	24.0	±5.0	
Non-Hispanic White	100	77	14	5	1	2	±8	23.0	±8.0	
Total Minority	100	74	15	8	1	2	±5	26.0	±5.0	
Black	100	74	15	7	1	2	±8	26.0	±8.0	
Hispanic	100	74	12	11	2	1	±9	26.0	±9.0	
Asian	99	74	17	5	2	2	±7	26.0	±7.0	
Other Race/Ethnicity	100	72	19	6	1	2	±17	28.0	±15.0	
Enlisted	100	74	15	8	1	2	±6	26.0	±6.0	
Officers	99	84	11	3	1	0	±7	16.0	±7.0	
USNR	100	84	9	6	1	1	±4	16.0	±4.0	
Non-Hispanic White	100	87	7	6	0	0	±6	13.0	±6.0	
Total Minority	100	80	11	6	2	1	±4	20.0	±4.0	
Black	99	80	9	7	2	1	±7	20.0	±7.0	
Hispanic	100	80	12	4	2	1	±8	20.0	±8.0	
Asian	99	76	14	7	1	1	±7	24.0	±7.0	
Other Race/Ethnicity	100	83	8	4	2	2	±7	17.0	±7.0	
Enlisted	100	81	10	7	1	1	±5	19.0	±5.0	
Officers	100	93	5	1	0	0	±5	7.0	±5.0	
USMCR	100	62	23	10	3	2	±6	38.0	±6.0	
Non-Hispanic White	100	58	25	10	4	3	±9	42.0	±9.0	
Total Minority	99	67	20	10	2	2	±6	33.0	±6.0	
Black	99	61	24	11	2	2	±10	39.0	±10.0	
Hispanic	99	69	17	10	2	2	±9	31.0	±9.0	
Asian	99	51	NR	12	1	2	±15	49.0	±15.0	
Other Race/Ethnicity	100	82	9	6	2	1	±16	18.0	±16.0	
Enlisted	100	59	25	11	3	3	±7	41.0	±7.0	
Officers	100	87	10	2	0	1	±7	13.0	±7.0	
ANG	100	85	9	4	1	1	±2	15.0	±2.0	
Non-Hispanic White	100	85	9	4	1	1	±3	15.0	±3.0	
Total Minority	99	84	9	6	1	1	±3	16.0	±3.0	
Black	99	85	8	5	2	0	±5	15.0	±5.0	
Hispanic	99	83	9	7	1	1	±7	17.0	±6.0	
Asian	100	80	11	5	2	2	±6	20.0	±6.0	
Other Race/Ethnicity	100	84	9	6	1	1	±7	16.0	±7.0	
Enlisted	100	84	9	5	1	1	±2	16.0	±2.0	
Officers	100	87	9	4	1	0	±5	13.0	±5.0	
USAFR	99	88	7	3	1	1	±3	12.0	±3.0	
Non-Hispanic White	99	90	6	2	1	1	±4	10.0	±4.0	
Total Minority	100	86	9	4	1	1	±5	14.0	±5.0	
Black	100	87	7	4	0	1	±6	13.0	±6.0	
Hispanic	99	85	10	4	0	1	±10	15.0	±10.0	
Asian	100	NR	NR	3	0	1	±3	NR		
Other Race/Ethnicity	100	89	4	3	2	NR	±8	11.0	±8.0	
Enlisted	99	87	8	3	1	1	±4	13.0	±4.0	
Officers	99	93	5	0	0	1	±5	7.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Experienced* includes members who indicated "Once or twice," "Sometimes," "Often," or "Very often."

NR: Not reportable

29. Workplace Hostility scale: Constructed from Q29. Workplace Hostility can be defined as the degree to which people in the workplace act in an angry or hostile manner toward personnel.

	% Resp.	Mean	Max ME	Workplace Hostility
TOTAL DOD	98	1.6	±0.1	
National Guard	98	1.6	±0.1	
Reserve	97	1.6	±0.1	
Enlisted	98	1.6	±0.1	
E1–E4	98	1.6	±0.1	
E5–E9	97	1.7	±0.1	
Officers	97	1.5	±0.1	
O1–O3	97	1.5	±0.1	
O4–O6	96	1.4	±0.1	
W1–W5	98	1.5	±0.1	
Male	98	1.6	±0.1	
Female	97	1.6	±0.1	
Non-Hispanic White	98	1.6	±0.1	
Total Minority	97	1.6	±0.1	
Black	97	1.6	±0.1	
Hispanic	97	1.7	±0.1	
AIAN	98	1.7	±0.2	
Asian	98	1.6	±0.1	
NHPI	99	1.8	±0.2	
Two or More Races	99	1.6	±0.2	
AGR/FTS/AR	97	1.8	±0.1	
Other Selected Reserve	98	1.6	±0.1	
Reserve Unit	98	1.6	±0.1	
Military Technicians	97	1.7	±0.1	
IMA	95	1.3	±0.1	
Not Activated Past 12 Months	98	1.6	±0.1	
Activated in the Past 12 Months	98	1.7	±0.1	
Deployed Past 12 Months	98	1.8	±0.2	
ARNG	98	1.6	±0.1	
Non-Hispanic White	98	1.6	±0.1	
Total Minority	97	1.7	±0.1	
Black	96	1.7	±0.2	
Hispanic	98	1.7	±0.2	
Asian	97	1.6	±0.2	
Other Race/Ethnicity	99	1.7	±0.2	
Enlisted	98	1.7	±0.1	
Officers	98	1.6	±0.2	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater frequency of hostile workplace behaviors. The overall Cronbach's alpha = 0.89 (Non-Hispanic White = 0.87, Black = 0.88, Hispanic = 0.88, Asian = 0.89, and Other Race/Ethnicity = 0.88).

29. Workplace Hostility scale: Constructed from Q29. Workplace Hostility can be defined as the degree to which people in the workplace act in an angry or hostile manner toward personnel.

	% Resp.	Mean	Max ME	Workplace Hostility
USAR	97	1.6	±0.1	
Non-Hispanic White	97	1.6	±0.2	
Total Minority	97	1.7	±0.1	
Black	96	1.7	±0.2	
Hispanic	97	1.7	±0.2	
Asian	98	1.6	±0.1	
Other Race/Ethnicity	99	1.5	±0.2	
Enlisted	97	1.7	±0.1	
Officers	96	1.5	±0.1	
USNR	98	1.4	±0.1	
Non-Hispanic White	98	1.3	±0.1	
Total Minority	98	1.6	±0.1	
Black	98	1.5	±0.2	
Hispanic	98	1.6	±0.2	
Asian	97	1.6	±0.1	
Other Race/Ethnicity	98	1.5	±0.2	
Enlisted	98	1.5	±0.1	
Officers	96	1.3	±0.1	
USMCR	98	1.5	±0.1	
Non-Hispanic White	98	1.6	±0.2	
Total Minority	97	1.5	±0.1	
Black	98	1.5	±0.2	
Hispanic	97	1.5	±0.2	
Asian	98	1.7	±0.2	
Other Race/Ethnicity	98	1.5	±0.2	
Enlisted	98	1.6	±0.1	
Officers	99	1.3	±0.1	
ANG	98	1.5	±0.1	
Non-Hispanic White	98	1.5	±0.1	
Total Minority	97	1.6	±0.1	
Black	98	1.5	±0.1	
Hispanic	96	1.6	±0.2	
Asian	98	1.5	±0.1	
Other Race/Ethnicity	98	1.6	±0.2	
Enlisted	98	1.5	±0.1	
Officers	96	1.4	±0.1	
USAFR	97	1.5	±0.1	
Non-Hispanic White	97	1.4	±0.1	
Total Minority	98	1.5	±0.1	
Black	98	1.5	±0.1	
Hispanic	98	1.4	±0.2	
Asian	99	1.5	±0.2	
Other Race/Ethnicity	98	1.6	±0.2	
Enlisted	98	1.5	±0.1	
Officers	96	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater frequency of hostile workplace behaviors. The overall Cronbach's alpha = 0.89 (Non-Hispanic White = 0.87, Black = 0.88, Hispanic = 0.88, Asian = 0.89, and Other Race/Ethnicity = 0.88).

31. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	100	5	±1	
National Guard	100	6	±2	
Reserve	100	5	±2	
Enlisted	100	6	±2	
E1–E4	99	6	±3	
E5–E9	100	6	±1	
Officers	100	3	±2	
O1–O3	100	4	±3	
O4–O6	100	2	±2	
W1–W5	100	4	±4	
Male	100	5	±2	
Female	100	7	±3	
Non-Hispanic White	100	4	±2	
Total Minority	100	8	±2	
Black	100	10	±3	
Hispanic	100	7	±3	
AIAN	100	13	±13	
Asian	99	6	±2	
NHPI	100	5	±4	
Two or More Races	100	4	±4	
AGR/FTS/AR	100	8	±2	
Other Selected Reserve	100	5	±1	
Reserve Unit	100	5	±2	
Military Technicians	100	5	±2	
IMA	100	1	±1	
Not Activated Past 12 Months	100	5	±1	
Activated in the Past 12 Months	99	8	±4	
Deployed Past 12 Months	100	8	±5	
ARNG	100	6	±2	
Non-Hispanic White	99	5	±3	
Total Minority	100	9	±4	
Black	100	12	±7	
Hispanic	100	8	±6	
Asian	100	5	±4	
Other Race/Ethnicity	100	7	±7	
Enlisted	99	7	±3	
Officers	100	3	±3	

Note. Percent responding are Reserve component members who answered the question.

31. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	100	6	±3	
Non-Hispanic White	100	4	±5	
Total Minority	100	8	±3	
Black	100	9	±5	
Hispanic	100	7	±4	
Asian	100	7	±4	
Other Race/Ethnicity	100	4	±6	
Enlisted	100	6	±3	
Officers	100	4	±3	
USNR	100	5	±2	
Non-Hispanic White	100	3	±4	
Total Minority	100	7	±3	
Black	100	8	±5	
Hispanic	100	7	±5	
Asian	100	7	±4	
Other Race/Ethnicity	100	6	±5	
Enlisted	100	6	±3	
Officers	100	2	±3	
USMCR	100	3	±2	
Non-Hispanic White	100	1	±2	
Total Minority	99	7	±4	
Black	100	11	±8	
Hispanic	99	5	±6	
Asian	100	9	±8	
Other Race/Ethnicity	100	3	±8	
Enlisted	100	4	±2	
Officers	100	2	±2	
ANG	100	4	±1	
Non-Hispanic White	100	3	±2	
Total Minority	99	7	±3	
Black	99	8	±4	
Hispanic	100	9	±7	
Asian	100	6	±4	
Other Race/Ethnicity	100	3	±2	
Enlisted	100	4	±2	
Officers	100	2	±3	
USAFR	99	4	±2	
Non-Hispanic White	99	3	±2	
Total Minority	99	6	±3	
Black	99	7	±4	
Hispanic	100	6	±6	
Asian	89	4	±3	
Other Race/Ethnicity	100	3	±4	
Enlisted	99	4	±2	
Officers	100	3	±4	

Note. Percent responding are Reserve component members who answered the question.

32. In the past 12 months, has someone from work used an offensive racial/ethnic term that made you uncomfortable, angry, or upset?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	6	±1	
National Guard	99	6	±2	
Reserve	99	5	±2	
Enlisted	99	6	±2	
E1–E4	99	5	±3	
E5–E9	99	7	±1	
Officers	99	4	±2	
O1–O3	99	4	±3	
O4–O6	100	4	±2	
W1–W5	99	6	±4	
Male	99	6	±2	
Female	99	6	±2	
Non-Hispanic White	99	4	±2	
Total Minority	99	7	±2	
Black	99	9	±3	
Hispanic	99	7	±3	
AIAN	99	14	±13	
Asian	99	6	±2	
NHPI	100	5	±4	
Two or More Races	98	6	±4	
AGR/FTS/AR	100	8	±2	
Other Selected Reserve	99	5	±2	
Reserve Unit	99	5	±2	
Military Technicians	99	7	±2	
IMA	100	1	±1	
Not Activated Past 12 Months	99	5	±1	
Activated in the Past 12 Months	98	8	±4	
Deployed Past 12 Months	97	10	±5	
ARNG	99	6	±2	
Non-Hispanic White	99	5	±3	
Total Minority	98	9	±4	
Black	98	12	±7	
Hispanic	98	8	±6	
Asian	99	5	±4	
Other Race/Ethnicity	96	9	±8	
Enlisted	99	7	±2	
Officers	99	4	±3	

Note. Percent responding are Reserve component members who answered the question.

32. In the past 12 months, has someone from work used an offensive racial/ethnic term that made you uncomfortable, angry, or upset?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	100	7	±3	
Non-Hispanic White	100	7	±6	
Total Minority	99	7	±3	
Black	99	8	±5	
Hispanic	100	7	±4	
Asian	100	6	±4	
Other Race/Ethnicity	100	5	±6	
Enlisted	100	7	±4	
Officers	98	6	±4	
USNR	100	5	±2	
Non-Hispanic White	100	4	±4	
Total Minority	100	6	±3	
Black	100	6	±4	
Hispanic	100	6	±5	
Asian	100	7	±4	
Other Race/Ethnicity	100	6	±5	
Enlisted	100	6	±3	
Officers	100	1	±2	
USMCR	99	3	±2	
Non-Hispanic White	100	1	±2	
Total Minority	98	5	±3	
Black	99	8	±8	
Hispanic	97	3	±3	
Asian	100	9	±8	
Other Race/Ethnicity	100	2	±6	
Enlisted	99	3	±2	
Officers	99	2	±2	
ANG	100	4	±2	
Non-Hispanic White	100	3	±2	
Total Minority	100	6	±3	
Black	100	7	±4	
Hispanic	100	8	±7	
Asian	100	5	±3	
Other Race/Ethnicity	99	3	±2	
Enlisted	100	4	±2	
Officers	100	3	±3	
USAFR	99	3	±2	
Non-Hispanic White	98	2	±2	
Total Minority	99	6	±3	
Black	99	7	±4	
Hispanic	100	5	±6	
Asian	99	4	±3	
Other Race/Ethnicity	100	4	±5	
Enlisted	99	4	±2	
Officers	99	2	±2	

Note. Percent responding are Reserve component members who answered the question.

33. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	4	±1	
National Guard	99	4	±2	
Reserve	99	3	±1	
Enlisted	99	4	±1	
E1-E4	100	3	±2	
E5-E9	99	5	±1	
Officers	100	2	±2	
O1-O3	100	3	±3	
O4-O6	100	2	±2	
W1-W5	98	3	±3	
Male	99	4	±1	
Female	99	4	±2	
Non-Hispanic White	99	4	±2	
Total Minority	99	4	±2	
Black	100	5	±3	
Hispanic	99	5	±3	
AIAN	99	3	±2	
Asian	99	3	±2	
NHPI	99	5	±5	
Two or More Races	99	2	±2	
AGR/FTS/AR	99	5	±2	
Other Selected Reserve	99	4	±1	
Reserve Unit	99	4	±1	
Military Technicians	100	5	±3	
IMA	99	1	±1	
Not Activated Past 12 Months	99	3	±1	
Activated in the Past 12 Months	100	6	±4	
Deployed Past 12 Months	100	6	±5	
ARNG	99	5	±2	
Non-Hispanic White	99	5	±3	
Total Minority	99	5	±3	
Black	99	6	±6	
Hispanic	99	5	±5	
Asian	100	4	±4	
Other Race/Ethnicity	99	2	±3	
Enlisted	99	5	±2	
Officers	99	3	±3	

Note. Percent responding are Reserve component members who answered the question.

33. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	100	4	±2	
Non-Hispanic White	99	3	±3	
Total Minority	100	5	±3	
Black	100	5	±5	
Hispanic	100	6	±6	
Asian	100	3	±3	
Other Race/Ethnicity	100	4	±6	
Enlisted	100	5	±2	
Officers	100	3	±3	
USNR	100	2	±2	
Non-Hispanic White	100	1	±2	
Total Minority	99	3	±2	
Black	100	3	±4	
Hispanic	98	3	±4	
Asian	99	2	±3	
Other Race/Ethnicity	100	3	±3	
Enlisted	99	2	±2	
Officers	100	0	±1	
USMCR	98	2	±2	
Non-Hispanic White	99	1	±2	
Total Minority	98	3	±2	
Black	100	5	±9	
Hispanic	96	2	±3	
Asian	100	6	±7	
Other Race/Ethnicity	100	1	±3	
Enlisted	98	2	±2	
Officers	100	1	±1	
ANG	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	100	3	±2	
Black	100	4	±3	
Hispanic	100	3	±4	
Asian	100	3	±3	
Other Race/Ethnicity	100	2	±1	
Enlisted	99	2	±1	
Officers	99	2	±3	
USAFR	99	2	±1	
Non-Hispanic White	99	2	±2	
Total Minority	99	3	±2	
Black	100	3	±3	
Hispanic	99	3	±3	
Asian	98	3	±3	
Other Race/Ethnicity	100	2	±5	
Enlisted	99	3	±2	
Officers	99	1	±3	

Note. Percent responding are Reserve component members who answered the question.

34. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group? This includes tattoos, e-mails, pictures, flags, or anything that insults racial/ethnic groups or refers to racial supremacy groups.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	100	3	±1	
National Guard	100	3	±1	
Reserve	99	2	±1	
Enlisted	99	3	±1	
E1-E4	100	2	±2	
E5-E9	99	3	±1	
Officers	100	2	±1	
O1-O3	100	2	±2	
O4-O6	100	2	±2	
W1-W5	100	4	±4	
Male	100	3	±1	
Female	100	2	±1	
Non-Hispanic White	99	2	±1	
Total Minority	100	4	±1	
Black	100	5	±2	
Hispanic	100	3	±2	
AIAN	100	3	±5	
Asian	100	2	±2	
NHPI	100	2	±2	
Two or More Races	100	3	±4	
AGR/FTS/AR	100	5	±2	
Other Selected Reserve	100	2	±1	
Reserve Unit	100	2	±1	
Military Technicians	100	2	±1	
IMA	99	1	±1	
Not Activated Past 12 Months	100	2	±1	
Activated in the Past 12 Months	100	4	±2	
Deployed Past 12 Months	100	4	±3	
ARNG	100	3	±2	
Non-Hispanic White	100	2	±2	
Total Minority	100	4	±3	
Black	100	5	±4	
Hispanic	100	4	±5	
Asian	100	3	±3	
Other Race/Ethnicity	100	4	±7	
Enlisted	100	3	±2	
Officers	100	3	±3	

Note. Percent responding are Reserve component members who answered the question.

34. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group? This includes tattoos, e-mails, pictures, flags, or anything that insults racial/ethnic groups or refers to racial supremacy groups.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	3	±2	
Non-Hispanic White	98	2	±2	
Total Minority	100	4	±2	
Black	100	6	±5	
Hispanic	100	4	±4	
Asian	99	2	±3	
Other Race/Ethnicity	100	3	±4	
Enlisted	99	3	±2	
Officers	100	3	±3	
USNR	99	2	±2	
Non-Hispanic White	99	1	±3	
Total Minority	100	3	±2	
Black	99	2	±3	
Hispanic	100	4	±4	
Asian	99	1	±3	
Other Race/Ethnicity	100	3	±5	
Enlisted	99	2	±2	
Officers	100	1	±2	
USMCR	100	1	±1	
Non-Hispanic White	100	0	±2	
Total Minority	99	3	±2	
Black	99	5	±7	
Hispanic	99	2	±3	
Asian	100	4	±8	
Other Race/Ethnicity	100	0	±3	
Enlisted	99	1	±2	
Officers	100	1	±2	
ANG	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	100	2	±2	
Black	99	4	±3	
Hispanic	100	1	±2	
Asian	100	3	±3	
Other Race/Ethnicity	100	1	±1	
Enlisted	100	2	±1	
Officers	99	2	±3	
USAFR	99	1	±1	
Non-Hispanic White	99	1	±2	
Total Minority	99	2	±2	
Black	99	3	±3	
Hispanic	99	1	±2	
Asian	100	1	±2	
Other Race/Ethnicity	100	3	±10	
Enlisted	99	2	±1	
Officers	100	0	±1	

Note. Percent responding are Reserve component members who answered the question.

35. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	4	±1	
National Guard	100	4	±2	
Reserve	99	4	±2	
Enlisted	99	4	±1	
E1-E4	99	4	±2	
E5-E9	100	5	±1	
Officers	99	3	±2	
O1-O3	100	4	±3	
O4-O6	99	2	±2	
W1-W5	99	3	±3	
Male	99	4	±1	
Female	99	5	±2	
Non-Hispanic White	100	3	±1	
Total Minority	99	6	±2	
Black	99	7	±3	
Hispanic	100	6	±3	
AIAN	100	12	±14	
Asian	97	5	±3	
NHPI	100	4	±4	
Two or More Races	99	4	±4	
AGR/FTS/AR	99	6	±2	
Other Selected Reserve	99	4	±1	
Reserve Unit	99	4	±1	
Military Technicians	100	4	±2	
IMA	99	1	±1	
Not Activated Past 12 Months	99	4	±1	
Activated in the Past 12 Months	99	6	±3	
Deployed Past 12 Months	100	7	±5	
ARNG	100	5	±2	
Non-Hispanic White	100	3	±2	
Total Minority	99	7	±3	
Black	100	8	±6	
Hispanic	100	7	±6	
Asian	93	7	±8	
Other Race/Ethnicity	99	6	±7	
Enlisted	100	5	±2	
Officers	99	4	±3	

Note. Percent responding are Reserve component members who answered the question.

35. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	5	±2	
Non-Hispanic White	100	3	±5	
Total Minority	98	6	±3	
Black	97	6	±5	
Hispanic	99	6	±4	
Asian	99	4	±4	
Other Race/Ethnicity	100	4	±6	
Enlisted	99	5	±3	
Officers	100	4	±4	
USNR	99	4	±4	
Non-Hispanic White	98	4	±9	
Total Minority	99	4	±2	
Black	99	6	±5	
Hispanic	99	2	±3	
Asian	99	5	±4	
Other Race/Ethnicity	100	5	±5	
Enlisted	99	5	±5	
Officers	99	1	±2	
USMCR	99	2	±1	
Non-Hispanic White	99	0	±2	
Total Minority	99	4	±2	
Black	100	8	±8	
Hispanic	99	2	±3	
Asian	99	7	±8	
Other Race/Ethnicity	100	2	±7	
Enlisted	99	2	±1	
Officers	100	2	±4	
ANG	100	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	100	5	±3	
Black	100	6	±4	
Hispanic	100	5	±7	
Asian	100	5	±3	
Other Race/Ethnicity	100	2	±2	
Enlisted	100	2	±1	
Officers	99	1	±2	
USAFR	99	3	±2	
Non-Hispanic White	99	2	±2	
Total Minority	99	6	±3	
Black	99	7	±4	
Hispanic	99	5	±7	
Asian	99	2	±3	
Other Race/Ethnicity	98	6	±8	
Enlisted	99	4	±2	
Officers	99	1	±2	

Note. Percent responding are Reserve component members who answered the question.

36. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group? Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	6	±1	
National Guard	99	6	±2	
Reserve	99	6	±2	
Enlisted	99	6	±2	
E1–E4	99	6	±3	
E5–E9	99	6	±1	
Officers	99	4	±2	
O1–O3	99	5	±3	
O4–O6	99	3	±2	
W1–W5	99	6	±5	
Male	99	6	±2	
Female	99	6	±2	
Non-Hispanic White	99	4	±2	
Total Minority	99	10	±2	
Black	99	12	±3	
Hispanic	99	8	±3	
AIAN	100	13	±13	
Asian	99	7	±3	
NHPI	99	6	±6	
Two or More Races	99	9	±7	
AGR/FTS/AR	100	8	±2	
Other Selected Reserve	99	6	±2	
Reserve Unit	99	6	±2	
Military Technicians	99	6	±2	
IMA	100	3	±2	
Not Activated Past 12 Months	99	6	±2	
Activated in the Past 12 Months	99	8	±3	
Deployed Past 12 Months	99	11	±5	
ARNG	99	7	±2	
Non-Hispanic White	99	4	±2	
Total Minority	98	13	±4	
Black	98	15	±7	
Hispanic	97	10	±7	
Asian	99	9	±8	
Other Race/Ethnicity	100	14	±12	
Enlisted	99	7	±2	
Officers	99	6	±3	

Note. Percent responding are Reserve component members who answered the question.

36. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group? Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	7	±3	
Non-Hispanic White	100	5	±6	
Total Minority	99	8	±3	
Black	99	9	±5	
Hispanic	100	8	±6	
Asian	97	7	±4	
Other Race/Ethnicity	100	5	±5	
Enlisted	100	7	±4	
Officers	99	5	±4	
USNR	100	5	±4	
Non-Hispanic White	100	3	±8	
Total Minority	99	8	±3	
Black	99	9	±5	
Hispanic	100	8	±5	
Asian	100	7	±4	
Other Race/Ethnicity	98	7	±5	
Enlisted	100	7	±5	
Officers	99	1	±2	
USMCR	99	3	±2	
Non-Hispanic White	99	2	±4	
Total Minority	98	5	±2	
Black	98	11	±8	
Hispanic	98	2	±3	
Asian	100	8	±8	
Other Race/Ethnicity	100	3	±7	
Enlisted	99	3	±3	
Officers	99	4	±5	
ANG	100	3	±1	
Non-Hispanic White	100	2	±1	
Total Minority	99	7	±3	
Black	100	9	±4	
Hispanic	100	8	±6	
Asian	100	8	±4	
Other Race/Ethnicity	97	3	±2	
Enlisted	99	3	±1	
Officers	100	2	±2	
USAFR	99	4	±2	
Non-Hispanic White	99	2	±2	
Total Minority	100	7	±3	
Black	100	10	±5	
Hispanic	100	6	±6	
Asian	99	3	±3	
Other Race/Ethnicity	100	5	±6	
Enlisted	99	5	±2	
Officers	100	3	±3	

Note. Percent responding are Reserve component members who answered the question.

37. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group? This might be, for example, a comment about your skin color, height, hair, or eye shape.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	4	±1	
National Guard	99	4	±2	
Reserve	99	4	±2	
Enlisted	99	4	±2	
E1-E4	99	4	±3	
E5-E9	99	4	±1	
Officers	99	1	±1	
O1-O3	98	1	±2	
O4-O6	100	1	±1	
W1-W5	99	3	±3	
Male	99	3	±2	
Female	98	4	±2	
Non-Hispanic White	99	3	±2	
Total Minority	99	5	±2	
Black	98	7	±3	
Hispanic	99	5	±3	
AIAN	99	5	±10	
Asian	98	4	±2	
NHPI	100	3	±4	
Two or More Races	98	2	±2	
AGR/FTS/AR	99	4	±2	
Other Selected Reserve	99	3	±1	
Reserve Unit	99	4	±1	
Military Technicians	98	3	±2	
IMA	99	1	±1	
Not Activated Past 12 Months	99	3	±1	
Activated in the Past 12 Months	98	6	±4	
Deployed Past 12 Months	98	6	±5	
ARNG	99	4	±2	
Non-Hispanic White	99	3	±3	
Total Minority	99	6	±3	
Black	99	9	±6	
Hispanic	99	6	±6	
Asian	99	3	±3	
Other Race/Ethnicity	97	2	±3	
Enlisted	99	5	±2	
Officers	99	1	±2	

Note. Percent responding are Reserve component members who answered the question.

37. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group? This might be, for example, a comment about your skin color, height, hair, or eye shape.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	4	±3	
Non-Hispanic White	99	4	±6	
Total Minority	99	5	±3	
Black	97	6	±5	
Hispanic	100	5	±4	
Asian	98	5	±4	
Other Race/Ethnicity	100	3	±4	
Enlisted	99	5	±4	
Officers	98	2	±3	
USNR	99	3	±2	
Non-Hispanic White	98	3	±4	
Total Minority	99	4	±2	
Black	99	6	±5	
Hispanic	99	4	±4	
Asian	100	4	±4	
Other Race/Ethnicity	99	3	±3	
Enlisted	99	4	±3	
Officers	99	1	±2	
USMCR	99	2	±3	
Non-Hispanic White	99	2	±6	
Total Minority	99	3	±2	
Black	98	4	±6	
Hispanic	99	2	±3	
Asian	100	5	±6	
Other Race/Ethnicity	100	2	±7	
Enlisted	99	3	±3	
Officers	99	1	±2	
ANG	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	4	±3	
Black	99	5	±4	
Hispanic	99	5	±7	
Asian	99	5	±3	
Other Race/Ethnicity	100	1	±1	
Enlisted	99	2	±1	
Officers	100	2	±2	
USAFR	99	2	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	4	±2	
Black	99	5	±4	
Hispanic	99	2	±3	
Asian	97	3	±3	
Other Race/Ethnicity	99	4	±6	
Enlisted	99	2	±1	
Officers	100	1	±2	

Note. Percent responding are Reserve component members who answered the question.

38. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	4	±1	
National Guard	99	4	±2	
Reserve	99	4	±2	
Enlisted	99	4	±1	
E1–E4	99	4	±2	
E5–E9	99	4	±1	
Officers	99	3	±2	
O1–O3	99	3	±3	
O4–O6	99	2	±2	
W1–W5	98	3	±3	
Male	99	4	±1	
Female	99	4	±2	
Non-Hispanic White	99	2	±2	
Total Minority	99	6	±2	
Black	99	9	±3	
Hispanic	99	5	±2	
AIAN	99	6	±10	
Asian	99	5	±3	
NHPI	99	6	±6	
Two or More Races	99	3	±4	
AGR/FTS/AR	99	6	±2	
Other Selected Reserve	99	3	±1	
Reserve Unit	99	3	±1	
Military Technicians	99	4	±2	
IMA	99	1	±1	
Not Activated Past 12 Months	99	3	±1	
Activated in the Past 12 Months	99	7	±4	
Deployed Past 12 Months	99	6	±4	
ARNG	99	4	±2	
Non-Hispanic White	99	3	±3	
Total Minority	99	7	±3	
Black	100	11	±6	
Hispanic	99	5	±4	
Asian	99	6	±8	
Other Race/Ethnicity	99	5	±6	
Enlisted	99	4	±2	
Officers	100	3	±3	

Note. Percent responding are Reserve component members who answered the question.

38. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	5	±2	
Non-Hispanic White	99	3	±5	
Total Minority	99	7	±3	
Black	98	8	±5	
Hispanic	100	7	±4	
Asian	99	6	±4	
Other Race/Ethnicity	100	2	±3	
Enlisted	99	5	±3	
Officers	99	4	±3	
USNR	99	3	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	6	±3	
Black	98	6	±5	
Hispanic	100	7	±5	
Asian	99	7	±4	
Other Race/Ethnicity	100	4	±4	
Enlisted	99	4	±2	
Officers	99	1	±1	
USMCR	99	2	±1	
Non-Hispanic White	98	1	±2	
Total Minority	99	2	±2	
Black	100	5	±6	
Hispanic	99	1	±3	
Asian	100	7	±7	
Other Race/Ethnicity	97	0	±1	
Enlisted	98	2	±1	
Officers	100	1	±2	
ANG	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	5	±3	
Black	99	6	±4	
Hispanic	100	6	±7	
Asian	98	4	±3	
Other Race/Ethnicity	98	1	±1	
Enlisted	99	2	±1	
Officers	99	1	±1	
USAFR	99	3	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	6	±2	
Black	99	7	±4	
Hispanic	100	4	±3	
Asian	99	2	±2	
Other Race/Ethnicity	97	8	±10	
Enlisted	99	3	±2	
Officers	99	1	±2	

Note. Percent responding are Reserve component members who answered the question.

39. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	4	±1	
National Guard	99	4	±2	
Reserve	99	4	±2	
Enlisted	99	5	±1	
E1-E4	98	4	±2	
E5-E9	99	5	±1	
Officers	99	4	±2	
O1-O3	99	4	±3	
O4-O6	99	3	±2	
W1-W5	98	5	±5	
Male	99	4	±1	
Female	99	5	±2	
Non-Hispanic White	99	3	±2	
Total Minority	99	7	±2	
Black	99	10	±3	
Hispanic	99	5	±2	
AIAN	98	7	±9	
Asian	98	5	±3	
NHPI	97	5	±5	
Two or More Races	100	3	±2	
AGR/FTS/AR	99	7	±2	
Other Selected Reserve	99	4	±1	
Reserve Unit	99	4	±1	
Military Technicians	97	5	±2	
IMA	99	1	±1	
Not Activated Past 12 Months	99	4	±1	
Activated in the Past 12 Months	99	7	±4	
Deployed Past 12 Months	99	6	±4	
ARNG	99	5	±2	
Non-Hispanic White	99	4	±3	
Total Minority	98	8	±3	
Black	99	12	±6	
Hispanic	98	5	±5	
Asian	98	7	±8	
Other Race/Ethnicity	99	4	±4	
Enlisted	99	5	±2	
Officers	99	4	±3	

Note. Percent responding are Reserve component members who answered the question.

39. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	6	±3	
Non-Hispanic White	98	4	±5	
Total Minority	99	7	±3	
Black	99	11	±6	
Hispanic	99	6	±4	
Asian	97	4	±4	
Other Race/Ethnicity	100	3	±5	
Enlisted	99	6	±3	
Officers	100	6	±4	
USNR	99	3	±1	
Non-Hispanic White	99	1	±2	
Total Minority	99	6	±2	
Black	99	7	±5	
Hispanic	99	5	±4	
Asian	99	6	±4	
Other Race/Ethnicity	99	5	±4	
Enlisted	99	4	±2	
Officers	99	1	±2	
USMCR	98	1	±1	
Non-Hispanic White	98	1	±2	
Total Minority	99	2	±2	
Black	99	4	±3	
Hispanic	98	1	±6	
Asian	100	5	±5	
Other Race/Ethnicity	99	0	±3	
Enlisted	98	1	±2	
Officers	98	1	±2	
ANG	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	5	±2	
Black	99	7	±4	
Hispanic	100	4	±3	
Asian	99	4	±3	
Other Race/Ethnicity	100	2	±2	
Enlisted	99	2	±1	
Officers	98	1	±1	
USAFR	98	3	±1	
Non-Hispanic White	98	1	±2	
Total Minority	99	6	±2	
Black	99	9	±4	
Hispanic	99	4	±3	
Asian	98	2	±2	
Other Race/Ethnicity	98	7	±9	
Enlisted	98	4	±2	
Officers	98	2	±2	

Note. Percent responding are Reserve component members who answered the question.

40. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	2	±1	
National Guard	99	2	±1	
Reserve	99	2	±1	
Enlisted	99	2	±1	
E1–E4	99	2	±1	
E5–E9	99	2	±1	
Officers	99	2	±1	
O1–O3	99	2	±2	
O4–O6	99	2	±2	
W1–W5	99	2	±3	
Male	99	2	±1	
Female	99	2	±2	
Non-Hispanic White	99	1	±1	
Total Minority	99	3	±1	
Black	99	4	±2	
Hispanic	99	3	±2	
AIAN	100	2	±2	
Asian	99	2	±1	
NHPI	99	3	±6	
Two or More Races	99	3	±4	
AGR/FTS/AR	99	4	±2	
Other Selected Reserve	99	2	±1	
Reserve Unit	99	2	±1	
Military Technicians	99	3	±2	
IMA	99	1	±1	
Not Activated Past 12 Months	99	2	±1	
Activated in the Past 12 Months	99	3	±2	
Deployed Past 12 Months	99	3	±3	
ARNG	99	2	±1	
Non-Hispanic White	99	1	±2	
Total Minority	99	4	±2	
Black	100	5	±4	
Hispanic	98	3	±4	
Asian	97	1	±2	
Other Race/Ethnicity	99	3	±8	
Enlisted	99	2	±2	
Officers	99	3	±2	

Note. Percent responding are Reserve component members who answered the question.

40. In the past 12 months, has someone from work made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	2	±1	
Non-Hispanic White	99	1	±2	
Total Minority	99	4	±2	
Black	99	4	±4	
Hispanic	99	5	±4	
Asian	100	2	±3	
Other Race/Ethnicity	98	1	±3	
Enlisted	99	2	±2	
Officers	99	4	±4	
USNR	100	2	±2	
Non-Hispanic White	100	1	±3	
Total Minority	99	2	±2	
Black	100	3	±3	
Hispanic	100	2	±4	
Asian	99	2	±3	
Other Race/Ethnicity	99	3	±4	
Enlisted	100	2	±2	
Officers	99	1	±2	
USMCR	98	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	98	0	±1	
Black	99	1	±3	
Hispanic	97	0	±0	
Asian	100	1	±4	
Other Race/Ethnicity	100	0	±1	
Enlisted	98	0	±1	
Officers	99	0	±1	
ANG	99	1	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	2	±1	
Black	99	2	±2	
Hispanic	99	2	±2	
Asian	100	2	±2	
Other Race/Ethnicity	99	1	±2	
Enlisted	99	1	±1	
Officers	99	1	±2	
USAFR	99	1	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	2	±2	
Black	99	2	±3	
Hispanic	99	2	±2	
Asian	100	2	±2	
Other Race/Ethnicity	99	4	±10	
Enlisted	99	2	±1	
Officers	99	1	±2	

Note. Percent responding are Reserve component members who answered the question.

41. In the past 12 months, has someone from work threatened or physically assaulted you because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	1	±1	
National Guard	99	1	±2	
Reserve	100	1	±1	
Enlisted	99	1	±1	
E1–E4	99	1	±2	
E5–E9	99	0	±1	
Officers	100	0	±1	
O1–O3	99	0	±1	
O4–O6	100	1	±1	
W1–W5	99	1	±2	
Male	99	1	±1	
Female	100	1	±2	
Non-Hispanic White	99	1	±2	
Total Minority	99	1	±1	
Black	99	1	±1	
Hispanic	99	1	±2	
AIAN	98	0	±1	
Asian	99	1	±1	
NHPI	98	1	±4	
Two or More Races	100	0	±2	
AGR/FTS/AR	99	1	±1	
Other Selected Reserve	99	1	±1	
Reserve Unit	99	1	±1	
Military Technicians	99	1	±2	
IMA	99	0	±1	
Not Activated Past 12 Months	99	1	±1	
Activated in the Past 12 Months	99	2	±5	
Deployed Past 12 Months	99	1	±1	
ARNG	99	1	±2	
Non-Hispanic White	99	2	±3	
Total Minority	98	1	±2	
Black	98	1	±3	
Hispanic	98	1	±4	
Asian	98	1	±2	
Other Race/Ethnicity	99	1	±2	
Enlisted	99	1	±2	
Officers	99	1	±2	

Note. Percent responding are Reserve component members who answered the question.

41. In the past 12 months, has someone from work threatened or physically assaulted you because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	100	1	±1	
Non-Hispanic White	100	0	±1	
Total Minority	100	1	±2	
Black	100	1	±2	
Hispanic	100	2	±3	
Asian	100	0	±3	
Other Race/Ethnicity	100	0	±1	
Enlisted	100	1	±1	
Officers	100	0	±2	
USNR	99	0	±1	
Non-Hispanic White	100	0	±1	
Total Minority	99	1	±1	
Black	100	1	±3	
Hispanic	97	0	±2	
Asian	99	1	±2	
Other Race/Ethnicity	100	1	±2	
Enlisted	99	0	±1	
Officers	99	0	±1	
USMCR	100	0	±1	
Non-Hispanic White	100	0	±0	
Total Minority	99	0	±1	
Black	99	1	±3	
Hispanic	99	0	±3	
Asian	99	1	±3	
Other Race/Ethnicity	100	NR		
Enlisted	100	0	±1	
Officers	100	0	±0	
ANG	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	0	±1	
Black	98	0	±2	
Hispanic	100	0	±1	
Asian	98	1	±2	
Other Race/Ethnicity	99	1	±4	
Enlisted	99	0	±1	
Officers	100	0	±0	
USAFR	99	0	±1	
Non-Hispanic White	98	0	±2	
Total Minority	99	0	±1	
Black	99	0	±2	
Hispanic	99	0	±3	
Asian	99	0	±1	
Other Race/Ethnicity	100	0	±1	
Enlisted	98	0	±1	
Officers	100	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

42. In the past 12 months, has someone from work directed an offensive action or comment at another person because of their race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	4	±1	
National Guard	99	4	±2	
Reserve	99	3	±2	
Enlisted	99	4	±2	
E1–E4	99	4	±3	
E5–E9	99	4	±1	
Officers	100	2	±1	
O1–O3	99	3	±2	
O4–O6	100	1	±1	
W1–W5	100	4	±4	
Male	99	4	±2	
Female	99	4	±2	
Non-Hispanic White	99	3	±2	
Total Minority	99	5	±2	
Black	98	6	±3	
Hispanic	99	5	±3	
AIAN	100	4	±3	
Asian	99	3	±2	
NHPI	99	5	±4	
Two or More Races	100	4	±4	
AGR/FTS/AR	99	5	±2	
Other Selected Reserve	99	4	±1	
Reserve Unit	99	4	±1	
Military Technicians	99	5	±3	
IMA	99	1	±2	
Not Activated Past 12 Months	99	3	±1	
Activated in the Past 12 Months	99	6	±4	
Deployed Past 12 Months	99	6	±5	
ARNG	99	5	±2	
Non-Hispanic White	99	4	±3	
Total Minority	98	6	±3	
Black	97	7	±5	
Hispanic	99	6	±6	
Asian	99	3	±3	
Other Race/Ethnicity	100	5	±7	
Enlisted	98	5	±3	
Officers	99	2	±2	

Note. Percent responding are Reserve component members who answered the question.

42. In the past 12 months, has someone from work directed an offensive action or comment at another person because of their race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	4	±2	
Non-Hispanic White	100	3	±5	
Total Minority	99	5	±2	
Black	99	5	±5	
Hispanic	99	4	±4	
Asian	100	3	±4	
Other Race/Ethnicity	100	4	±7	
Enlisted	99	4	±3	
Officers	100	3	±3	
USNR	100	3	±2	
Non-Hispanic White	100	2	±4	
Total Minority	99	3	±2	
Black	100	2	±3	
Hispanic	99	4	±4	
Asian	99	4	±4	
Other Race/Ethnicity	100	4	±4	
Enlisted	100	3	±3	
Officers	100	2	±3	
USMCR	99	2	±1	
Non-Hispanic White	100	1	±2	
Total Minority	98	3	±2	
Black	98	5	±6	
Hispanic	98	2	±3	
Asian	99	6	±7	
Other Race/Ethnicity	97	3	±8	
Enlisted	99	2	±1	
Officers	100	4	±5	
ANG	99	2	±1	
Non-Hispanic White	99	2	±1	
Total Minority	99	4	±3	
Black	100	5	±3	
Hispanic	100	5	±7	
Asian	98	3	±3	
Other Race/Ethnicity	100	2	±2	
Enlisted	99	2	±1	
Officers	100	2	±3	
USAFR	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	4	±2	
Black	99	5	±4	
Hispanic	99	3	±3	
Asian	99	3	±3	
Other Race/Ethnicity	100	5	±8	
Enlisted	99	3	±1	
Officers	100	1	±3	

Note. Percent responding are Reserve component members who answered the question.

43. Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	4	83	±9	
National Guard	4	80	±14	
Reserve	3	87	±9	
Enlisted	4	83	±10	
E1-E4	4	80	±18	
E5-E9	4	86	±9	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	4	NR		
Male	4	83	±10	
Female	4	NR		
Non-Hispanic White	3	81	±16	
Total Minority	5	85	±9	
Black	5	88	±14	
Hispanic	5	89	±15	
AIAN	4	NR		
Asian	3	76	±18	
NHPI	5	NR		
Two or More Races	4	NR		
AGR/FTS/AR	5	89	±10	
Other Selected Reserve	4	82	±10	
Reserve Unit	4	82	±10	
Military Technicians	5	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	85	±11	
Activated in the Past 12 Months	6	NR		
Deployed Past 12 Months	6	NR		
ARNG	5	81	±16	
Non-Hispanic White	4	NR		
Total Minority	6	NR		
Black	6	NR		
Hispanic	6	NR		
Asian	3	NR		
Other Race/Ethnicity	5	NR		
Enlisted	5	80	±17	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work directed an offensive action or comment at another person because of their race/ethnicity (Q42). Members who did not indicate experiencing an offensive action or comment at another person because of their race/ethnicity were coded as "No".
NR: Not reportable

43. Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	88	±14	
Non-Hispanic White	3	NR		
Total Minority	5	91	±15	
Black	5	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	89	±15	
Officers	3	NR		
USNR	3	95	±10	
Non-Hispanic White	2	NR		
Total Minority	3	90	±14	
Black	2	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	93	±12	
Officers	2	NR		
USMCR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	6	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	4	NR		
ANG	2	77	±14	
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	5	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	77	±15	
Officers	2	NR		
USAFR	2	85	±17	
Non-Hispanic White	1	NR		
Total Minority	4	90	±16	
Black	5	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	5	NR		
Enlisted	3	89	±15	
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work directed an offensive action or comment at another person because of their race/ethnicity (Q42). Members who did not indicate experiencing an offensive action or comment at another person because of their race/ethnicity were coded as "No".

NR: Not reportable

43. Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset? Constructed from Q42 and Q43.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	99	3	±1	
National Guard	99	3	±2	
Reserve	99	3	±2	
Enlisted	99	3	±1	
E1–E4	99	4	±2	
E5–E9	99	3	±1	
Officers	99	2	±1	
O1–O3	99	2	±2	
O4–O6	100	1	±1	
W1–W5	100	4	±4	
Male	99	3	±1	
Female	99	4	±2	
Non-Hispanic White	99	3	±2	
Total Minority	99	4	±2	
Black	98	5	±3	
Hispanic	99	4	±2	
AIAN	100	4	±3	
Asian	99	2	±2	
NHPI	99	4	±4	
Two or More Races	100	3	±3	
AGR/FTS/AR	99	4	±2	
Other Selected Reserve	99	3	±1	
Reserve Unit	99	3	±1	
Military Technicians	99	4	±2	
IMA	99	1	±1	
Not Activated Past 12 Months	99	3	±1	
Activated in the Past 12 Months	99	5	±4	
Deployed Past 12 Months	99	4	±5	
ARNG	98	4	±2	
Non-Hispanic White	99	3	±3	
Total Minority	98	5	±3	
Black	97	6	±5	
Hispanic	99	5	±6	
Asian	99	2	±2	
Other Race/Ethnicity	100	3	±3	
Enlisted	98	4	±2	
Officers	99	2	±2	

Note. Percent responding are Reserve component members who answered the question. Only members who indicated someone from work directed an offensive action or comment at another person because of their race/ethnicity (Q42) could respond to this item. Members who did not indicate experiencing an offensive action or comment at another person because of their race/ethnicity were coded as "No".

43. Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset? Constructed from Q42 and Q43.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	3	±2	
Non-Hispanic White	100	3	±5	
Total Minority	99	4	±2	
Black	99	5	±5	
Hispanic	99	4	±4	
Asian	99	3	±4	
Other Race/Ethnicity	100	4	±7	
Enlisted	99	4	±3	
Officers	100	2	±3	
USNR	100	2	±2	
Non-Hispanic White	100	2	±4	
Total Minority	99	3	±2	
Black	100	2	±3	
Hispanic	99	4	±4	
Asian	99	3	±4	
Other Race/Ethnicity	100	4	±4	
Enlisted	100	3	±3	
Officers	100	2	±3	
USMCR	99	1	±1	
Non-Hispanic White	100	1	±2	
Total Minority	98	2	±2	
Black	98	5	±6	
Hispanic	98	1	±3	
Asian	99	3	±4	
Other Race/Ethnicity	97	3	±8	
Enlisted	99	1	±1	
Officers	100	2	±4	
ANG	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	3	±3	
Black	100	3	±3	
Hispanic	100	4	±7	
Asian	98	2	±3	
Other Race/Ethnicity	100	2	±1	
Enlisted	99	2	±1	
Officers	100	2	±3	
USAFR	99	2	±1	
Non-Hispanic White	99	1	±1	
Total Minority	99	3	±2	
Black	99	4	±3	
Hispanic	99	2	±3	
Asian	99	2	±3	
Other Race/Ethnicity	100	5	±8	
Enlisted	99	2	±1	
Officers	100	0	±1	

Note. Percent responding are Reserve component members who answered the question. Only members who indicated someone from work directed an offensive action or comment at another person because of their race/ethnicity (Q42) could respond to this item. Members who did not indicate experiencing an offensive action or comment at another person because of their race/ethnicity were coded as "No".

43. Racial/Ethnic Harassment Prevalence Rate. Constructed from Q31-Q43.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
TOTAL DOD	93	12.8	±1.3	
National Guard	93	13.4	±1.9	
Reserve	93	12.0	±1.8	
Enlisted	93	13.4	±1.5	
E1–E4	92	11.9	±2.8	
E5–E9	94	14.9	±1.5	
Officers	93	9.5	±1.8	
O1–O3	93	8.5	±3.1	
O4–O6	94	9.8	±2.6	
W1–W5	93	12.9	±5.6	
Male	93	12.4	±1.5	
Female	93	14.4	±2.7	
Non-Hispanic White	94	9.8	±1.8	
Total Minority	92	17.5	±2.0	
Black	91	22.4	±3.8	
Hispanic	92	14.6	±3.2	
AIAN	93	23.0	±11.9	
Asian	88	12.8	±3.0	
NHPI	94	16.9	±9.1	
Two or More Races	92	15.5	±7.1	
AGR/FTS/AR	95	18.1	±2.5	
Other Selected Reserve	93	12.2	±1.5	
Reserve Unit	93	12.3	±1.5	
Military Technicians	91	13.7	±2.9	
IMA	93	5.8	±1.7	
Not Activated Past 12 Months	93	12.0	±1.4	
Activated in the Past 12 Months	92	17.0	±4.1	
Deployed Past 12 Months	92	18.4	±5.5	
ARNG	92	15.0	±2.5	
Non-Hispanic White	94	11.6	±3.2	
Total Minority	89	21.4	±4.3	
Black	91	28.6	±7.8	
Hispanic	89	15.2	±7.0	
Asian	83	15.6	±8.1	
Other Race/Ethnicity	90	22.5	±12.0	
Enlisted	92	15.8	±2.8	
Officers	93	9.8	±3.4	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior targeted at them, their racial/ethnic group, or another racial/ethnic group in the 12 months prior to taking the survey (Q31-Q43).

43. Racial/Ethnic Harassment Prevalence Rate. Constructed from Q31-Q43.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
USAR	94	13.7	±3.0	
Non-Hispanic White	94	10.8	±5.4	
Total Minority	93	16.6	±3.5	
Black	91	19.9	±6.1	
Hispanic	96	15.4	±6.2	
Asian	91	10.7	±4.6	
Other Race/Ethnicity	96	13.5	±9.0	
Enlisted	94	13.9	±3.6	
Officers	93	12.8	±4.8	
USNR	94	11.9	±3.7	
Non-Hispanic White	94	9.6	±6.9	
Total Minority	93	15.2	±3.0	
Black	95	15.0	±5.4	
Hispanic	91	16.7	±6.3	
Asian	94	13.7	±5.0	
Other Race/Ethnicity	96	13.8	±6.3	
Enlisted	94	14.3	±4.9	
Officers	95	5.4	±3.4	
USMCR	91	8.0	±2.8	
Non-Hispanic White	93	4.9	±4.3	
Total Minority	90	12.0	±4.1	
Black	91	20.8	±9.0	
Hispanic	87	9.7	±6.7	
Asian	97	14.2	±8.9	
Other Race/Ethnicity	93	6.3	±8.6	
Enlisted	91	8.0	±3.1	
Officers	95	7.6	±4.9	
ANG	93	8.4	±1.4	
Non-Hispanic White	93	6.3	±1.6	
Total Minority	94	14.1	±2.9	
Black	92	19.0	±5.0	
Hispanic	97	14.7	±6.5	
Asian	94	11.4	±4.0	
Other Race/Ethnicity	92	7.5	±2.8	
Enlisted	94	8.6	±1.5	
Officers	93	7.0	±3.6	
USAFR	92	9.1	±1.9	
Non-Hispanic White	93	6.6	±2.5	
Total Minority	91	12.8	±3.2	
Black	91	14.8	±4.8	
Hispanic	94	10.9	±6.4	
Asian	78	8.7	±3.4	
Other Race/Ethnicity	94	14.6	±9.4	
Enlisted	92	9.6	±2.2	
Officers	93	7.2	±4.1	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior targeted at them, their racial/ethnic group, or another racial/ethnic group in the 12 months prior to taking the survey (Q31-Q43).

43. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group Prevalence Rate. Constructed from Q35–Q38.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
TOTAL DOD	97	7.9	±1.1	
National Guard	97	7.9	±1.6	
Reserve	97	7.8	±1.6	
Enlisted	97	8.3	±1.3	
E1–E4	97	8.0	±2.4	
E5–E9	98	8.6	±1.2	
Officers	97	5.6	±1.5	
O1–O3	96	6.0	±2.8	
O4–O6	98	4.6	±1.9	
W1–W5	96	8.4	±4.9	
Male	97	7.6	±1.3	
Female	97	8.9	±2.2	
Non-Hispanic White	98	5.0	±1.5	
Total Minority	96	12.3	±1.8	
Black	96	15.3	±3.2	
Hispanic	97	10.8	±3.0	
AIAN	98	15.4	±12.3	
Asian	94	9.0	±2.7	
NHPI	98	10.0	±7.1	
Two or More Races	96	10.7	±6.9	
AGR/FTS/AR	98	11.5	±2.1	
Other Selected Reserve	97	7.5	±1.2	
Reserve Unit	97	7.5	±1.2	
Military Technicians	96	7.2	±2.1	
IMA	97	2.9	±1.2	
Not Activated Past 12 Months	97	7.1	±1.1	
Activated in the Past 12 Months	96	11.8	±3.7	
Deployed Past 12 Months	97	13.0	±5.0	
ARNG	97	8.9	±2.0	
Non-Hispanic White	98	5.4	±2.5	
Total Minority	95	15.3	±3.8	
Black	97	19.6	±6.8	
Hispanic	95	12.0	±6.6	
Asian	89	10.4	±7.8	
Other Race/Ethnicity	95	15.8	±11.6	
Enlisted	97	9.3	±2.3	
Officers	97	6.4	±3.1	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior targeted at their racial/ethnic group in the 12 months prior to taking the survey (Q35–Q38).

43. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group Prevalence Rate. Constructed from Q35–Q38.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
USAR	97	9.2	±2.8	
Non-Hispanic White	98	6.8	±5.2	
Total Minority	97	11.5	±3.1	
Black	95	13.2	±5.5	
Hispanic	99	11.7	±5.8	
Asian	94	8.3	±4.1	
Other Race/Ethnicity	99	7.0	±6.1	
Enlisted	98	9.4	±3.3	
Officers	95	8.1	±4.1	
USNR	97	7.9	±3.5	
Non-Hispanic White	96	5.8	±7.3	
Total Minority	97	10.7	±2.6	
Black	97	11.2	±5.0	
Hispanic	98	11.4	±5.4	
Asian	98	9.6	±4.2	
Other Race/Ethnicity	97	9.3	±5.1	
Enlisted	96	9.9	±4.6	
Officers	97	2.5	±2.4	
USMCR	97	4.7	±2.3	
Non-Hispanic White	97	3.3	±4.3	
Total Minority	96	6.2	±2.4	
Black	97	13.8	±8.5	
Hispanic	95	3.2	±2.7	
Asian	98	11.0	±8.1	
Other Race/Ethnicity	97	3.5	±7.2	
Enlisted	97	4.7	±2.6	
Officers	98	4.5	±4.4	
ANG	97	4.4	±1.0	
Non-Hispanic White	97	2.4	±1.1	
Total Minority	98	9.8	±2.6	
Black	98	12.4	±4.4	
Hispanic	99	10.8	±6.1	
Asian	97	9.0	±3.7	
Other Race/Ethnicity	96	4.3	±1.9	
Enlisted	97	4.6	±1.2	
Officers	98	2.7	±1.9	
USAFR	97	5.7	±1.5	
Non-Hispanic White	97	2.9	±1.9	
Total Minority	97	9.6	±2.8	
Black	97	10.9	±4.3	
Hispanic	98	8.4	±5.9	
Asian	95	4.3	±2.8	
Other Race/Ethnicity	96	13.1	±9.4	
Enlisted	97	6.2	±1.9	
Officers	98	3.5	±2.2	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior targeted at their racial/ethnic group in the 12 months prior to taking the survey (Q35–Q38).

43. Racial/Ethnic Harassment Directed at the Respondent Prevalence Rate. Constructed from Q39–Q41.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
TOTAL DOD	97	4.9	±0.9	
National Guard	97	4.9	±1.4	
Reserve	97	4.9	±1.2	
Enlisted	97	5.0	±1.1	
E1–E4	97	4.3	±2.0	
E5–E9	98	5.7	±1.0	
Officers	98	4.2	±1.4	
O1–O3	97	4.4	±2.5	
O4–O6	98	3.6	±1.7	
W1–W5	96	5.7	±4.7	
Male	97	4.8	±1.1	
Female	98	5.4	±1.8	
Non-Hispanic White	98	3.3	±1.3	
Total Minority	97	7.4	±1.3	
Black	97	11.2	±2.8	
Hispanic	96	5.0	±1.8	
AIAN	96	7.9	±8.9	
Asian	96	5.4	±2.5	
NHPI	94	6.9	±6.1	
Two or More Races	99	4.9	±3.6	
AGR/FTS/AR	98	7.7	±1.8	
Other Selected Reserve	97	4.6	±1.0	
Reserve Unit	97	4.6	±1.0	
Military Technicians	96	5.3	±1.9	
IMA	98	2.2	±0.9	
Not Activated Past 12 Months	97	4.3	±0.9	
Activated in the Past 12 Months	98	7.9	±3.7	
Deployed Past 12 Months	98	6.6	±3.3	
ARNG	97	5.7	±1.8	
Non-Hispanic White	98	4.2	±2.5	
Total Minority	96	8.4	±2.7	
Black	97	13.0	±5.7	
Hispanic	94	5.0	±4.2	
Asian	94	7.3	±7.7	
Other Race/Ethnicity	98	6.7	±6.4	
Enlisted	97	5.8	±2.0	
Officers	97	5.0	±2.6	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Directed at the Respondent Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior targeted directly at them because of their race/ethnicity in the 12 months prior to taking the survey (Q39–Q41).

43. Racial/Ethnic Harassment Directed at the Respondent Prevalence Rate. Constructed from Q39–Q41.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
USAR	98	6.2	±2.1	
Non-Hispanic White	98	4.4	±4.1	
Total Minority	98	7.9	±2.5	
Black	98	11.5	±5.2	
Hispanic	98	6.0	±3.6	
Asian	97	4.2	±3.3	
Other Race/Ethnicity	97	3.9	±4.1	
Enlisted	98	6.1	±2.5	
Officers	99	6.3	±3.8	
USNR	98	4.0	±1.3	
Non-Hispanic White	98	1.9	±2.2	
Total Minority	97	6.8	±2.1	
Black	99	8.2	±4.5	
Hispanic	95	6.1	±4.2	
Asian	97	6.3	±3.6	
Other Race/Ethnicity	99	6.1	±4.5	
Enlisted	98	4.7	±1.7	
Officers	97	1.9	±2.2	
USMCR	96	1.4	±1.0	
Non-Hispanic White	96	0.7	±1.2	
Total Minority	96	2.3	±1.9	
Black	97	3.9	±2.6	
Hispanic	95	1.7	±4.6	
Asian	99	5.0	±5.1	
Other Race/Ethnicity	99	0.5	±2.0	
Enlisted	96	1.4	±1.1	
Officers	97	1.4	±1.1	
ANG	98	2.3	±0.6	
Non-Hispanic White	98	1.1	±0.7	
Total Minority	98	5.4	±1.4	
Black	96	8.4	±3.4	
Hispanic	99	4.4	±2.6	
Asian	98	4.4	±3.0	
Other Race/Ethnicity	97	3.4	±2.2	
Enlisted	98	2.4	±0.7	
Officers	97	1.2	±1.1	
USAFR	97	3.8	±1.1	
Non-Hispanic White	97	2.1	±1.4	
Total Minority	97	6.3	±2.0	
Black	98	9.3	±3.9	
Hispanic	97	3.8	±2.4	
Asian	97	2.8	±2.1	
Other Race/Ethnicity	96	7.1	±8.3	
Enlisted	97	4.1	±1.3	
Officers	97	2.6	±2.0	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Directed at the Respondent Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior targeted directly at them because of their race/ethnicity in the 12 months prior to taking the survey (Q39–Q41).

43. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group and/or Another Racial/Ethnic Group Prevalence Rate. Constructed from Q31–Q34, Q42–Q43.

	% Resp.	Percentages Prevalence Rate	Max ME	Percentage Reporting Experienced
TOTAL DOD	97	9.5	±1.2	
National Guard	97	10.1	±1.7	
Reserve	98	8.8	±1.6	
Enlisted	97	10.1	±1.4	
E1–E4	96	8.8	±2.5	
E5–E9	98	11.4	±1.4	
Officers	98	6.5	±1.6	
O1–O3	98	6.1	±2.7	
O4–O6	98	6.3	±2.2	
W1–W5	98	9.2	±4.5	
Male	97	9.1	±1.4	
Female	97	11.2	±2.5	
Non-Hispanic White	97	7.7	±1.7	
Total Minority	97	12.3	±1.7	
Black	96	15.4	±3.3	
Hispanic	97	11.0	±2.8	
AIAN	98	19.4	±11.8	
Asian	96	8.3	±1.9	
NHPI	98	9.3	±5.1	
Two or More Races	97	9.6	±4.2	
AGR/FTS/AR	98	13.5	±2.2	
Other Selected Reserve	97	9.1	±1.3	
Reserve Unit	97	9.2	±1.3	
Military Technicians	98	11.0	±2.7	
IMA	97	3.3	±1.3	
Not Activated Past 12 Months	97	8.9	±1.2	
Activated in the Past 12 Months	97	13.0	±3.7	
Deployed Past 12 Months	97	13.5	±5.0	
ARNG	96	11.2	±2.2	
Non-Hispanic White	97	9.6	±2.9	
Total Minority	96	14.2	±3.5	
Black	95	19.6	±7.3	
Hispanic	97	11.2	±5.8	
Asian	97	8.0	±4.2	
Other Race/Ethnicity	94	13.0	±7.5	
Enlisted	96	12.0	±2.5	
Officers	98	6.0	±2.7	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group and/or Another Racial/Ethnic Group Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior directed at their racial/ethnic group and/or a different racial/ethnic group in the 12 months prior to taking the survey (Q31–Q34, Q42–Q43).

43. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group and/or Another Racial/Ethnic Group Prevalence Rate. Constructed from Q31–Q34, Q42–Q43.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
USAR	98	10.6	±2.8	
Non-Hispanic White	98	8.9	±5.3	
Total Minority	98	12.3	±3.0	
Black	97	13.6	±5.0	
Hispanic	99	12.1	±5.8	
Asian	98	7.9	±4.0	
Other Race/Ethnicity	99	11.4	±8.6	
Enlisted	98	10.8	±3.4	
Officers	98	9.8	±4.4	
USNR	99	7.5	±2.2	
Non-Hispanic White	99	5.0	±3.9	
Total Minority	98	10.7	±2.6	
Black	99	10.8	±4.9	
Hispanic	96	11.3	±5.5	
Asian	97	9.9	±4.4	
Other Race/Ethnicity	100	10.1	±5.2	
Enlisted	98	8.9	±2.9	
Officers	99	3.3	±2.8	
USMCR	97	5.1	±1.8	
Non-Hispanic White	98	1.9	±1.7	
Total Minority	95	9.4	±3.6	
Black	97	16.2	±8.6	
Hispanic	93	7.2	±6.0	
Asian	99	12.0	±8.3	
Other Race/Ethnicity	97	5.7	±8.1	
Enlisted	97	5.3	±2.0	
Officers	99	3.9	±3.0	
ANG	98	6.4	±1.3	
Non-Hispanic White	98	5.2	±1.5	
Total Minority	98	9.7	±2.7	
Black	97	11.7	±4.2	
Hispanic	99	11.0	±6.4	
Asian	97	8.4	±3.5	
Other Race/Ethnicity	98	5.3	±2.0	
Enlisted	98	6.5	±1.4	
Officers	98	5.9	±3.5	
USAFR	97	6.6	±1.7	
Non-Hispanic White	98	4.7	±2.3	
Total Minority	96	9.4	±2.8	
Black	95	11.3	±4.4	
Hispanic	98	8.6	±6.1	
Asian	86	6.7	±3.0	
Other Race/Ethnicity	99	8.2	±7.4	
Enlisted	97	7.3	±2.0	
Officers	98	4.0	±3.9	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment Directed at Respondent's Racial/Ethnic Group and/or Another Racial/Ethnic Group Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior directed at their racial/ethnic group and/or a different racial/ethnic group in the 12 months prior to taking the survey (Q31–Q34, Q42–Q43).

44. Do you think they ever knew that you or someone else wanted them to stop (telling racial/ethnic joke)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	5	50	±9	
National Guard	6	45	±12	
Reserve	5	57	±11	
Enlisted	6	50	±9	
E1-E4	6	56	±16	
E5-E9	6	44	±8	
Officers	3	NR		
O1-O3	4	NR		
O4-O6	2	NR		
W1-W5	4	NR		
Male	5	51	±10	
Female	7	48	±14	
Non-Hispanic White	4	50	±15	
Total Minority	8	50	±9	
Black	10	45	±14	
Hispanic	7	55	±15	
AIAN	13	NR		
Asian	6	45	±12	
NHPI	5	NR		
Two or More Races	4	NR		
AGR/FTS/AR	7	59	±11	
Other Selected Reserve	5	49	±10	
Reserve Unit	5	49	±10	
Military Technicians	5	42	±15	
IMA	1	NR		
Not Activated Past 12 Months	5	48	±9	
Activated in the Past 12 Months	8	NR		
Deployed Past 12 Months	8	NR		
ARNG	6	44	±14	
Non-Hispanic White	5	NR		
Total Minority	9	45	±16	
Black	12	NR		
Hispanic	8	NR		
Asian	5	NR		
Other Race/Ethnicity	7	NR		
Enlisted	7	43	±15	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by telling racial/ethnic jokes (Q31).
NR: Not reportable

44. Do you think they ever knew that you or someone else wanted them to stop (telling racial/ethnic joke)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	6	63	±15	
Non-Hispanic White	4	NR		
Total Minority	7	61	±14	
Black	9	NR		
Hispanic	7	NR		
Asian	6	NR		
Other Race/Ethnicity	4	NR		
Enlisted	6	68	±16	
Officers	4	NR		
USNR	5	55	±16	
Non-Hispanic White	3	NR		
Total Minority	7	54	±14	
Black	8	NR		
Hispanic	7	NR		
Asian	7	NR		
Other Race/Ethnicity	6	NR		
Enlisted	6	NR		
Officers	2	NR		
USMCR	3	33	±18	
Non-Hispanic White	1	NR		
Total Minority	7	20	±15	
Black	11	NR		
Hispanic	5	NR		
Asian	9	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	NR		
Officers	1	NR		
ANG	4	52	±12	
Non-Hispanic White	3	NR		
Total Minority	7	NR		
Black	8	NR		
Hispanic	8	NR		
Asian	6	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	51	±12	
Officers	2	NR		
USAFR	4	42	±15	
Non-Hispanic White	3	NR		
Total Minority	6	NR		
Black	7	NR		
Hispanic	6	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	44	±16	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by telling racial/ethnic jokes (Q31).

NR: Not reportable

45. Did they continue telling these jokes even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	67	±11	
National Guard	3	65	±16	
Reserve	3	69	±15	
Enlisted	3	69	±11	
E1-E4	3	NR		
E5-E9	2	67	±10	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	3	NR		
Male	2	68	±13	
Female	3	62	±17	
Non-Hispanic White	2	NR		
Total Minority	4	66	±11	
Black	4	NR		
Hispanic	4	NR		
AIAN	7	NR		
Asian	3	68	±17	
NHPI	3	89	±16	
Two or More Races	3	NR		
AGR/FTS/AR	4	63	±13	
Other Selected Reserve	2	67	±13	
Reserve Unit	2	67	±13	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	66	±11	
Activated in the Past 12 Months	4	NR		
Deployed Past 12 Months	3	NR		
ARNG	3	NR		
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	5	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by telling racial/ethnic jokes (Q31), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q44).

NR: Not reportable

45. Did they continue telling these jokes even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	5	NR		
Hispanic	5	NR		
Asian	4	NR		
Other Race/Ethnicity	1	NR		
Enlisted	4	NR		
Officers	2	NR		
USNR	3	NR		
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	2	68	±16	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	4	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	66	±17	
Officers	1	NR		
USAFR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by telling racial/ethnic jokes (Q31), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q44).

NR: Not reportable

46. Do you think most people know that telling racial/ethnic jokes would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	4	72	±9	
National Guard	4	73	±14	
Reserve	3	71	±10	
Enlisted	4	73	±10	
E1-E4	3	NR		
E5-E9	4	72	±10	
Officers	2	NR		
O1-O3	3	NR		
O4-O6	2	NR		
W1-W5	4	NR		
Male	3	71	±12	
Female	5	75	±14	
Non-Hispanic White	2	82	±16	
Total Minority	5	65	±11	
Black	7	NR		
Hispanic	5	NR		
AIAN	8	NR		
Asian	4	65	±14	
NHPI	2	NR		
Two or More Races	3	NR		
AGR/FTS/AR	5	75	±14	
Other Selected Reserve	3	72	±10	
Reserve Unit	3	72	±11	
Military Technicians	3	74	±15	
IMA	1	NR		
Not Activated Past 12 Months	3	71	±11	
Activated in the Past 12 Months	5	77	±15	
Deployed Past 12 Months	6	NR		
ARNG	4	72	±16	
Non-Hispanic White	4	NR		
Total Minority	6	NR		
Black	9	NR		
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	5	72	±18	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by telling racial/ethnic jokes (Q31), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q44), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q44/Q45).

NR: Not reportable

46. Do you think most people know that telling racial/ethnic jokes would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	69	±15	
Non-Hispanic White	1	NR		
Total Minority	5	62	±17	
Black	6	NR		
Hispanic	5	NR		
Asian	4	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	72	±16	
Officers	4	NR		
USNR	3	71	±15	
Non-Hispanic White	2	NR		
Total Minority	5	71	±15	
Black	6	NR		
Hispanic	6	NR		
Asian	5	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	72	±15	
Officers	2	NR		
USMCR	3	NR		
Non-Hispanic White	0	NR		
Total Minority	6	NR		
Black	11	NR		
Hispanic	4	NR		
Asian	8	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	1	NR		
ANG	2	80	±14	
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	6	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	79	±14	
Officers	1	NR		
USAFR	3	83	±14	
Non-Hispanic White	2	NR		
Total Minority	4	81	±18	
Black	5	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	81	±17	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by telling racial/ethnic jokes (Q31), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q44), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q44/Q45).

NR: Not reportable

47. Do you think they ever knew that you or someone else wanted them to stop (using an offensive racial/ethnic term)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	6	58	±9	
National Guard	6	56	±11	
Reserve	5	61	±13	
Enlisted	6	58	±9	
E1-E4	5	NR		
E5-E9	6	56	±8	
Officers	4	59	±16	
O1-O3	4	NR		
O4-O6	4	NR		
W1-W5	6	NR		
Male	5	57	±10	
Female	6	62	±15	
Non-Hispanic White	4	62	±14	
Total Minority	7	55	±9	
Black	9	55	±15	
Hispanic	7	59	±15	
AIAN	14	NR		
Asian	5	56	±13	
NHPI	5	NR		
Two or More Races	6	NR		
AGR/FTS/AR	8	64	±11	
Other Selected Reserve	5	57	±10	
Reserve Unit	5	57	±10	
Military Technicians	6	58	±14	
IMA	1	NR		
Not Activated Past 12 Months	5	59	±10	
Activated in the Past 12 Months	8	NR		
Deployed Past 12 Months	10	NR		
ARNG	6	55	±13	
Non-Hispanic White	5	NR		
Total Minority	9	51	±15	
Black	11	NR		
Hispanic	8	NR		
Asian	5	NR		
Other Race/Ethnicity	9	NR		
Enlisted	6	53	±14	
Officers	4	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by using an offensive racial/ethnic term (Q32).

NR: Not reportable

47. Do you think they ever knew that you or someone else wanted them to stop (using an offensive racial/ethnic term)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	7	NR		
Non-Hispanic White	7	NR		
Total Minority	7	63	±14	
Black	8	NR		
Hispanic	7	NR		
Asian	5	NR		
Other Race/Ethnicity	5	NR		
Enlisted	7	NR		
Officers	6	NR		
USNR	5	69	±16	
Non-Hispanic White	4	NR		
Total Minority	6	62	±16	
Black	6	NR		
Hispanic	6	NR		
Asian	7	NR		
Other Race/Ethnicity	6	NR		
Enlisted	6	70	±17	
Officers	1	NR		
USMCR	3	NR		
Non-Hispanic White	1	NR		
Total Minority	4	35	±17	
Black	8	NR		
Hispanic	3	NR		
Asian	9	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	2	NR		
ANG	4	61	±11	
Non-Hispanic White	3	61	±15	
Total Minority	6	NR		
Black	7	NR		
Hispanic	8	NR		
Asian	5	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	60	±12	
Officers	3	NR		
USAFR	3	55	±15	
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	7	NR		
Hispanic	5	NR		
Asian	4	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	54	±16	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by using an offensive racial/ethnic term (Q32).

NR: Not reportable

48. Did they continue using the offensive racial/ethnic term even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	64	±10	
National Guard	3	61	±15	
Reserve	3	67	±13	
Enlisted	3	67	±11	
E1-E4	3	NR		
E5-E9	4	68	±9	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	2	NR		
W1-W5	4	NR		
Male	3	67	±11	
Female	4	NR		
Non-Hispanic White	3	63	±17	
Total Minority	4	64	±11	
Black	5	NR		
Hispanic	4	74	±17	
AIAN	8	NR		
Asian	3	72	±16	
NHPI	3	NR		
Two or More Races	2	NR		
AGR/FTS/AR	5	59	±13	
Other Selected Reserve	3	65	±12	
Reserve Unit	3	65	±12	
Military Technicians	4	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	64	±11	
Activated in the Past 12 Months	5	NR		
Deployed Past 12 Months	5	NR		
ARNG	3	63	±18	
Non-Hispanic White	3	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	4	NR		
Asian	2	97	±11	
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using an offensive racial/ethnic term (Q32), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q47).

NR: Not reportable

48. Did they continue using the offensive racial/ethnic term even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	73	±17	
Non-Hispanic White	4	NR		
Total Minority	4	70	±17	
Black	5	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	79	±17	
Officers	3	NR		
USNR	3	NR		
Non-Hispanic White	3	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	4	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	2	50	±15	
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	2	NR		
USAFR	2	64	±17	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	70	±18	
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using an offensive racial/ethnic term (Q32), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q47).

NR: Not reportable

49. Do you think most people know that using a racial/ethnic term would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	76	±11	
National Guard	4	83	±11	
Reserve	3	NR		
Enlisted	4	74	±12	
E1-E4	3	NR		
E5-E9	4	77	±8	
Officers	3	91	±12	
O1-O3	3	NR		
O4-O6	3	NR		
W1-W5	5	NR		
Male	3	74	±13	
Female	4	85	±12	
Non-Hispanic White	3	NR		
Total Minority	5	71	±12	
Black	6	NR		
Hispanic	4	70	±18	
AIAN	8	NR		
Asian	3	69	±15	
NHPI	3	NR		
Two or More Races	5	NR		
AGR/FTS/AR	5	77	±13	
Other Selected Reserve	3	76	±13	
Reserve Unit	3	76	±13	
Military Technicians	5	82	±12	
IMA	1	NR		
Not Activated Past 12 Months	3	75	±14	
Activated in the Past 12 Months	5	82	±14	
Deployed Past 12 Months	8	90	±12	
ARNG	4	84	±14	
Non-Hispanic White	3	95	±7	
Total Minority	6	NR		
Black	9	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	6	NR		
Enlisted	4	83	±16	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using an offensive racial/ethnic term (Q32), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q47), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q47/Q48).

NR: Not reportable

49. Do you think most people know that using a racial/ethnic term would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	4	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	5	NR		
USNR	3	81	±16	
Non-Hispanic White	3	NR		
Total Minority	4	NR		
Black	3	NR		
Hispanic	4	NR		
Asian	5	NR		
Other Race/Ethnicity	5	NR		
Enlisted	4	82	±16	
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	6	NR		
Hispanic	2	NR		
Asian	7	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	2	NR		
ANG	3	77	±13	
Non-Hispanic White	2	81	±18	
Total Minority	5	NR		
Black	6	NR		
Hispanic	6	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	75	±14	
Officers	2	NR		
USAFR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using an offensive racial/ethnic term (Q32), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q47), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q47/Q48).

NR: Not reportable

50. Do you think they ever knew that you or someone else wanted them to stop (claiming that their race/ethnicity is better than others)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	4	60	±10	
National Guard	4	56	±14	
Reserve	3	65	±13	
Enlisted	4	60	±11	
E1-E4	3	NR		
E5-E9	5	55	±10	
Officers	2	NR		
O1-O3	3	NR		
O4-O6	2	NR		
W1-W5	3	NR		
Male	4	62	±12	
Female	4	NR		
Non-Hispanic White	3	55	±15	
Total Minority	4	66	±13	
Black	5	NR		
Hispanic	4	NR		
AIAN	3	NR		
Asian	3	NR		
NHPI	5	NR		
Two or More Races	2	NR		
AGR/FTS/AR	5	65	±15	
Other Selected Reserve	4	59	±11	
Reserve Unit	4	59	±12	
Military Technicians	5	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	55	±11	
Activated in the Past 12 Months	6	NR		
Deployed Past 12 Months	6	NR		
ARNG	5	56	±16	
Non-Hispanic White	5	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	5	NR		
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others (Q33).

NR: Not reportable

50. Do you think they ever knew that you or someone else wanted them to stop (claiming that their race/ethnicity is better than others)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	5	NR		
Black	5	NR		
Hispanic	6	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	NR		
Officers	3	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	0	NR		
USMCR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	6	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		
ANG	2	57	±16	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	2	NR		
USAFR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others (Q33).

NR: Not reportable

51. Did they continue making these claims even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	69	±11	
National Guard	2	66	±17	
Reserve	2	72	±14	
Enlisted	2	72	±12	
E1-E4	2	NR		
E5-E9	3	67	±12	
Officers	1	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	3	NR		
Male	2	72	±13	
Female	2	NR		
Non-Hispanic White	2	71	±16	
Total Minority	3	67	±15	
Black	3	NR		
Hispanic	3	NR		
AIAN	2	NR		
Asian	2	NR		
NHPI	3	NR		
Two or More Races	1	NR		
AGR/FTS/AR	3	NR		
Other Selected Reserve	2	71	±13	
Reserve Unit	2	71	±13	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	69	±12	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	5	NR		
ARNG	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	4	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others (Q33), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q50).

NR: Not reportable

51. Did they continue making these claims even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	72	±17	
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	3	81	±18	
Officers	2	NR		
USNR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others (Q33), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q50).

NR: Not reportable

52. Do you think most people know that these claims would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	74	±10	
National Guard	3	74	±14	
Reserve	2	75	±14	
Enlisted	2	73	±12	
E1-E4	2	NR		
E5-E9	3	67	±13	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	3	NR		
Male	2	70	±13	
Female	3	87	±12	
Non-Hispanic White	2	77	±15	
Total Minority	2	71	±15	
Black	3	NR		
Hispanic	2	NR		
AIAN	2	NR		
Asian	2	NR		
NHPI	3	NR		
Two or More Races	1	91	±15	
AGR/FTS/AR	3	NR		
Other Selected Reserve	2	77	±11	
Reserve Unit	2	76	±12	
Military Technicians	3	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	75	±11	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	3	NR		
ARNG	3	74	±16	
Non-Hispanic White	3	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	3	73	±17	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others (Q33), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q50), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q50/Q51).

NR: Not reportable

52. Do you think most people know that these claims would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	3	NR		
USNR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	1	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	5	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		
USAFR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others (Q33), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q50), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q50/Q51).

NR: Not reportable

53. Do you think they ever knew that you or someone else wanted them to stop (displaying something that threatens or insults a racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	62	±11	
National Guard	2	64	±16	
Reserve	2	59	±12	
Enlisted	2	64	±12	
E1-E4	2	NR		
E5-E9	3	65	±11	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	2	NR		
W1-W5	4	NR		
Male	2	66	±12	
Female	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	65	±11	
Black	4	70	±15	
Hispanic	3	NR		
AIAN	3	NR		
Asian	2	NR		
NHPI	2	NR		
Two or More Races	3	NR		
AGR/FTS/AR	5	63	±14	
Other Selected Reserve	2	62	±13	
Reserve Unit	2	62	±13	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	63	±12	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	3	NR		
ARNG	3	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group (Q34).

NR: Not reportable

53. Do you think they ever knew that you or someone else wanted them to stop (displaying something that threatens or insults a racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	58	±16	
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	3	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	2	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	4	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	2	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group (Q34).
NR: Not reportable

54. Did they continue displaying these materials even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	60	±14	
National Guard	2	NR		
Reserve	1	64	±17	
Enlisted	2	61	±16	
E1-E4	1	NR		
E5-E9	2	56	±15	
Officers	1	NR		
O1-O3	1	94	±13	
O4-O6	1	NR		
W1-W5	2	NR		
Male	2	59	±15	
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	76	±11	
Black	3	70	±18	
Hispanic	2	NR		
AIAN	1	NR		
Asian	1	NR		
NHPI	2	NR		
Two or More Races	1	NR		
AGR/FTS/AR	3	NR		
Other Selected Reserve	1	63	±17	
Reserve Unit	1	63	±17	
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	62	±17	
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	3	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group (Q34), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q53).

NR: Not reportable

54. Did they continue displaying these materials even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	2	99	±4	
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		
USNR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	1	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	3	NR		
Hispanic	0	NR		
Asian	2	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group (Q34), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q53).

NR: Not reportable

55. Do you think most people know that displaying these materials would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	71	±12	
National Guard	1	NR		
Reserve	1	72	±14	
Enlisted	1	70	±14	
E1-E4	1	NR		
E5-E9	2	66	±15	
Officers	2	NR		
O1-O3	1	NR		
O4-O6	2	NR		
W1-W5	4	NR		
Male	1	73	±14	
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	68	±13	
Black	3	88	±12	
Hispanic	1	NR		
AIAN	3	NR		
Asian	1	NR		
NHPI	2	NR		
Two or More Races	2	NR		
AGR/FTS/AR	3	72	±16	
Other Selected Reserve	1	71	±15	
Reserve Unit	1	71	±15	
Military Technicians	1	NR		
IMA	1	NR		
Not Activated Past 12 Months	1	72	±14	
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	3	NR		
ARNG	2	NR		
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group (Q34), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q53), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q53/Q54).

NR: Not reportable

55. Do you think most people know that displaying these materials would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	2	NR		
USNR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	1	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	1	NR		
Officers	1	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group (Q34), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q53), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q53/Q54).

NR: Not reportable

NA: Not applicable

56. Do you think they ever knew that you or someone else wanted them to stop (insulting your racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	4	60	±10	
National Guard	4	57	±13	
Reserve	4	65	±13	
Enlisted	4	61	±10	
E1-E4	3	NR		
E5-E9	4	68	±9	
Officers	3	NR		
O1-O3	4	NR		
O4-O6	2	NR		
W1-W5	3	NR		
Male	4	62	±11	
Female	5	NR		
Non-Hispanic White	3	NR		
Total Minority	6	65	±10	
Black	7	81	±10	
Hispanic	5	NR		
AIAN	12	NR		
Asian	5	NR		
NHPI	4	NR		
Two or More Races	4	NR		
AGR/FTS/AR	6	67	±13	
Other Selected Reserve	4	59	±11	
Reserve Unit	4	59	±11	
Military Technicians	4	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	65	±11	
Activated in the Past 12 Months	5	NR		
Deployed Past 12 Months	7	NR		
ARNG	4	58	±14	
Non-Hispanic White	3	NR		
Total Minority	7	NR		
Black	7	NR		
Hispanic	6	NR		
Asian	6	NR		
Other Race/Ethnicity	6	NR		
Enlisted	4	59	±16	
Officers	4	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by insulting the member's racial/ethnic group (Q35).

NR: Not reportable

56. Do you think they ever knew that you or someone else wanted them to stop (insulting your racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	74	±16	
Non-Hispanic White	3	NR		
Total Minority	6	69	±17	
Black	6	NR		
Hispanic	6	NR		
Asian	4	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	77	±17	
Officers	4	NR		
USNR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	4	70	±17	
Black	6	NR		
Hispanic	2	NR		
Asian	5	NR		
Other Race/Ethnicity	5	NR		
Enlisted	5	NR		
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	6	NR		
Hispanic	2	NR		
Asian	7	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	2	NR		
ANG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	5	NR		
Black	6	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	1	NR		
USAFR	3	NR		
Non-Hispanic White	1	NR		
Total Minority	6	NR		
Black	7	NR		
Hispanic	5	NR		
Asian	2	NR		
Other Race/Ethnicity	6	NR		
Enlisted	4	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by insulting the member's racial/ethnic group (Q35).
NR: Not reportable

57. Did they continue these insults even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	68	±11	
National Guard	2	66	±15	
Reserve	2	71	±14	
Enlisted	2	69	±12	
E1-E4	2	NR		
E5-E9	3	66	±11	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	2	NR		
Male	2	71	±11	
Female	3	NR		
Non-Hispanic White	1	NR		
Total Minority	4	65	±12	
Black	5	NR		
Hispanic	3	NR		
AIAN	7	NR		
Asian	2	84	±14	
NHPI	3	NR		
Two or More Races	2	NR		
AGR/FTS/AR	4	56	±16	
Other Selected Reserve	2	71	±12	
Reserve Unit	2	71	±12	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	71	±12	
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	3	NR		
ARNG	2	70	±17	
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by insulting the member's racial/ethnic group (Q35), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q56).

NR: Not reportable

57. Did they continue these insults even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	80	±16	
Non-Hispanic White	3	NR		
Total Minority	4	76	±17	
Black	5	NR		
Hispanic	3	93	±14	
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	85	±15	
Officers	3	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	5	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by insulting the member's racial/ethnic group (Q35), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q56).

NR: Not reportable

58. Do you think most people know that these insults would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	61	±13	
National Guard	2	NR		
Reserve	2	62	±17	
Enlisted	2	57	±14	
E1-E4	2	NR		
E5-E9	2	70	±12	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	2	99	±6	
Male	2	60	±15	
Female	3	NR		
Non-Hispanic White	2	NR		
Total Minority	3	69	±14	
Black	4	85	±11	
Hispanic	3	NR		
AIAN	6	NR		
Asian	3	NR		
NHPI	2	NR		
Two or More Races	3	88	±17	
AGR/FTS/AR	4	66	±17	
Other Selected Reserve	2	60	±14	
Reserve Unit	2	60	±14	
Military Technicians	3	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	61	±15	
Activated in the Past 12 Months	4	NR		
Deployed Past 12 Months	5	NR		
ARNG	3	NR		
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	3	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by insulting the member's racial/ethnic group (Q35), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q56), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q56/Q57).
NR: Not reportable

58. Do you think most people know that these insults would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	3	NR		
USNR	3	NR		
Non-Hispanic White	3	NR		
Total Minority	3	85	±13	
Black	4	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	NR		
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	8	NR		
Hispanic	1	NR		
Asian	5	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	1	NR		
Officers	1	NR		
ANG	2	77	±16	
Non-Hispanic White	1	NR		
Total Minority	4	82	±17	
Black	5	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	75	±17	
Officers	1	NR		
USAFR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	5	NR		
Enlisted	3	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by insulting the member's racial/ethnic group (Q35), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q56), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q56/Q57).

NR: Not reportable

NA: Not applicable

59. Do you think they ever knew that you or someone else wanted them to stop (using a stereotype about your racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	6	54	±8	
National Guard	6	47	±11	
Reserve	5	64	±12	
Enlisted	6	55	±9	
E1-E4	6	50	±15	
E5-E9	6	60	±8	
Officers	4	48	±14	
O1-O3	5	NR		
O4-O6	3	NR		
W1-W5	6	NR		
Male	6	53	±10	
Female	6	58	±14	
Non-Hispanic White	3	58	±15	
Total Minority	9	52	±9	
Black	11	62	±12	
Hispanic	8	NR		
AIAN	13	NR		
Asian	7	42	±15	
NHPI	5	NR		
Two or More Races	9	NR		
AGR/FTS/AR	7	56	±10	
Other Selected Reserve	5	54	±9	
Reserve Unit	5	54	±9	
Military Technicians	5	57	±16	
IMA	3	NR		
Not Activated Past 12 Months	5	55	±10	
Activated in the Past 12 Months	8	50	±14	
Deployed Past 12 Months	11	NR		
ARNG	6	47	±12	
Non-Hispanic White	4	NR		
Total Minority	11	43	±14	
Black	13	NR		
Hispanic	9	NR		
Asian	8	NR		
Other Race/Ethnicity	14	NR		
Enlisted	7	47	±13	
Officers	6	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by using a stereotype about their racial/ethnic group (Q36).

NR: Not reportable

59. Do you think they ever knew that you or someone else wanted them to stop (using a stereotype about your racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	6	73	±16	
Non-Hispanic White	5	NR		
Total Minority	8	64	±17	
Black	8	NR		
Hispanic	8	NR		
Asian	6	NR		
Other Race/Ethnicity	5	NR		
Enlisted	7	75	±18	
Officers	5	NR		
USNR	5	NR		
Non-Hispanic White	3	NR		
Total Minority	8	69	±13	
Black	9	NR		
Hispanic	8	NR		
Asian	7	NR		
Other Race/Ethnicity	7	NR		
Enlisted	7	NR		
Officers	1	NR		
USMCR	3	NR		
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	11	NR		
Hispanic	2	NR		
Asian	8	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	4	NR		
ANG	3	42	±13	
Non-Hispanic White	2	NR		
Total Minority	7	53	±15	
Black	9	NR		
Hispanic	7	NR		
Asian	7	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	43	±14	
Officers	2	NR		
USAFR	4	45	±13	
Non-Hispanic White	2	NR		
Total Minority	7	48	±15	
Black	9	NR		
Hispanic	6	NR		
Asian	3	NR		
Other Race/Ethnicity	5	NR		
Enlisted	5	50	±15	
Officers	3	10	±14	

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by using a stereotype about their racial/ethnic group (Q36).

NR: Not reportable

60. Did they continue using this stereotype even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	69	±10	
National Guard	3	68	±15	
Reserve	3	71	±13	
Enlisted	3	69	±11	
E1-E4	3	NR		
E5-E9	3	72	±9	
Officers	2	69	±17	
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	4	NR		
Male	3	71	±11	
Female	3	NR		
Non-Hispanic White	2	NR		
Total Minority	5	65	±11	
Black	7	62	±16	
Hispanic	4	68	±17	
AIAN	3	NR		
Asian	3	70	±17	
NHPI	3	NR		
Two or More Races	3	NR		
AGR/FTS/AR	4	69	±13	
Other Selected Reserve	3	69	±11	
Reserve Unit	3	69	±11	
Military Technicians	3	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	70	±12	
Activated in the Past 12 Months	4	67	±18	
Deployed Past 12 Months	6	NR		
ARNG	3	70	±17	
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	7	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using a stereotype about their racial/ethnic group (Q36), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q59).

NR: Not reportable

60. Did they continue using this stereotype even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	5	79	±15	
Non-Hispanic White	4	NR		
Total Minority	5	71	±16	
Black	6	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	5	81	±17	
Officers	3	NR		
USNR	3	NR		
Non-Hispanic White	1	NR		
Total Minority	5	58	±16	
Black	6	NR		
Hispanic	6	NR		
Asian	4	NR		
Other Race/Ethnicity	5	NR		
Enlisted	3	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	5	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	2	47	±16	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	6	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using a stereotype about their racial/ethnic group (Q36), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q59).

NR: Not reportable

61. Do you think most people know that using this stereotype would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	74	±9	
National Guard	4	77	±12	
Reserve	3	69	±13	
Enlisted	4	74	±10	
E1-E4	4	74	±17	
E5-E9	3	73	±9	
Officers	3	72	±16	
O1-O3	3	NR		
O4-O6	2	NR		
W1-W5	5	NR		
Male	3	72	±11	
Female	4	81	±12	
Non-Hispanic White	2	NR		
Total Minority	6	77	±9	
Black	6	78	±15	
Hispanic	5	75	±18	
AIAN	11	NR		
Asian	5	73	±18	
NHPI	3	NR		
Two or More Races	7	NR		
AGR/FTS/AR	5	66	±14	
Other Selected Reserve	3	75	±10	
Reserve Unit	3	75	±10	
Military Technicians	3	74	±16	
IMA	2	NR		
Not Activated Past 12 Months	3	74	±11	
Activated in the Past 12 Months	5	72	±15	
Deployed Past 12 Months	7	NR		
ARNG	4	77	±14	
Non-Hispanic White	2	NR		
Total Minority	8	78	±16	
Black	9	NR		
Hispanic	6	NR		
Asian	6	NR		
Other Race/Ethnicity	12	NR		
Enlisted	4	76	±16	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using a stereotype about their racial/ethnic group (Q36), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q59), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q59/Q60).

NR: Not reportable

61. Do you think most people know that using this stereotype would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	76	±17	
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	4	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	1	NR		
Enlisted	3	NR		
Officers	3	NR		
USNR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	5	64	±18	
Black	4	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	5	NR		
Enlisted	5	NR		
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	8	NR		
Hispanic	2	NR		
Asian	6	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	4	NR		
ANG	2	77	±13	
Non-Hispanic White	1	NR		
Total Minority	5	78	±16	
Black	6	NR		
Hispanic	5	NR		
Asian	6	NR		
Other Race/Ethnicity	3	82	±17	
Enlisted	2	78	±14	
Officers	2	NR		
USAFR	3	81	±14	
Non-Hispanic White	2	NR		
Total Minority	6	80	±16	
Black	7	NR		
Hispanic	6	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	84	±15	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by using a stereotype about their racial/ethnic group (Q36), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q59), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q59/Q60).

NR: Not reportable

62. Do you think they ever knew that you or someone else wanted them to stop (making a comment about a physical characteristic of your racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	67	±12	
National Guard	3	73	±14	
Reserve	3	NR		
Enlisted	3	67	±13	
E1-E4	3	NR		
E5-E9	3	65	±11	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	3	NR		
Male	3	63	±14	
Female	4	77	±16	
Non-Hispanic White	2	NR		
Total Minority	5	73	±10	
Black	6	77	±13	
Hispanic	4	NR		
AIAN	5	NR		
Asian	4	53	±15	
NHPI	2	NR		
Two or More Races	2	NR		
AGR/FTS/AR	4	66	±17	
Other Selected Reserve	3	67	±13	
Reserve Unit	3	67	±13	
Military Technicians	3	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	67	±14	
Activated in the Past 12 Months	4	66	±17	
Deployed Past 12 Months	6	NR		
ARNG	3	75	±16	
Non-Hispanic White	2	NR		
Total Minority	5	79	±15	
Black	8	NR		
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	4	76	±17	
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by making a comment about a physical characteristic of their racial/ethnic group (Q37).

NR: Not reportable

62. Do you think they ever knew that you or someone else wanted them to stop (making a comment about a physical characteristic of your racial/ethnic group)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	4	NR		
Total Minority	5	NR		
Black	5	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	3	NR		
Enlisted	5	NR		
Officers	2	NR		
USNR	3	NR		
Non-Hispanic White	3	NR		
Total Minority	4	76	±16	
Black	5	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	NR		
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	1	NR		
ANG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	4	NR		
Asian	5	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	2	NR		
USAFR	2	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by making a comment about a physical characteristic of their racial/ethnic group (Q37).

NR: Not reportable

63. Did they continue making this comment even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	70	±14	
National Guard	2	NR		
Reserve	2	78	±15	
Enlisted	2	68	±15	
E1-E4	2	NR		
E5-E9	2	71	±13	
Officers	1	90	±14	
O1-O3	1	96	±11	
O4-O6	1	NR		
W1-W5	1	NR		
Male	2	69	±17	
Female	3	NR		
Non-Hispanic White	1	NR		
Total Minority	3	67	±16	
Black	5	NR		
Hispanic	3	NR		
AIAN	1	NR		
Asian	2	76	±16	
NHPI	2	NR		
Two or More Races	1	96	±9	
AGR/FTS/AR	3	66	±17	
Other Selected Reserve	2	70	±16	
Reserve Unit	2	70	±16	
Military Technicians	2	90	±14	
IMA	0	NR		
Not Activated Past 12 Months	2	73	±16	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	5	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	3	NR		
Officers	1	99	±6	

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about a physical characteristic of their racial/ethnic group (Q37), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q62).

NR: Not reportable

63. Did they continue making this comment even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	87	±16	
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	2	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	3	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	0	NR		
Officers	0	NR		
ANG	1	81	±18	
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about a physical characteristic of their racial/ethnic group (Q37), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q62).

NR: Not reportable

64. Do you think most people know that this comment would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	55	±15	
National Guard	2	NR		
Reserve	2	NR		
Enlisted	2	56	±16	
E1-E4	2	NR		
E5-E9	2	45	±13	
Officers	1	NR		
O1-O3	0	NR		
O4-O6	1	NR		
W1-W5	1	NR		
Male	2	NR		
Female	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	56	±16	
Black	3	NR		
Hispanic	2	NR		
AIAN	4	NR		
Asian	2	NR		
NHPI	2	NR		
Two or More Races	1	NR		
AGR/FTS/AR	2	NR		
Other Selected Reserve	2	NR		
Reserve Unit	2	NR		
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	NR		
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	3	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about a physical characteristic of their racial/ethnic group (Q37), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q62), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q62/Q63).

NR: Not reportable

64. Do you think most people know that this comment would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		
USNR	2	NR		
Non-Hispanic White	3	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	3	NR		
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	0	NR		
Enlisted	2	NR		
Officers	1	NR		
ANG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about a physical characteristic of their racial/ethnic group (Q37), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q62), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q62/Q63).

NR: Not reportable

65. Do you think they ever knew that you or someone else wanted them to stop (making a comment about the way people in your racial/ethnic group talk)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	65	±9	
National Guard	3	60	±14	
Reserve	4	70	±11	
Enlisted	3	68	±10	
E1-E4	3	NR		
E5-E9	4	64	±10	
Officers	2	NR		
O1-O3	3	NR		
O4-O6	2	NR		
W1-W5	3	NR		
Male	3	64	±11	
Female	4	NR		
Non-Hispanic White	2	NR		
Total Minority	6	64	±9	
Black	9	65	±14	
Hispanic	5	74	±12	
AIAN	6	NR		
Asian	5	NR		
NHPI	6	NR		
Two or More Races	3	NR		
AGR/FTS/AR	6	68	±14	
Other Selected Reserve	3	64	±11	
Reserve Unit	3	64	±11	
Military Technicians	4	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	63	±12	
Activated in the Past 12 Months	5	68	±14	
Deployed Past 12 Months	6	82	±17	
ARNG	4	60	±16	
Non-Hispanic White	2	NR		
Total Minority	7	NR		
Black	11	NR		
Hispanic	4	NR		
Asian	5	NR		
Other Race/Ethnicity	5	NR		
Enlisted	4	62	±17	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by making a comment about the way people in their racial/ethnic group talk (Q38).

NR: Not reportable

65. Do you think they ever knew that you or someone else wanted them to stop (making a comment about the way people in your racial/ethnic group talk)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	77	±14	
Non-Hispanic White	2	NR		
Total Minority	7	75	±13	
Black	8	NR		
Hispanic	7	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	5	84	±12	
Officers	4	NR		
USNR	3	56	±15	
Non-Hispanic White	0	NR		
Total Minority	6	59	±15	
Black	6	NR		
Hispanic	7	NR		
Asian	6	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	56	±16	
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	5	NR		
Hispanic	1	NR		
Asian	7	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	2	61	±17	
Non-Hispanic White	1	NR		
Total Minority	5	NR		
Black	6	NR		
Hispanic	6	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		
USAFR	3	53	±15	
Non-Hispanic White	0	NR		
Total Minority	5	53	±16	
Black	7	NR		
Hispanic	4	NR		
Asian	2	NR		
Other Race/Ethnicity	8	8	±14	
Enlisted	3	58	±17	
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by making a comment about the way people in their racial/ethnic group talk (Q38).

NR: Not reportable

66. Did they continue making this comment even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	66	±11	
National Guard	2	65	±16	
Reserve	2	67	±16	
Enlisted	2	66	±12	
E1–E4	2	NR		
E5–E9	2	63	±12	
Officers	1	NR		
O1–O3	1	NR		
O4–O6	1	NR		
W1–W5	2	NR		
Male	2	66	±14	
Female	3	NR		
Non-Hispanic White	1	90	±15	
Total Minority	4	56	±12	
Black	6	NR		
Hispanic	4	NR		
AIAN	2	NR		
Asian	3	NR		
NHPI	2	NR		
Two or More Races	1	NR		
AGR/FTS/AR	4	51	±15	
Other Selected Reserve	2	69	±13	
Reserve Unit	2	69	±13	
Military Technicians	2	NR		
IMA	0	NR		
Not Activated Past 12 Months	2	67	±14	
Activated in the Past 12 Months	4	NR		
Deployed Past 12 Months	5	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about the way people in their racial/ethnic group talk (Q38), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q65).

NR: Not reportable

66. Did they continue making this comment even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	NR		
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	6	NR		
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	4	NR		
Officers	1	NR		
USNR	2	NR		
Non-Hispanic White	0	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	0	NR		
Asian	3	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	1	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	4	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about the way people in their racial/ethnic group talk (Q38), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q65).

NR: Not reportable

NA: Not applicable

67. Do you think most people know that making this comment would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	57	±12	
National Guard	2	NR		
Reserve	2	67	±12	
Enlisted	2	55	±13	
E1-E4	2	NR		
E5-E9	2	57	±13	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	2	NR		
W1-W5	1	NR		
Male	2	54	±13	
Female	2	NR		
Non-Hispanic White	1	NR		
Total Minority	4	60	±12	
Black	6	NR		
Hispanic	3	71	±18	
AIAN	5	NR		
Asian	3	NR		
NHPI	4	NR		
Two or More Races	2	NR		
AGR/FTS/AR	4	67	±16	
Other Selected Reserve	2	55	±14	
Reserve Unit	2	55	±14	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	56	±14	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	2	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	7	NR		
Hispanic	2	NR		
Asian	4	NR		
Other Race/Ethnicity	4	NR		
Enlisted	2	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about the way people in their racial/ethnic group talk (Q38), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q65), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q65/Q66).

NR: Not reportable

67. Do you think most people know that making this comment would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	71	±18	
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	3	NR		
Asian	4	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	3	NR		
USNR	2	NR		
Non-Hispanic White	0	NR		
Total Minority	4	NR		
Black	3	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	4	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	1	81	±15	
Non-Hispanic White	0	NR		
Total Minority	3	82	±15	
Black	5	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	85	±15	
Officers	1	NR		
USAFR	2	NR		
Non-Hispanic White	0	NR		
Total Minority	4	79	±18	
Black	4	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	7	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by making a comment about the way people in their racial/ethnic group talk (Q38), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q65), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q65/Q66).

NR: Not reportable

68. Do you think they ever knew that you or someone else wanted them to stop (showing you a lack of respect because of your race/ethnicity)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	4	60	±9	
National Guard	4	52	±12	
Reserve	4	68	±10	
Enlisted	4	62	±10	
E1-E4	3	NR		
E5-E9	5	57	±9	
Officers	4	NR		
O1-O3	4	NR		
O4-O6	3	NR		
W1-W5	4	NR		
Male	4	58	±10	
Female	5	65	±17	
Non-Hispanic White	3	62	±17	
Total Minority	6	59	±9	
Black	10	55	±13	
Hispanic	4	71	±18	
AIAN	7	NR		
Asian	5	NR		
NHPI	4	NR		
Two or More Races	3	NR		
AGR/FTS/AR	6	60	±13	
Other Selected Reserve	4	60	±10	
Reserve Unit	4	60	±10	
Military Technicians	4	NR		
IMA	1	NR		
Not Activated Past 12 Months	4	61	±10	
Activated in the Past 12 Months	6	NR		
Deployed Past 12 Months	6	NR		
ARNG	4	51	±14	
Non-Hispanic White	3	NR		
Total Minority	7	43	±15	
Black	11	NR		
Hispanic	4	NR		
Asian	6	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	52	±15	
Officers	4	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by showing them a lack of respect because of their race/ethnicity (Q39).

NR: Not reportable

68. Do you think they ever knew that you or someone else wanted them to stop (showing you a lack of respect because of your race/ethnicity)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	5	73	±14	
Non-Hispanic White	4	NR		
Total Minority	7	77	±12	
Black	10	71	±18	
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	5	79	±14	
Officers	6	NR		
USNR	3	60	±14	
Non-Hispanic White	1	NR		
Total Minority	6	63	±15	
Black	7	NR		
Hispanic	5	NR		
Asian	6	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	58	±15	
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	5	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	2	60	±13	
Non-Hispanic White	1	NR		
Total Minority	4	56	±13	
Black	7	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	60	±13	
Officers	1	NR		
USAFR	3	56	±14	
Non-Hispanic White	1	NR		
Total Minority	6	56	±15	
Black	9	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	7	NR		
Enlisted	3	59	±15	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by showing them a lack of respect because of their race/ethnicity (Q39).

NR: Not reportable

69. Did they continue showing you a lack of respect even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	76	±12	
National Guard	2	NR		
Reserve	3	81	±14	
Enlisted	2	75	±13	
E1-E4	2	NR		
E5-E9	3	77	±11	
Officers	2	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	2	NR		
Male	2	75	±15	
Female	3	79	±16	
Non-Hispanic White	2	NR		
Total Minority	3	74	±12	
Black	5	74	±18	
Hispanic	3	NR		
AIAN	2	NR		
Asian	2	NR		
NHPI	2	NR		
Two or More Races	2	NR		
AGR/FTS/AR	4	76	±13	
Other Selected Reserve	2	76	±14	
Reserve Unit	2	76	±14	
Military Technicians	2	88	±13	
IMA	0	NR		
Not Activated Past 12 Months	2	79	±11	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	3	97	±5	
ARNG	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by showing them a lack of respect because of their race/ethnicity (Q39), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q68).

NR: Not reportable

69. Did they continue showing you a lack of respect even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	5	NR		
Black	7	NR		
Hispanic	5	NR		
Asian	2	NR		
Other Race/Ethnicity	3	96	±11	
Enlisted	4	NR		
Officers	2	NR		
USNR	2	74	±18	
Non-Hispanic White	0	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	NA	NA		
Asian	4	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		
ANG	1	71	±17	
Non-Hispanic White	1	NR		
Total Minority	2	69	±17	
Black	4	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	70	±18	
Officers	0	NR		
USAFR	2	73	±16	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	74	±17	
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by showing them a lack of respect because of their race/ethnicity (Q39), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q68).

NR: Not reportable

NA: Not applicable

70. Do you think most people know that showing you a lack of respect because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	58	±12	
National Guard	2	NR		
Reserve	2	64	±13	
Enlisted	2	58	±13	
E1-E4	2	NR		
E5-E9	3	58	±13	
Officers	2	NR		
O1-O3	3	NR		
O4-O6	2	NR		
W1-W5	2	NR		
Male	2	58	±13	
Female	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	61	±13	
Black	6	60	±17	
Hispanic	2	NR		
AIAN	6	NR		
Asian	3	NR		
NHPI	3	NR		
Two or More Races	1	NR		
AGR/FTS/AR	3	NR		
Other Selected Reserve	2	60	±13	
Reserve Unit	2	60	±13	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	2	53	±13	
Activated in the Past 12 Months	4	NR		
Deployed Past 12 Months	3	NR		
ARNG	3	NR		
Non-Hispanic White	2	NR		
Total Minority	4	NR		
Black	7	NR		
Hispanic	3	NR		
Asian	5	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by showing them a lack of respect because of their race/ethnicity (Q39), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q68), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q68/Q69).

NR: Not reportable

70. Do you think most people know that showing you a lack of respect because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	4	NR		
USNR	2	72	±17	
Non-Hispanic White	1	NR		
Total Minority	3	74	±16	
Black	4	NR		
Hispanic	3	NR		
Asian	4	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	71	±18	
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	1	NR		
Officers	1	NR		
ANG	1	67	±18	
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
USAFR	2	80	±17	
Non-Hispanic White	1	NR		
Total Minority	4	81	±17	
Black	6	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	5	NR		
Enlisted	2	87	±15	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by showing them a lack of respect because of their race/ethnicity (Q39), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q68), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q68/Q69).

NR: Not reportable

NA: Not applicable

71. Do you think they ever knew that you or someone else wanted them to stop (excluding you from an activity because of your race/ethnicity)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	61	±12	
National Guard	2	NR		
Reserve	2	62	±13	
Enlisted	2	62	±14	
E1-E4	1	NR		
E5-E9	2	65	±11	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	2	NR		
W1-W5	2	NR		
Male	2	57	±13	
Female	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	60	±13	
Black	3	59	±17	
Hispanic	2	NR		
AIAN	2	NR		
Asian	1	NR		
NHPI	3	NR		
Two or More Races	3	NR		
AGR/FTS/AR	4	NR		
Other Selected Reserve	2	62	±14	
Reserve Unit	2	62	±14	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	1	63	±14	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	3	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by excluding them from an activity because of their race/ethnicity (Q40).

NR: Not reportable

71. Do you think they ever knew that you or someone else wanted them to stop (excluding you from an activity because of your race/ethnicity)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	71	±18	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	3	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	NA	NA		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	63	±17	
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by excluding them from an activity because of their race/ethnicity (Q40).

NR: Not reportable

NA: Not applicable

72. Did they continue excluding you even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	73	±14	
National Guard	1	NR		
Reserve	1	80	±17	
Enlisted	1	73	±16	
E1-E4	1	NR		
E5-E9	1	71	±17	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	95	±12	
W1-W5	1	NR		
Male	1	74	±16	
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	67	±17	
Black	2	NR		
Hispanic	2	NR		
AIAN	1	NR		
Asian	1	NR		
NHPI	1	NR		
Two or More Races	0	NR		
AGR/FTS/AR	2	NR		
Other Selected Reserve	1	74	±17	
Reserve Unit	1	73	±17	
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	81	±13	
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	2	NR		
ARNG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by excluding them from an activity because of their race/ethnicity (Q40), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q71).

NR: Not reportable

72. Did they continue excluding you even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	2	NR		
USNR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	NA	NA		
Asian	1	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	NA	NA		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	1	NR		
USAFR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by excluding them from an activity because of their race/ethnicity (Q40), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q71).

NR: Not reportable

NA: Not applicable

73. Do you think most people know that excluding you from an activity because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	51	±15	
National Guard	1	NR		
Reserve	1	NR		
Enlisted	1	NR		
E1-E4	1	NR		
E5-E9	1	47	±15	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	1	NR		
Male	1	NR		
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	65	±16	
Black	2	NR		
Hispanic	1	NR		
AIAN	1	NR		
Asian	1	NR		
NHPI	2	NR		
Two or More Races	2	NR		
AGR/FTS/AR	2	NR		
Other Selected Reserve	1	NR		
Reserve Unit	1	NR		
Military Technicians	1	NR		
IMA	1	NR		
Not Activated Past 12 Months	1	NR		
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	2	NR		
ARNG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by excluding them from an activity because of their race/ethnicity (Q40), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q71), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q71/Q72).

NR: Not reportable

73. Do you think most people know that excluding you from an activity because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	2	NR		
USNR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	0	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	NA	NA		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	4	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by excluding them from an activity because of their race/ethnicity (Q40), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q71), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q71/Q72).

NR: Not reportable

NA: Not applicable

74. Do you think they ever knew that you or someone else wanted them to stop (directing an offensive action or comment at another person because of their race/ethnicity)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	65	±11	
National Guard	3	62	±16	
Reserve	3	68	±15	
Enlisted	3	65	±13	
E1-E4	3	NR		
E5-E9	3	66	±11	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	4	NR		
Male	3	69	±14	
Female	4	NR		
Non-Hispanic White	2	NR		
Total Minority	4	64	±12	
Black	5	NR		
Hispanic	4	83	±15	
AIAN	3	NR		
Asian	2	NR		
NHPI	4	NR		
Two or More Races	3	NR		
AGR/FTS/AR	4	72	±18	
Other Selected Reserve	3	64	±13	
Reserve Unit	3	64	±13	
Military Technicians	4	71	±18	
IMA	1	NR		
Not Activated Past 12 Months	3	62	±13	
Activated in the Past 12 Months	3	78	±18	
Deployed Past 12 Months	4	92	±12	
ARNG	3	NR		
Non-Hispanic White	3	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity (Q42/Q43).

NR: Not reportable

74. Do you think they ever knew that you or someone else wanted them to stop (directing an offensive action or comment at another person because of their race/ethnicity)? If more than one person did this, do you think any of them ever knew?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	NR		
Non-Hispanic White	3	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	NR		
Officers	2	NR		
USNR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	2	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	NR		
Officers	2	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	2	NR		
ANG	2	77	±16	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	4	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	75	±18	
Officers	2	NR		
USAFR	2	69	±17	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	5	NR		
Enlisted	2	69	±18	
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who indicated someone from work made them uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity (Q42/Q43).

NR: Not reportable

75. Did they continue the offensive action or comments even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	69	±14	
National Guard	2	NR		
Reserve	2	76	±17	
Enlisted	2	71	±15	
E1-E4	2	NR		
E5-E9	2	73	±12	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	3	NR		
Male	2	69	±16	
Female	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	64	±17	
Black	2	NR		
Hispanic	3	NR		
AIAN	2	NR		
Asian	1	NR		
NHPI	3	NR		
Two or More Races	2	NR		
AGR/FTS/AR	3	NR		
Other Selected Reserve	2	71	±16	
Reserve Unit	2	72	±16	
Military Technicians	3	83	±17	
IMA	1	NR		
Not Activated Past 12 Months	2	75	±13	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	4	NR		
ARNG	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	2	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity (Q42/Q43), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q74).

NR: Not reportable

75. Did they continue the offensive action or comments even after they knew that you or someone else wanted them to stop?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	1	NR		
USNR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	0	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	0	NR		
Officers	1	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity (Q42/Q43), and who indicated they thought the offender knew that they or someone else wanted the offender to stop the behavior (Q74).

NR: Not reportable

76. Do you think most people know that the action or comment would be offensive to many military members?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	56	±15	
National Guard	2	NR		
Reserve	1	73	±16	
Enlisted	2	54	±16	
E1–E4	2	NR		
E5–E9	2	62	±16	
Officers	1	NR		
O1–O3	1	NR		
O4–O6	1	NR		
W1–W5	3	NR		
Male	1	NR		
Female	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	2	NR		
AIAN	2	NR		
Asian	1	NR		
NHPI	2	NR		
Two or More Races	1	NR		
AGR/FTS/AR	2	NR		
Other Selected Reserve	1	NR		
Reserve Unit	1	NR		
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	1	NR		
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	2	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity (Q42/Q43), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q74), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q74/Q75).

NR: Not reportable

76. Do you think most people know that the action or comment would be offensive to many military members?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	2	NR		
USNR	2	91	±14	
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	1	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	80	±18	
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question, who indicated someone from work made them uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity (Q42/Q43), who indicated they thought the offender did not know that they or someone else wanted the offender to stop the behavior (Q74), or who thought the offender knew that they or someone else wanted them to stop, and the offender did not continue the behavior (Q74/Q75).

NR: Not reportable

77. Do you consider any of the things you experienced to be racial/ethnic harassment?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	11	40	±6	
National Guard	11	39	±7	
Reserve	11	42	±8	
Enlisted	12	41	±6	
E1–E4	10	43	±12	
E5–E9	13	40	±6	
Officers	9	34	±10	
O1–O3	8	38	±17	
O4–O6	9	31	±13	
W1–W5	12	NR		
Male	11	40	±6	
Female	13	40	±10	
Non-Hispanic White	9	34	±9	
Total Minority	15	46	±6	
Black	18	45	±9	
Hispanic	13	47	±11	
AIAN	21	NR		
Asian	11	50	±12	
NHPI	15	NR		
Two or More Races	14	NR		
AGR/FTS/AR	16	43	±8	
Other Selected Reserve	11	40	±6	
Reserve Unit	11	40	±6	
Military Technicians	12	43	±12	
IMA	5	28	±12	
Not Activated Past 12 Months	11	41	±6	
Activated in the Past 12 Months	14	40	±11	
Deployed Past 12 Months	17	38	±16	
ARNG	13	40	±9	
Non-Hispanic White	10	37	±13	
Total Minority	17	44	±11	
Black	22	38	±15	
Hispanic	13	NR		
Asian	13	NR		
Other Race/Ethnicity	20	NR		
Enlisted	13	40	±9	
Officers	9	42	±16	

Note. Percent responding are Reserve component members who answered the question and who experienced at least one inappropriate racial/ethnic workplace behavior in the 12 months prior to taking the survey (Q31–Q43).

NR: Not reportable

77. Do you consider any of the things you experienced to be racial/ethnic harassment?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	12	45	±11	
Non-Hispanic White	9	NR		
Total Minority	15	48	±11	
Black	18	53	±15	
Hispanic	14	NR		
Asian	9	NR		
Other Race/Ethnicity	13	NR		
Enlisted	13	48	±13	
Officers	11	NR		
USNR	11	30	±13	
Non-Hispanic White	9	NR		
Total Minority	14	41	±10	
Black	14	NR		
Hispanic	15	NR		
Asian	13	NR		
Other Race/Ethnicity	12	NR		
Enlisted	13	31	±15	
Officers	5	NR		
USMCR	7	32	±14	
Non-Hispanic White	4	NR		
Total Minority	10	38	±16	
Black	17	NR		
Hispanic	8	NR		
Asian	14	NR		
Other Race/Ethnicity	6	NR		
Enlisted	7	32	±16	
Officers	7	NR		
ANG	8	34	±8	
Non-Hispanic White	6	22	±11	
Total Minority	13	47	±11	
Black	17	47	±13	
Hispanic	14	NR		
Asian	11	42	±16	
Other Race/Ethnicity	7	44	±16	
Enlisted	8	34	±9	
Officers	6	NR		
USAFR	8	46	±10	
Non-Hispanic White	6	29	±16	
Total Minority	11	58	±12	
Black	13	59	±16	
Hispanic	10	NR		
Asian	6	NR		
Other Race/Ethnicity	14	NR		
Enlisted	8	49	±11	
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced at least one inappropriate racial/ethnic workplace behavior in the 12 months prior to taking the survey (Q31–Q43).

NR: Not reportable

79. Thinking about the workplace experiences that made you uncomfortable, angry, or upset you, was the upsetting or offensive behavior directed at...

1. Your racial/ethnic group?

2. Someone else's racial/ethnic group?

3. Both your racial/ethnic group and another racial/ethnic group?

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	7	21	42	37	±7
National Guard	7	19	46	35	±9
Reserve	7	24	37	39	±10
Enlisted	7	21	42	37	±8
E1–E4	6	23	37	39	±15
E5–E9	8	19	45	36	±7
Officers	5	23	47	31	±13
O1–O3	5	NR	NR	NR	
O4–O6	5	22	NR	23	±17
W1–W5	7	NR	NR	NR	
Male	6	22	43	35	±8
Female	9	17	40	43	±13
Non-Hispanic White	5	15	63	22	±12
Total Minority	9	27	22	51	±8
Black	10	27	15	58	±11
Hispanic	8	32	24	44	±17
AIAN	16	NR	NR	NR	
Asian	6	21	22	57	±12
NHPI	8	6	NR	NR	±12
Two or More Races	7	NR	NR	NR	
AGR/FTS/AR	11	20	43	37	±9
Other Selected Reserve	6	21	42	37	±8
Reserve Unit	6	21	42	37	±8
Military Technicians	8	21	45	33	±14
IMA	3	NR	NR	NR	
Not Activated Past 12 Months	6	19	43	38	±8
Activated in the Past 12 Months	9	29	38	33	±15
Deployed Past 12 Months	11	NR	NR	28	±17
ARNG	8	19	44	36	±11
Non-Hispanic White	7	14	65	22	±15
Total Minority	9	26	19	54	±15
Black	11	NR	6	NR	±8
Hispanic	8	NR	NR	NR	
Asian	5	NR	NR	NR	
Other Race/Ethnicity	10	NR	NR	NR	
Enlisted	8	20	44	36	±11
Officers	5	NR	NR	NR	

Note. Percent responding are Reserve component members who answered the question, who experienced an inappropriate racial/ethnic workplace behavior in the 12 months prior to taking the survey (Q31–Q43), and indicated at least one inappropriate racial/ethnic workplace behavior continued after the alleged offender knew to stop or was so offensive that other military members of their race/ethnicity would have been offended (Q44–76).

NR: Not reportable

79. Thinking about the workplace experiences that made you uncomfortable, angry, or upset you, was the upsetting or offensive behavior directed at...

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	8	27	34	39	±15
Non-Hispanic White	6	NR	NR	NR	
Total Minority	10	31	24	45	±15
Black	11	18	24	NR	±17
Hispanic	9	NR	NR	NR	
Asian	6	NR	NR	NR	
Other Race/Ethnicity	8	6	NR	NR	±10
Enlisted	8	25	33	41	±17
Officers	8	NR	NR	NR	
USNR	6	13	53	34	±15
Non-Hispanic White	4	3	NR	NR	±11
Total Minority	8	19	30	51	±13
Black	9	NR	NR	NR	
Hispanic	8	NR	NR	NR	
Asian	8	NR	NR	NR	
Other Race/Ethnicity	9	12	NR	NR	±12
Enlisted	7	14	NR	34	±15
Officers	2	7	NR	NR	±14
USMCR	3	19	42	40	±17
Non-Hispanic White	2	NR	NR	NR	
Total Minority	5	21	NR	NR	±16
Black	9	NR	NR	NR	
Hispanic	3	NR	NR	NR	
Asian	8	NR	NR	NR	
Other Race/Ethnicity	5	NR	NR	NR	
Enlisted	3	19	NR	NR	±17
Officers	3	NR	NR	NR	
ANG	5	17	54	29	±10
Non-Hispanic White	4	10	74	16	±13
Total Minority	6	29	18	53	±11
Black	9	NR	NR	NR	
Hispanic	5	16	NR	NR	±16
Asian	8	18	NR	NR	±17
Other Race/Ethnicity	4	16	31	NR	±17
Enlisted	5	15	53	31	±10
Officers	5	NR	NR	NR	
USAFR	5	24	36	40	±14
Non-Hispanic White	4	NR	NR	15	±16
Total Minority	7	21	20	59	±15
Black	9	19	NR	NR	±18
Hispanic	7	NR	NR	NR	
Asian	4	NR	NR	NR	
Other Race/Ethnicity	7	NR	8	NR	±14
Enlisted	6	26	30	44	±16
Officers	4	NR	NR	NR	

Note. Percent responding are Reserve component members who answered the question, who experienced an inappropriate racial/ethnic workplace behavior in the 12 months prior to taking the survey (Q31–Q43), and indicated at least one inappropriate racial/ethnic workplace behavior continued after the alleged offender knew to stop or was so offensive that other military members of their race/ethnicity would have been offended (Q44–76).

NR: Not reportable

80. In the past 12 months, did someone give you a lower military performance evaluation because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	1	±1	
National Guard	98	1	±1	
Reserve	99	1	±2	
Enlisted	98	1	±1	
E1–E4	98	1	±2	
E5–E9	99	1	±1	
Officers	99	1	±1	
O1–O3	99	1	±2	
O4–O6	99	1	±1	
W1–W5	99	2	±3	
Male	98	1	±1	
Female	99	1	±2	
Non-Hispanic White	98	1	±1	
Total Minority	98	2	±1	
Black	98	3	±2	
Hispanic	98	1	±1	
AIAN	99	1	±1	
Asian	98	1	±1	
NHPI	96	2	±4	
Two or More Races	99	1	±1	
AGR/FTS/AR	99	2	±2	
Other Selected Reserve	98	1	±1	
Reserve Unit	98	1	±1	
Military Technicians	98	1	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	99	1	±1	
Activated in the Past 12 Months	97	1	±1	
Deployed Past 12 Months	99	1	±2	
ARNG	98	1	±1	
Non-Hispanic White	98	1	±1	
Total Minority	97	2	±2	
Black	95	3	±5	
Hispanic	98	1	±1	
Asian	99	1	±3	
Other Race/Ethnicity	99	1	±1	
Enlisted	98	1	±1	
Officers	99	2	±2	

Note. Percent responding are Reserve component members who answered the question.

80. In the past 12 months, did someone give you a lower military performance evaluation because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	99	2	±2	
Non-Hispanic White	98	2	±6	
Total Minority	99	2	±2	
Black	100	3	±3	
Hispanic	99	2	±2	
Asian	97	1	±2	
Other Race/Ethnicity	99	1	±3	
Enlisted	98	2	±3	
Officers	99	1	±1	
USNR	100	1	±2	
Non-Hispanic White	100	1	±3	
Total Minority	99	2	±2	
Black	99	3	±4	
Hispanic	99	2	±3	
Asian	98	3	±3	
Other Race/Ethnicity	99	2	±5	
Enlisted	99	2	±2	
Officers	100	0	±1	
USMCR	98	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	98	1	±1	
Black	98	1	±3	
Hispanic	98	0	±3	
Asian	99	1	±4	
Other Race/Ethnicity	100	2	±6	
Enlisted	98	1	±1	
Officers	100	1	±3	
ANG	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	98	1	±2	
Hispanic	97	1	±2	
Asian	99	1	±2	
Other Race/Ethnicity	99	0	±1	
Enlisted	99	0	±1	
Officers	99	0	±1	
USAFR	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	99	1	±2	
Hispanic	99	1	±1	
Asian	97	1	±2	
Other Race/Ethnicity	96	3	±7	
Enlisted	99	0	±1	
Officers	99	0	±1	

Note. Percent responding are Reserve component members who answered the question.

81. What led you to believe that the person gave you a lower military performance evaluation because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	37	64	84	NR	±17
National Guard	1	NR	NR	93	85	±15
Reserve	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	84	NR	±12
E1–E4	1	NR	NR	95	NR	±10
E5–E9	1	35	66	73	68	±16
Officers	1	NR	NR	NR	NR	
O1–O3	1	NR	NR	NR	NR	
O4–O6	1	NR	NR	NR	NR	
W1–W5	2	NR	NR	NR	NR	
Male	1	32	70	84	NR	±16
Female	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	2	55	NR	81	78	±15
Black	3	NR	NR	NR	90	±14
Hispanic	1	NR	NR	NR	NR	
AIAN	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
NHPI	2	NR	NR	NR	NR	
Two or More Races	1	NR	NR	NR	NR	
AGR/FTS/AR	2	23	NR	NR	NR	±18
Other Selected Reserve	1	NR	NR	87	NR	±11
Reserve Unit	1	NR	NR	87	NR	±11
Military Technicians	1	NR	NR	NR	NR	
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	1	NR	NR	84	NR	±12
Activated in the Past 12 Months	1	NR	NR	NR	92	±14
Deployed Past 12 Months	1	NR	NR	NR	NR	
ARNG	1	NR	NR	92	86	±17
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	2	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q81a–d) and who indicated someone gave them a lower military performance evaluation because of their race/ethnicity (Q80).

NR: Not reportable

81. What led you to believe that the person gave you a lower military performance evaluation because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	2	NR	NR	NR	NR	
Non-Hispanic White	2	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	2	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
USNR	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	3	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	2	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q81a-d) and who indicated someone gave them a lower military performance evaluation because of their race/ethnicity (Q80).

NR: Not reportable

82. In the past 12 months, did someone make it harder for you to get a military award because of your race/ethnicity? This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	1	±1	
National Guard	98	1	±1	
Reserve	98	2	±1	
Enlisted	98	2	±1	
E1-E4	97	1	±1	
E5-E9	99	2	±1	
Officers	99	1	±1	
O1-O3	98	1	±1	
O4-O6	99	1	±1	
W1-W5	99	2	±3	
Male	98	2	±1	
Female	98	1	±2	
Non-Hispanic White	98	1	±1	
Total Minority	98	3	±1	
Black	98	4	±2	
Hispanic	98	2	±2	
AIAN	99	2	±2	
Asian	99	2	±1	
NHPI	100	1	±2	
Two or More Races	99	2	±2	
AGR/FTS/AR	99	3	±2	
Other Selected Reserve	98	1	±1	
Reserve Unit	98	1	±1	
Military Technicians	98	1	±1	
IMA	99	1	±1	
Not Activated Past 12 Months	98	1	±1	
Activated in the Past 12 Months	97	2	±2	
Deployed Past 12 Months	99	4	±4	
ARNG	97	2	±1	
Non-Hispanic White	97	1	±1	
Total Minority	97	3	±2	
Black	96	7	±5	
Hispanic	97	1	±3	
Asian	99	1	±2	
Other Race/Ethnicity	99	1	±2	
Enlisted	97	2	±1	
Officers	98	2	±2	

Note. Percent responding are Reserve component members who answered the question.

82. In the past 12 months, did someone make it harder for you to get a military award because of your race/ethnicity? This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	98	2	±1	
Non-Hispanic White	98	1	±2	
Total Minority	99	3	±2	
Black	99	2	±3	
Hispanic	98	3	±4	
Asian	98	1	±2	
Other Race/Ethnicity	99	3	±7	
Enlisted	98	2	±2	
Officers	98	1	±2	
USNR	100	2	±2	
Non-Hispanic White	100	1	±3	
Total Minority	99	3	±2	
Black	99	3	±3	
Hispanic	100	2	±3	
Asian	99	5	±6	
Other Race/Ethnicity	99	2	±4	
Enlisted	100	2	±2	
Officers	100	1	±2	
USMCR	98	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	98	1	±2	
Black	98	3	±5	
Hispanic	98	1	±3	
Asian	99	NR		
Other Race/Ethnicity	97	NR		
Enlisted	98	1	±1	
Officers	99	0	±2	
ANG	98	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	2	±1	
Black	98	3	±3	
Hispanic	97	2	±2	
Asian	99	3	±3	
Other Race/Ethnicity	98	1	±2	
Enlisted	98	1	±1	
Officers	99	0	±1	
USAFR	99	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	99	2	±2	
Black	98	3	±3	
Hispanic	99	1	±2	
Asian	98	1	±2	
Other Race/Ethnicity	98	4	±9	
Enlisted	98	1	±1	
Officers	99	1	±2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

83. What led you to believe that the person made it harder for you to get a military award because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	43	55	74	60	±13
National Guard	1	NR	NR	NR	NR	
Reserve	2	33	61	87	57	±16
Enlisted	2	44	55	73	59	±14
E1–E4	1	NR	NR	NR	NR	
E5–E9	2	32	53	66	50	±17
Officers	1	NR	NR	NR	NR	
O1–O3	1	NR	NR	NR	NR	
O4–O6	1	NR	NR	NR	NR	
W1–W5	2	NR	NR	NR	NR	
Male	2	39	53	72	57	±14
Female	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	3	48	56	78	68	±14
Black	4	NR	NR	73	73	±18
Hispanic	2	NR	NR	90	NR	±12
AIAN	2	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
NHPI	1	NR	NR	NR	NR	
Two or More Races	2	NR	NR	NR	NR	
AGR/FTS/AR	3	21	NR	84	NR	±16
Other Selected Reserve	1	49	57	72	59	±15
Reserve Unit	1	49	57	72	58	±15
Military Technicians	1	NR	NR	78	NR	±18
IMA	1	NR	NR	NR	NR	
Not Activated Past 12 Months	1	40	48	70	61	±15
Activated in the Past 12 Months	2	NR	NR	90	NR	±15
Deployed Past 12 Months	4	NR	NR	NR	NR	
ARNG	2	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	3	NR	NR	NR	NR	
Black	7	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	2	NR	NR	NR	NR	
Officers	2	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q83a–d) and who indicated someone made it harder for them to get a military award because of their race/ethnicity (Q82).

NR: Not reportable

83. What led you to believe that the person made it harder for you to get a military award because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	2	NR	NR	96	NR	±10
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	3	NR	NR	94	NR	±13
Black	2	NR	NR	NR	NR	
Hispanic	3	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	2	NR	NR	96	NR	±11
Officers	1	NR	NR	NR	NR	
USNR	2	11	NR	NR	NR	±16
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	3	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	5	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	2	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
USMCR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
ANG	1	NR	33	NR	NR	±16
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	11	40	70	63	±18
Black	3	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	3	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	31	NR	NR	±17
Officers	0	NR	NR	NR	NR	
USAFR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q83a–d) and who indicated someone made it harder for them to get a military award because of their race/ethnicity (Q82).

NR: Not reportable

NA: Not applicable

84. In the past 12 months, did someone make it harder for you to get a military promotion because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	2	±1	
National Guard	98	2	±1	
Reserve	98	2	±2	
Enlisted	98	2	±1	
E1–E4	98	1	±2	
E5–E9	99	2	±1	
Officers	99	2	±1	
O1–O3	99	1	±3	
O4–O6	99	1	±1	
W1–W5	99	3	±3	
Male	98	2	±1	
Female	99	2	±2	
Non-Hispanic White	99	1	±1	
Total Minority	98	3	±1	
Black	96	5	±2	
Hispanic	98	1	±1	
AIAN	99	3	±5	
Asian	99	2	±1	
NHPI	98	2	±4	
Two or More Races	99	1	±2	
AGR/FTS/AR	99	4	±2	
Other Selected Reserve	98	1	±1	
Reserve Unit	98	1	±1	
Military Technicians	99	2	±1	
IMA	99	1	±1	
Not Activated Past 12 Months	99	2	±1	
Activated in the Past 12 Months	96	2	±1	
Deployed Past 12 Months	98	2	±2	
ARNG	98	2	±1	
Non-Hispanic White	98	1	±1	
Total Minority	98	3	±2	
Black	95	8	±5	
Hispanic	99	1	±1	
Asian	99	2	±3	
Other Race/Ethnicity	99	1	±1	
Enlisted	98	2	±1	
Officers	99	3	±2	

Note. Percent responding are Reserve component members who answered the question.

84. In the past 12 months, did someone make it harder for you to get a military promotion because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	98	2	±2	
Non-Hispanic White	99	3	±5	
Total Minority	97	2	±2	
Black	94	2	±3	
Hispanic	98	1	±2	
Asian	98	1	±2	
Other Race/Ethnicity	99	5	±7	
Enlisted	97	3	±3	
Officers	99	2	±4	
USNR	99	1	±1	
Non-Hispanic White	100	1	±2	
Total Minority	99	2	±2	
Black	98	2	±3	
Hispanic	99	2	±3	
Asian	99	3	±3	
Other Race/Ethnicity	98	2	±5	
Enlisted	99	2	±2	
Officers	100	0	±2	
USMCR	99	1	±1	
Non-Hispanic White	100	1	±2	
Total Minority	98	0	±1	
Black	99	1	±2	
Hispanic	97	0	±3	
Asian	99	0	±2	
Other Race/Ethnicity	97	0	±2	
Enlisted	99	1	±1	
Officers	99	1	±3	
ANG	99	1	±1	
Non-Hispanic White	99	1	±1	
Total Minority	98	3	±1	
Black	97	4	±3	
Hispanic	97	2	±2	
Asian	98	2	±2	
Other Race/Ethnicity	99	1	±1	
Enlisted	99	1	±1	
Officers	99	1	±2	
USAFR	99	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	99	3	±2	
Black	99	4	±3	
Hispanic	99	2	±2	
Asian	98	1	±2	
Other Race/Ethnicity	98	3	±10	
Enlisted	98	2	±1	
Officers	99	1	±1	

Note. Percent responding are Reserve component members who answered the question.

85. What led you to believe that the person made it harder for you to get a military promotion because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	2	35	54	76	55	±14
National Guard	2	50	50	72	60	±15
Reserve	2	21	NR	79	NR	±17
Enlisted	2	36	58	79	51	±15
E1–E4	1	NR	NR	NR	NR	
E5–E9	2	34	44	75	47	±14
Officers	2	NR	NR	NR	75	±18
O1–O3	1	NR	NR	NR	NR	
O4–O6	1	NR	NR	NR	NR	
W1–W5	3	NR	NR	NR	NR	
Male	2	33	50	73	54	±16
Female	2	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	2	43	59	77	67	±13
Black	4	NR	60	77	75	±17
Hispanic	1	39	NR	75	61	±17
AIAN	3	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
NHPI	2	NR	NR	NR	NR	
Two or More Races	1	NR	NR	97	NR	±8
AGR/FTS/AR	4	20	43	76	58	±16
Other Selected Reserve	1	39	57	76	NR	±16
Reserve Unit	1	39	57	76	NR	±16
Military Technicians	2	35	33	66	67	±16
IMA	1	NR	NR	NR	NR	
Not Activated Past 12 Months	2	33	51	75	50	±15
Activated in the Past 12 Months	2	NR	73	81	80	±18
Deployed Past 12 Months	2	NR	NR	NR	NR	
ARNG	2	NR	NR	73	NR	±15
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	3	NR	NR	NR	NR	
Black	7	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	3	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q85a–d) and who indicated someone made it harder for them to get a military promotion because of their race/ethnicity (Q84).

NR: Not reportable

85. What led you to believe that the person made it harder for you to get a military promotion because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	2	NR	NR	NR	NR	
Non-Hispanic White	3	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	5	NR	NR	NR	NR	
Enlisted	3	NR	NR	NR	NR	
Officers	2	NR	NR	NR	NR	
USNR	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	3	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	2	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
ANG	1	24	31	67	54	±16
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	2	30	41	74	60	±17
Black	4	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	26	30	69	NR	±17
Officers	1	NR	NR	NR	NR	
USAFR	1	NR	NR	81	NR	±18
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	3	NR	NR	NR	NR	
Black	4	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q85a–d) and who indicated someone made it harder for them to get a military promotion because of their race/ethnicity (Q84).

NR: Not reportable

86. In the past 12 months, did someone from the military make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	1	±1	
National Guard	98	1	±1	
Reserve	99	0	±1	
Enlisted	98	1	±1	
E1-E4	98	1	±1	
E5-E9	99	1	±1	
Officers	99	1	±1	
O1-O3	98	1	±2	
O4-O6	99	1	±1	
W1-W5	100	1	±2	
Male	98	1	±1	
Female	99	1	±2	
Non-Hispanic White	99	0	±1	
Total Minority	98	2	±1	
Black	96	2	±2	
Hispanic	98	1	±3	
AIAN	99	NR		
Asian	99	1	±1	
NHPI	97	1	±2	
Two or More Races	99	1	±2	
AGR/FTS/AR	98	1	±1	
Other Selected Reserve	98	1	±1	
Reserve Unit	98	1	±1	
Military Technicians	99	1	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	99	1	±1	
Activated in the Past 12 Months	97	1	±1	
Deployed Past 12 Months	98	1	±2	
ARNG	98	1	±1	
Non-Hispanic White	99	1	±1	
Total Minority	97	3	±3	
Black	94	4	±4	
Hispanic	99	2	±8	
Asian	100	2	±3	
Other Race/Ethnicity	98	1	±4	
Enlisted	98	1	±1	
Officers	99	2	±3	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

86. In the past 12 months, did someone from the military make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	98	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	97	1	±2	
Hispanic	98	1	±2	
Asian	98	1	±2	
Other Race/Ethnicity	98	2	±8	
Enlisted	98	1	±1	
Officers	99	0	±1	
USNR	99	0	±1	
Non-Hispanic White	100	0	±2	
Total Minority	98	1	±1	
Black	98	1	±2	
Hispanic	98	0	±2	
Asian	99	2	±3	
Other Race/Ethnicity	99	0	±1	
Enlisted	99	1	±1	
Officers	99	0	±1	
USMCR	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	1	±1	
Black	97	2	±4	
Hispanic	98	0	±1	
Asian	99	NR		
Other Race/Ethnicity	100	0	±3	
Enlisted	99	0	±1	
Officers	99	0	±1	
ANG	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	99	1	±2	
Hispanic	97	1	±2	
Asian	99	1	±2	
Other Race/Ethnicity	99	0	±1	
Enlisted	99	0	±1	
Officers	99	0	±1	
USAFR	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	1	±2	
Black	100	1	±2	
Hispanic	98	0	±1	
Asian	98	1	±2	
Other Race/Ethnicity	100	NR		
Enlisted	99	0	±1	
Officers	100	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

87. What led you to believe that the person made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	NR	40	79	NR	±17
National Guard	1	NR	NR	NR	NR	
Reserve	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	81	NR	±15
E1–E4	1	NR	NR	NR	NR	
E5–E9	1	NR	NR	80	NR	±16
Officers	1	NR	NR	NR	NR	
O1–O3	1	NR	NR	NR	NR	
O4–O6	1	NR	NR	NR	95	±13
W1–W5	1	NR	NR	NR	NR	
Male	1	NR	NR	NR	NR	
Female	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	82	NR	±16
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
AIAN	4	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
NHPI	1	NR	NR	NR	NR	
Two or More Races	1	NR	NR	NR	NR	
AGR/FTS/AR	1	NR	NR	NR	NR	
Other Selected Reserve	1	NR	NR	81	NR	±17
Reserve Unit	1	NR	NR	81	NR	±17
Military Technicians	1	NR	NR	NR	NR	
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	1	NR	NR	NR	NR	
Activated in the Past 12 Months	1	NR	NR	NR	NR	
Deployed Past 12 Months	1	NR	NR	NR	NR	
ARNG	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	3	NR	NR	NR	NR	
Black	4	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	2	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q87a–d) and who indicated someone from the military made it difficult or impossible for them to go into their preferred military occupation because of their race/ethnicity (Q86).

NR: Not reportable

87. What led you to believe that the person made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USNR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	12	NR	NR	NR	±17
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q87a–d) and who indicated someone from the military made it difficult or impossible for them to go into their preferred military occupation because of their race/ethnicity (Q86).

NR: Not reportable

NA: Not applicable

88. In the past 12 months, did someone assign you to an undesirable military unit, installation, or country because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	0	±1	
National Guard	98	0	±1	
Reserve	98	0	±1	
Enlisted	98	0	±1	
E1-E4	97	0	±1	
E5-E9	99	0	±1	
Officers	98	1	±1	
O1-O3	98	1	±1	
O4-O6	99	1	±1	
W1-W5	99	0	±2	
Male	98	0	±1	
Female	98	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	96	1	±1	
Hispanic	98	1	±1	
AIAN	98	0	±1	
Asian	99	1	±1	
NHPI	97	1	±2	
Two or More Races	99	0	±1	
AGR/FTS/AR	98	1	±1	
Other Selected Reserve	98	0	±1	
Reserve Unit	98	0	±1	
Military Technicians	98	0	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	98	0	±1	
Activated in the Past 12 Months	96	1	±1	
Deployed Past 12 Months	98	0	±1	
ARNG	98	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	94	2	±3	
Hispanic	98	0	±1	
Asian	98	0	±1	
Other Race/Ethnicity	98	0	±1	
Enlisted	98	0	±1	
Officers	98	1	±2	

Note. Percent responding are Reserve component members who answered the question.

88. In the past 12 months, did someone assign you to an undesirable military unit, installation, or country because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	98	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	97	1	±2	
Black	96	1	±2	
Hispanic	97	1	±3	
Asian	99	1	±2	
Other Race/Ethnicity	98	0	±1	
Enlisted	98	1	±1	
Officers	98	1	±2	
USNR	99	0	±1	
Non-Hispanic White	99	0	±0	
Total Minority	98	0	±1	
Black	97	1	±3	
Hispanic	98	0	±1	
Asian	99	1	±3	
Other Race/Ethnicity	98	0	±0	
Enlisted	99	0	±1	
Officers	99	0	±1	
USMCR	98	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	96	0	±1	
Black	97	1	±5	
Hispanic	94	0	±1	
Asian	99	NR		
Other Race/Ethnicity	97	NR		
Enlisted	97	0	±1	
Officers	99	0	±0	
ANG	98	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	98	0	±1	
Black	98	0	±2	
Hispanic	97	0	±1	
Asian	99	0	±0	
Other Race/Ethnicity	99	0	±1	
Enlisted	98	0	±1	
Officers	99	0	±1	
USAFR	99	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	99	0	±1	
Black	100	0	±0	
Hispanic	99	0	±1	
Asian	98	0	±1	
Other Race/Ethnicity	99	0	±1	
Enlisted	99	0	±1	
Officers	98	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

89. What led you to believe that the person assigned you to an undesirable military unit, installation, or country because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	0	NR	NR	81	78	±17
National Guard	0	NR	NR	NR	NR	
Reserve	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
E1–E4	0	NR	NR	NR	NR	
E5–E9	0	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
O1–O3	1	NR	NR	NR	NR	
O4–O6	1	NR	NR	NR	NR	
W1–W5	0	NR	NR	NR	NR	
Male	0	NR	NR	NR	NR	
Female	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
AIAN	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
NHPI	1	NR	NR	NR	NR	
Two or More Races	0	NR	NR	NR	NR	
AGR/FTS/AR	1	NR	NR	NR	NR	
Other Selected Reserve	0	NR	NR	NR	NR	
Reserve Unit	0	NR	NR	NR	NR	
Military Technicians	0	NR	NR	NR	NR	
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	0	NR	NR	NR	NR	
Activated in the Past 12 Months	1	NR	NR	NR	NR	
Deployed Past 12 Months	0	NR	NR	NR	NR	
ARNG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q89a–d) and who indicated someone assigned them to an undesirable military unit, installation, or country because of their race/ethnicity (Q88).

NR: Not reportable

89. What led you to believe that the person assigned you to an undesirable military unit, installation, or country because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
USNR	0	NR	NR	NR	NR	
Non-Hispanic White	NA	NA	NA	NA	NA	
Total Minority	0	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	0	NR	NR	NR	NR	
Officers	NA	NA	NA	NA	NA	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	NA	NA	NA	NA	NA	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q89a-d) and who indicated someone assigned them to an undesirable military unit, installation, or country because of their race/ethnicity (Q88).

NR: Not reportable

NA: Not applicable

90. In the past 12 months, did someone assign you to either an undesirable or unimportant military task because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	1	±1	
National Guard	97	1	±1	
Reserve	98	1	±2	
Enlisted	97	1	±1	
E1-E4	97	1	±2	
E5-E9	98	1	±1	
Officers	98	1	±1	
O1-O3	98	1	±2	
O4-O6	99	0	±1	
W1-W5	99	0	±2	
Male	97	1	±1	
Female	98	1	±2	
Non-Hispanic White	98	1	±1	
Total Minority	97	2	±1	
Black	95	2	±2	
Hispanic	98	1	±1	
AIAN	98	4	±12	
Asian	99	2	±3	
NHPI	97	1	±2	
Two or More Races	99	2	±5	
AGR/FTS/AR	98	1	±1	
Other Selected Reserve	98	1	±1	
Reserve Unit	98	1	±1	
Military Technicians	98	0	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	98	1	±1	
Activated in the Past 12 Months	96	2	±2	
Deployed Past 12 Months	98	1	±2	
ARNG	97	1	±1	
Non-Hispanic White	97	0	±1	
Total Minority	97	2	±2	
Black	93	4	±5	
Hispanic	99	0	±1	
Asian	99	3	±11	
Other Race/Ethnicity	99	3	±8	
Enlisted	97	1	±1	
Officers	98	1	±3	

Note. Percent responding are Reserve component members who answered the question.

90. In the past 12 months, did someone assign you to either an undesirable or unimportant military task because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	97	2	±3	
Non-Hispanic White	99	2	±6	
Total Minority	96	1	±2	
Black	95	1	±3	
Hispanic	97	2	±3	
Asian	99	1	±2	
Other Race/Ethnicity	97	2	±8	
Enlisted	97	2	±3	
Officers	98	0	±2	
USNR	99	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	2	±2	
Black	98	2	±3	
Hispanic	99	1	±2	
Asian	98	2	±3	
Other Race/Ethnicity	99	2	±5	
Enlisted	99	1	±1	
Officers	100	0	±1	
USMCR	97	0	±1	
Non-Hispanic White	96	0	±1	
Total Minority	98	0	±1	
Black	98	1	±2	
Hispanic	97	0	±1	
Asian	99	0	±1	
Other Race/Ethnicity	99	NR		
Enlisted	96	0	±1	
Officers	99	0	±1	
ANG	98	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	98	0	±2	
Hispanic	97	2	±3	
Asian	99	1	±2	
Other Race/Ethnicity	97	1	±2	
Enlisted	98	0	±1	
Officers	99	0	±1	
USAFR	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	97	1	±3	
Hispanic	99	1	±3	
Asian	98	1	±2	
Other Race/Ethnicity	99	1	±1	
Enlisted	99	0	±1	
Officers	99	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

91. What led you to believe that the person assigned you to either an undesirable or unimportant military task because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	68	NR	NR	NR	±18
National Guard	1	NR	NR	NR	NR	
Reserve	1	NR	NR	97	NR	±8
Enlisted	1	71	NR	NR	NR	±18
E1–E4	1	NR	NR	NR	NR	
E5–E9	1	NR	NR	90	NR	±13
Officers	1	NR	NR	NR	96	±7
O1–O3	1	NR	NR	NR	97	±9
O4–O6	0	NR	NR	NR	NR	
W1–W5	0	NR	NR	NR	NR	
Male	1	NR	NR	NR	NR	
Female	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
AIAN	4	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
NHPI	1	NR	NR	NR	NR	
Two or More Races	2	NR	NR	NR	NR	
AGR/FTS/AR	1	NR	NR	NR	NR	
Other Selected Reserve	1	NR	NR	NR	NR	
Reserve Unit	1	NR	NR	NR	NR	
Military Technicians	0	NR	NR	98	NR	±8
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	1	NR	NR	88	NR	±16
Activated in the Past 12 Months	2	NR	NR	NR	NR	
Deployed Past 12 Months	1	NR	NR	NR	NR	
ARNG	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	3	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	99	±4

Note. Percent responding are Reserve component members who answered at least one item in the question (Q91a–d) and who indicated someone assigned them to either an undesirable or unimportant military task because of their race/ethnicity (Q90).

NR: Not reportable

91. What led you to believe that the person assigned you to either an undesirable or unimportant military task because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	2	NR	NR	NR	NR	
Non-Hispanic White	2	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	2	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USNR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q91a-d) and who indicated someone assigned them to either an undesirable or unimportant military task because of their race/ethnicity (Q90).

NR: Not reportable

NA: Not applicable

92. In the past 12 months, did someone make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	1	±1	
National Guard	97	1	±1	
Reserve	98	1	±2	
Enlisted	98	1	±1	
E1-E4	97	1	±2	
E5-E9	98	1	±1	
Officers	98	1	±2	
O1-O3	97	1	±4	
O4-O6	98	1	±1	
W1-W5	99	0	±0	
Male	97	1	±1	
Female	98	1	±1	
Non-Hispanic White	98	0	±2	
Total Minority	97	2	±1	
Black	95	3	±2	
Hispanic	98	1	±1	
AIAN	98	5	±11	
Asian	97	1	±1	
NHPI	98	1	±2	
Two or More Races	99	1	±2	
AGR/FTS/AR	98	1	±1	
Other Selected Reserve	98	1	±1	
Reserve Unit	98	1	±1	
Military Technicians	98	1	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	98	1	±1	
Activated in the Past 12 Months	96	1	±1	
Deployed Past 12 Months	97	1	±2	
ARNG	97	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	2	±2	
Black	93	5	±5	
Hispanic	99	1	±4	
Asian	98	1	±3	
Other Race/Ethnicity	98	1	±4	
Enlisted	97	1	±1	
Officers	98	2	±5	

Note. Percent responding are Reserve component members who answered the question.

92. In the past 12 months, did someone make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	98	1	±3	
Non-Hispanic White	98	2	±6	
Total Minority	97	1	±2	
Black	96	1	±3	
Hispanic	98	1	±2	
Asian	96	1	±2	
Other Race/Ethnicity	98	3	±7	
Enlisted	98	2	±3	
Officers	97	1	±2	
USNR	99	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	98	2	±3	
Hispanic	99	1	±3	
Asian	96	2	±3	
Other Race/Ethnicity	99	1	±2	
Enlisted	99	1	±1	
Officers	98	0	±1	
USMCR	97	0	±1	
Non-Hispanic White	97	0	±0	
Total Minority	97	1	±2	
Black	98	1	±4	
Hispanic	97	1	±3	
Asian	98	NR		
Other Race/Ethnicity	98	NR		
Enlisted	97	0	±1	
Officers	97	0	±0	
ANG	98	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	97	1	±1	
Black	96	0	±2	
Hispanic	97	1	±1	
Asian	99	1	±2	
Other Race/Ethnicity	99	1	±2	
Enlisted	98	0	±1	
Officers	99	0	±1	
USAFR	98	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	99	2	±2	
Black	99	3	±3	
Hispanic	99	1	±2	
Asian	98	1	±2	
Other Race/Ethnicity	99	NR		
Enlisted	98	1	±1	
Officers	99	0	±2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

93. What led you to believe that the person made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	NR	NR	85	NR	±17
National Guard	1	NR	NR	NR	NR	
Reserve	1	NR	NR	92	NR	±14
Enlisted	1	NR	NR	NR	NR	
E1–E4	1	NR	NR	NR	NR	
E5–E9	1	NR	NR	NR	74	±18
Officers	1	NR	NR	NR	NR	
O1–O3	1	NR	NR	NR	NR	
O4–O6	1	NR	NR	NR	NR	
W1–W5	NA	NA	NA	NA	NA	
Male	1	NR	NR	NR	NR	
Female	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
AIAN	5	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
NHPI	1	NR	NR	NR	NR	
Two or More Races	1	NR	NR	95	NR	±12
AGR/FTS/AR	1	NR	NR	NR	NR	
Other Selected Reserve	1	NR	NR	NR	NR	
Reserve Unit	1	NR	NR	NR	NR	
Military Technicians	1	NR	NR	97	91	±15
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	1	NR	NR	NR	NR	
Activated in the Past 12 Months	1	NR	NR	NR	NR	
Deployed Past 12 Months	1	NR	NR	NR	NR	
ARNG	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	5	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	2	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q93a–d) and who indicated someone made it difficult or impossible for them to get a military training opportunity because of their race/ethnicity (Q92).

NR: Not reportable

NA: Not applicable

93. What led you to believe that the person made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	1	NR	NR	NR	NR	
Non-Hispanic White	2	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	2	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
USNR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	NA	NA	NA	NA	NA	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	0	NR	NR	NR	NR	
Officers	NA	NA	NA	NA	NA	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	1	NR	NR	92	NR	±13
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	NR	NR	93	NR	±13
Black	3	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	1	NR	NR	94	NR	±11
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q93a–d) and who indicated someone made it difficult or impossible for them to get a military training opportunity because of their race/ethnicity (Q92).

NR: Not reportable

NA: Not applicable

94. In the past 12 months, did someone give you an unfair military training evaluation or grade because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	1	±1	
National Guard	97	1	±1	
Reserve	98	1	±1	
Enlisted	98	1	±1	
E1-E4	97	0	±1	
E5-E9	98	1	±1	
Officers	99	0	±1	
O1-O3	98	0	±1	
O4-O6	99	0	±1	
W1-W5	99	1	±3	
Male	97	1	±1	
Female	99	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	96	2	±2	
Hispanic	98	1	±1	
AIAN	98	0	±1	
Asian	98	1	±1	
NHPI	98	0	±2	
Two or More Races	98	0	±1	
AGR/FTS/AR	98	1	±1	
Other Selected Reserve	98	0	±1	
Reserve Unit	98	1	±1	
Military Technicians	99	0	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	98	1	±1	
Activated in the Past 12 Months	96	1	±1	
Deployed Past 12 Months	97	1	±3	
ARNG	97	1	±1	
Non-Hispanic White	97	0	±1	
Total Minority	97	1	±1	
Black	94	3	±3	
Hispanic	98	0	±1	
Asian	98	0	±2	
Other Race/Ethnicity	99	0	±1	
Enlisted	97	1	±1	
Officers	98	1	±1	

Note. Percent responding are Reserve component members who answered the question.

94. In the past 12 months, did someone give you an unfair military training evaluation or grade because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	98	1	±1	
Non-Hispanic White	99	0	±2	
Total Minority	97	1	±1	
Black	96	1	±3	
Hispanic	98	2	±2	
Asian	98	2	±3	
Other Race/Ethnicity	96	1	±3	
Enlisted	98	1	±1	
Officers	99	0	±1	
USNR	98	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	97	1	±1	
Black	97	1	±2	
Hispanic	98	1	±2	
Asian	98	3	±3	
Other Race/Ethnicity	96	2	±5	
Enlisted	98	1	±1	
Officers	99	0	±1	
USMCR	98	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	96	1	±1	
Black	97	1	±4	
Hispanic	95	0	±0	
Asian	99	2	±6	
Other Race/Ethnicity	98	1	±2	
Enlisted	97	0	±1	
Officers	100	1	±4	
ANG	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	97	1	±1	
Black	97	1	±2	
Hispanic	96	1	±2	
Asian	97	1	±2	
Other Race/Ethnicity	99	0	±1	
Enlisted	99	0	±1	
Officers	98	0	±1	
USAFR	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	1	±1	
Black	99	1	±2	
Hispanic	98	1	±3	
Asian	98	0	±2	
Other Race/Ethnicity	99	0	±1	
Enlisted	98	0	±1	
Officers	100	0	±1	

Note. Percent responding are Reserve component members who answered the question.

95. What led you to believe that the person gave you an unfair military training evaluation or grade because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	57	67	84	70	±15
National Guard	0	76	80	NR	84	±17
Reserve	1	NR	NR	NR	NR	
Enlisted	1	58	68	84	70	±17
E1–E4	0	NR	NR	NR	NR	
E5–E9	1	NR	68	97	72	±18
Officers	0	NR	NR	NR	NR	
O1–O3	0	NR	NR	NR	NR	
O4–O6	0	NR	NR	NR	NR	
W1–W5	1	NR	NR	NR	NR	
Male	1	57	65	83	67	±16
Female	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	59	63	80	66	±18
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
AIAN	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
NHPI	0	NR	NR	NR	NR	
Two or More Races	0	NR	NR	NR	NR	
AGR/FTS/AR	1	NR	NR	NR	NR	
Other Selected Reserve	0	62	67	82	68	±17
Reserve Unit	0	62	66	82	69	±17
Military Technicians	0	NR	NR	99	NR	±4
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	1	NR	61	81	65	±17
Activated in the Past 12 Months	1	NR	NR	NR	NR	
Deployed Past 12 Months	1	NR	NR	NR	NR	
ARNG	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q95a–d) and who indicated someone gave them an unfair military training evaluation or grade because of their race/ethnicity (Q94).

NR: Not reportable

95. What led you to believe that the person gave you an unfair military training evaluation or grade because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USNR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	3	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	NA	NA	NA	NA	NA	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	95	NR	NR	±11
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q95a-d) and who indicated someone gave them an unfair military training evaluation or grade because of their race/ethnicity (Q94).

NR: Not reportable

NA: Not applicable

96. In the past 12 months, did someone deny your military leave, pass, or liberty request because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	0	±1	
National Guard	98	0	±1	
Reserve	98	0	±1	
Enlisted	97	0	±1	
E1–E4	97	0	±1	
E5–E9	98	0	±1	
Officers	98	0	±1	
O1–O3	98	0	±1	
O4–O6	98	0	±1	
W1–W5	99	0	±2	
Male	98	0	±1	
Female	98	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	96	1	±1	
Hispanic	97	0	±1	
AIAN	98	NR		
Asian	98	1	±1	
NHPI	98	0	±2	
Two or More Races	99	0	±1	
AGR/FTS/AR	98	1	±1	
Other Selected Reserve	98	0	±1	
Reserve Unit	98	0	±1	
Military Technicians	98	0	±1	
IMA	99	0	±0	
Not Activated Past 12 Months	98	0	±1	
Activated in the Past 12 Months	96	0	±1	
Deployed Past 12 Months	97	1	±2	
ARNG	97	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	96	1	±1	
Black	94	2	±3	
Hispanic	96	0	±0	
Asian	99	1	±2	
Other Race/Ethnicity	99	1	±4	
Enlisted	97	0	±1	
Officers	98	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

96. In the past 12 months, did someone deny your military leave, pass, or liberty request because of your race/ethnicity?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	97	0	±1	
Non-Hispanic White	97	0	±1	
Total Minority	97	0	±1	
Black	96	0	±2	
Hispanic	97	1	±1	
Asian	98	0	±3	
Other Race/Ethnicity	98	1	±3	
Enlisted	97	0	±1	
Officers	97	0	±0	
USNR	99	0	±1	
Non-Hispanic White	100	0	±0	
Total Minority	99	1	±1	
Black	98	1	±2	
Hispanic	99	0	±1	
Asian	99	1	±2	
Other Race/Ethnicity	98	1	±2	
Enlisted	99	0	±1	
Officers	99	0	±1	
USMCR	98	0	±0	
Non-Hispanic White	98	0	±0	
Total Minority	97	0	±0	
Black	97	0	±0	
Hispanic	96	0	±0	
Asian	98	NR		
Other Race/Ethnicity	98	NR		
Enlisted	97	0	±0	
Officers	100	0	±0	
ANG	99	0	±1	
Non-Hispanic White	99	0	±2	
Total Minority	97	0	±1	
Black	96	0	±2	
Hispanic	96	0	±1	
Asian	99	0	±1	
Other Race/Ethnicity	99	0	±1	
Enlisted	98	0	±1	
Officers	100	0	±1	
USAFR	99	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	99	0	±1	
Black	99	1	±3	
Hispanic	99	0	±1	
Asian	98	0	±1	
Other Race/Ethnicity	99	0	±1	
Enlisted	98	0	±1	
Officers	100	0	±0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

97. What led you to believe that the person denied your military leave, pass, or liberty request because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	0	NR	NR	NR	NR	
National Guard	0	NR	NR	NR	NR	
Reserve	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
E1–E4	0	NR	NR	NR	NR	
E5–E9	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
O1–O3	0	NR	NR	NR	NR	
O4–O6	0	NR	NR	NR	NR	
W1–W5	0	NR	NR	NR	NR	
Male	0	NR	NR	NR	NR	
Female	0	NR	99	NR	NR	±5
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
AIAN	3	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
NHPI	0	NR	NR	NR	NR	
Two or More Races	0	NR	NR	NR	NR	
AGR/FTS/AR	1	NR	NR	NR	NR	
Other Selected Reserve	0	NR	NR	NR	NR	
Reserve Unit	0	NR	NR	NR	NR	
Military Technicians	0	NR	NR	NR	NR	
IMA	NA	NA	NA	NA	NA	
Not Activated Past 12 Months	0	NR	NR	NR	NR	
Activated in the Past 12 Months	0	NR	NR	NR	NR	
Deployed Past 12 Months	1	NR	NR	NR	NR	
ARNG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	NA	NA	NA	NA	NA	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q97a–d) and who indicated someone denied their military leave, pass, or liberty request because of their race/ethnicity (Q96).

NR: Not reportable

NA: Not applicable

97. What led you to believe that the person denied your military leave, pass, or liberty request because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	NA	NA	NA	NA	NA	
USNR	0	NR	NR	NR	NR	
Non-Hispanic White	NA	NA	NA	NA	NA	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	NA	NA	NA	NA	NA	
Non-Hispanic White	NA	NA	NA	NA	NA	
Total Minority	NA	NA	NA	NA	NA	
Black	NA	NA	NA	NA	NA	
Hispanic	NA	NA	NA	NA	NA	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	NA	NA	NA	NA	NA	
Officers	NA	NA	NA	NA	NA	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	NA	NA	NA	NA	NA	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q97a–d) and who indicated someone denied their military leave, pass, or liberty request because of their race/ethnicity (Q96).

NR: Not reportable

NA: Not applicable

98. In the past 12 months, did someone from the military punish you unfairly because of your race/ethnicity? For example, you were disciplined more harshly for misconduct than someone of another race/ethnicity.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	97	1	±1	
National Guard	97	1	±1	
Reserve	98	1	±1	
Enlisted	97	1	±1	
E1-E4	96	0	±1	
E5-E9	98	1	±1	
Officers	99	1	±1	
O1-O3	98	1	±2	
O4-O6	99	0	±1	
W1-W5	99	1	±2	
Male	97	1	±1	
Female	98	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	95	2	±1	
Hispanic	98	1	±1	
AIAN	98	NR		
Asian	99	1	±1	
NHPI	95	1	±2	
Two or More Races	99	1	±1	
AGR/FTS/AR	98	2	±2	
Other Selected Reserve	97	1	±1	
Reserve Unit	97	1	±1	
Military Technicians	97	1	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	98	1	±1	
Activated in the Past 12 Months	96	1	±2	
Deployed Past 12 Months	97	1	±2	
ARNG	97	1	±1	
Non-Hispanic White	97	0	±1	
Total Minority	96	1	±1	
Black	93	3	±3	
Hispanic	98	0	±1	
Asian	100	1	±2	
Other Race/Ethnicity	99	1	±4	
Enlisted	97	1	±1	
Officers	99	2	±2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

98. In the past 12 months, did someone from the military punish you unfairly because of your race/ethnicity? For example, you were disciplined more harshly for misconduct than someone of another race/ethnicity.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	97	1	±1	
Non-Hispanic White	98	1	±2	
Total Minority	97	1	±2	
Black	96	1	±2	
Hispanic	98	2	±3	
Asian	99	1	±2	
Other Race/Ethnicity	98	0	±1	
Enlisted	97	1	±1	
Officers	98	0	±1	
USNR	98	1	±1	
Non-Hispanic White	97	0	±1	
Total Minority	98	1	±2	
Black	97	2	±4	
Hispanic	99	0	±2	
Asian	100	1	±2	
Other Race/Ethnicity	96	2	±5	
Enlisted	97	1	±1	
Officers	100	0	±1	
USMCR	97	0	±1	
Non-Hispanic White	97	0	±2	
Total Minority	97	1	±1	
Black	97	2	±3	
Hispanic	96	1	±3	
Asian	99	NR		
Other Race/Ethnicity	98	0	±3	
Enlisted	97	0	±1	
Officers	98	0	±1	
ANG	98	1	±1	
Non-Hispanic White	99	1	±1	
Total Minority	96	1	±1	
Black	94	1	±2	
Hispanic	97	1	±2	
Asian	99	1	±2	
Other Race/Ethnicity	96	0	±1	
Enlisted	98	1	±1	
Officers	100	0	±1	
USAFR	99	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	99	2	±2	
Black	99	2	±3	
Hispanic	99	1	±2	
Asian	99	0	±1	
Other Race/Ethnicity	99	3	±10	
Enlisted	99	1	±1	
Officers	99	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

99. What led you to believe that the person punished you unfairly because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	50	64	89	71	±13
National Guard	1	NR	NR	NR	75	±18
Reserve	1	NR	68	93	67	±17
Enlisted	1	52	68	87	68	±14
E1–E4	0	NR	NR	NR	NR	
E5–E9	1	NR	72	90	69	±15
Officers	1	NR	NR	NR	NR	
O1–O3	1	NR	NR	NR	NR	
O4–O6	0	NR	NR	NR	NR	
W1–W5	1	NR	NR	NR	NR	
Male	1	48	63	88	72	±15
Female	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	55	67	89	70	±15
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
AIAN	4	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
NHPI	0	NR	NR	NR	NR	
Two or More Races	1	NR	NR	NR	NR	
AGR/FTS/AR	2	NR	NR	NR	NR	
Other Selected Reserve	1	57	65	85	73	±16
Reserve Unit	1	57	65	85	73	±16
Military Technicians	1	NR	NR	NR	NR	
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	1	50	62	90	73	±15
Activated in the Past 12 Months	1	NR	NR	NR	NR	
Deployed Past 12 Months	1	NR	NR	NR	NR	
ARNG	1	NR	NR	93	87	±17
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	2	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q99a–d) and who indicated someone from the military punished them unfairly because of their race/ethnicity (Q98).

NR: Not reportable

99. What led you to believe that the person punished you unfairly because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USNR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
ANG	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q99a-d) and who indicated someone from the military punished them unfairly because of their race/ethnicity (Q98).

NR: Not reportable

NA: Not applicable

100. In the past 12 months, did someone in one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity (e.g., health care, military housing, recreation centers, commissaries, military law enforcement)?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	98	1	±1	
National Guard	98	1	±1	
Reserve	98	1	±1	
Enlisted	98	1	±1	
E1–E4	97	0	±1	
E5–E9	98	1	±1	
Officers	98	1	±1	
O1–O3	98	2	±2	
O4–O6	99	1	±1	
W1–W5	99	1	±2	
Male	98	1	±1	
Female	98	1	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	95	1	±1	
Hispanic	98	1	±1	
AIAN	98	4	±12	
Asian	99	2	±1	
NHPI	95	3	±7	
Two or More Races	99	1	±2	
AGR/FTS/AR	98	1	±1	
Other Selected Reserve	98	1	±1	
Reserve Unit	98	1	±1	
Military Technicians	98	1	±1	
IMA	99	0	±1	
Not Activated Past 12 Months	98	1	±1	
Activated in the Past 12 Months	97	1	±1	
Deployed Past 12 Months	98	1	±2	
ARNG	97	1	±1	
Non-Hispanic White	97	1	±1	
Total Minority	97	1	±1	
Black	94	2	±3	
Hispanic	99	1	±2	
Asian	98	1	±3	
Other Race/Ethnicity	99	2	±4	
Enlisted	97	1	±1	
Officers	98	2	±3	

Note. Percent responding are Reserve component members who answered the question.

100. In the past 12 months, did someone in one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity (e.g., health care, military housing, recreation centers, commissaries, military law enforcement)?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	97	1	±1	
Non-Hispanic White	98	1	±2	
Total Minority	97	1	±1	
Black	95	0	±2	
Hispanic	98	0	±2	
Asian	99	2	±3	
Other Race/Ethnicity	97	0	±1	
Enlisted	97	1	±1	
Officers	98	0	±2	
USNR	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±1	
Black	98	1	±2	
Hispanic	99	1	±2	
Asian	100	3	±3	
Other Race/Ethnicity	98	2	±5	
Enlisted	99	1	±1	
Officers	99	0	±1	
USMCR	98	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	97	0	±2	
Black	97	0	±2	
Hispanic	96	1	±3	
Asian	99	NR		
Other Race/Ethnicity	98	NR		
Enlisted	98	0	±1	
Officers	99	0	±1	
ANG	99	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	97	1	±1	
Black	97	1	±2	
Hispanic	96	2	±2	
Asian	99	2	±3	
Other Race/Ethnicity	98	0	±1	
Enlisted	98	0	±1	
Officers	99	1	±2	
USAFR	99	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	99	1	±2	
Black	100	1	±3	
Hispanic	98	1	±4	
Asian	98	1	±2	
Other Race/Ethnicity	99	NR		
Enlisted	99	1	±1	
Officers	99	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

101. What led you to believe that the person provided worse service or fewer benefits to you because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	1	41	64	82	69	±14
National Guard	1	NR	NR	82	68	±18
Reserve	1	NR	NR	NR	NR	
Enlisted	1	NR	70	82	75	±17
E1–E4	0	NR	NR	NR	NR	
E5–E9	1	NR	70	NR	71	±16
Officers	1	NR	NR	NR	NR	
O1–O3	2	NR	NR	NR	NR	
O4–O6	1	NR	NR	NR	NR	
W1–W5	1	NR	NR	NR	NR	
Male	1	40	67	80	71	±16
Female	1	NR	NR	93	NR	±12
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	57	80	66	±16
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
AIAN	4	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
NHPI	3	NR	NR	NR	NR	
Two or More Races	1	NR	NR	NR	NR	
AGR/FTS/AR	1	NR	NR	NR	NR	
Other Selected Reserve	1	41	62	82	68	±15
Reserve Unit	1	41	62	82	68	±15
Military Technicians	1	NR	NR	90	NR	±14
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	1	38	63	78	67	±17
Activated in the Past 12 Months	1	NR	NR	NR	NR	
Deployed Past 12 Months	1	NR	NR	100	NR	±3
ARNG	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	2	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q101a–d) and who indicated someone in one of the described jobs provided worse service or fewer benefits to them because of their race/ethnicity (Q100).

NR: Not reportable

101. What led you to believe that the person provided worse service or fewer benefits to you because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	1	NR	NR	NR	NR	
Non-Hispanic White	1	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USNR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	3	NR	NR	NR	NR	
Other Race/Ethnicity	2	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	NA	NA	NA	NA	NA	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	
USAFR	1	NR	NR	99	NR	±5
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	99	NR	±6
Black	1	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	1	NR	NR	99	NR	±6
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q101a-d) and who indicated someone in one of the described jobs provided worse service or fewer benefits to them because of their race/ethnicity (Q100).

NR: Not reportable

NA: Not applicable

102. In the past 12 months, did someone from the military restrict your options for scheduling your military requirements because of your race/ethnicity? For example, scheduling drill days or military training.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	97	0	±1	
National Guard	97	0	±1	
Reserve	98	0	±1	
Enlisted	97	0	±1	
E1–E4	97	0	±1	
E5–E9	98	0	±1	
Officers	98	0	±1	
O1–O3	98	0	±1	
O4–O6	99	0	±1	
W1–W5	99	0	±1	
Male	97	0	±1	
Female	97	1	±2	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	95	2	±2	
Hispanic	98	0	±1	
AIAN	99	NR		
Asian	99	1	±1	
NHPI	93	1	±2	
Two or More Races	98	0	±2	
AGR/FTS/AR	98	0	±1	
Other Selected Reserve	97	0	±1	
Reserve Unit	97	0	±1	
Military Technicians	98	0	±1	
IMA	98	0	±1	
Not Activated Past 12 Months	98	0	±1	
Activated in the Past 12 Months	96	1	±1	
Deployed Past 12 Months	97	0	±1	
ARNG	97	1	±1	
Non-Hispanic White	97	0	±1	
Total Minority	96	1	±2	
Black	92	3	±5	
Hispanic	98	0	±1	
Asian	99	1	±3	
Other Race/Ethnicity	98	1	±4	
Enlisted	97	1	±1	
Officers	98	1	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

102. In the past 12 months, did someone from the military restrict your options for scheduling your military requirements because of your race/ethnicity? For example, scheduling drill days or military training.

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	97	0	±1	
Non-Hispanic White	97	0	±1	
Total Minority	97	1	±1	
Black	96	1	±3	
Hispanic	98	0	±2	
Asian	99	0	±2	
Other Race/Ethnicity	96	0	±1	
Enlisted	97	1	±1	
Officers	97	0	±1	
USNR	99	0	±1	
Non-Hispanic White	100	0	±1	
Total Minority	98	1	±1	
Black	97	1	±2	
Hispanic	99	0	±1	
Asian	100	1	±2	
Other Race/Ethnicity	98	1	±2	
Enlisted	99	0	±1	
Officers	99	0	±1	
USMCR	98	0	±1	
Non-Hispanic White	99	0	±1	
Total Minority	97	0	±1	
Black	96	0	±1	
Hispanic	97	0	±0	
Asian	99	1	±4	
Other Race/Ethnicity	98	NR		
Enlisted	98	0	±1	
Officers	99	0	±1	
ANG	98	0	±1	
Non-Hispanic White	98	0	±1	
Total Minority	97	1	±1	
Black	98	1	±2	
Hispanic	96	0	±1	
Asian	99	0	±2	
Other Race/Ethnicity	96	1	±2	
Enlisted	98	0	±1	
Officers	99	0	±1	
USAFR	99	1	±1	
Non-Hispanic White	99	0	±1	
Total Minority	98	1	±2	
Black	97	2	±3	
Hispanic	99	1	±2	
Asian	98	1	±2	
Other Race/Ethnicity	99	NR		
Enlisted	98	1	±1	
Officers	99	0	±1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

103. What led you to believe that the person restricted your options for scheduling your military requirements because of your race/ethnicity?

- a. The person made a comment showing they took your race/ethnicity into account.
- b. The person said or did something showing they dislike your racial/ethnic group.
- c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.
- d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	0	NR	NR	NR	NR	
National Guard	0	NR	NR	NR	NR	
Reserve	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
E1–E4	0	NR	NR	NR	NR	
E5–E9	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
O1–O3	0	NR	NR	NR	NR	
O4–O6	0	NR	NR	NR	NR	
W1–W5	0	NR	NR	NR	NR	
Male	0	NR	NR	NR	NR	
Female	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
AIAN	4	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
NHPI	1	NR	NR	NR	NR	
Two or More Races	0	NR	NR	NR	NR	
AGR/FTS/AR	0	NR	NR	NR	NR	
Other Selected Reserve	0	NR	NR	NR	NR	
Reserve Unit	0	NR	NR	NR	NR	
Military Technicians	0	NR	NR	NR	NR	
IMA	0	NR	NR	NR	NR	
Not Activated Past 12 Months	0	NR	NR	NR	NR	
Activated in the Past 12 Months	1	NR	NR	NR	NR	
Deployed Past 12 Months	0	NR	NR	NR	NR	
ARNG	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	3	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	1	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q103a–d) and who indicated someone from the military restricted their options for scheduling their military requirements because of their race/ethnicity (Q102).

NR: Not reportable

103. What led you to believe that the person restricted your options for scheduling your military requirements because of your race/ethnicity?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NA	NR	NR	NR	
Other Race/Ethnicity	0	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NA	NR	NR	NR	
USNR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USMCR	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	0	NR	NR	NR	NR	
Black	0	NR	NR	NR	NR	
Hispanic	NA	NA	NA	NA	NA	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	NA	NA	NA	NA	NA	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
ANG	0	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	1	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	
Asian	0	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	
Enlisted	0	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	
USAFR	1	NR	NR	NR	NR	
Non-Hispanic White	0	NR	NR	NR	NR	
Total Minority	1	NR	NR	NR	NR	
Black	2	NR	NR	NR	NR	
Hispanic	1	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	
Officers	0	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q103a-d) and who indicated someone from the military restricted their options for scheduling their military requirements because of their race/ethnicity (Q102).

NR: Not reportable

NA: Not applicable

103. Racial/Ethnic Discrimination Prevalence Rate. Constructed from Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
TOTAL DOD	91	3.9	±0.8	
National Guard	91	3.7	±1.0	
Reserve	91	4.1	±1.2	
Enlisted	91	3.8	±0.8	
E1–E4	90	2.8	±1.5	
E5–E9	92	4.7	±1.0	
Officers	93	4.2	±1.8	
O1–O3	93	5.5	±3.8	
O4–O6	93	3.0	±1.3	
W1–W5	96	3.7	±3.1	
Male	92	3.8	±0.8	
Female	90	4.1	±2.0	
Non-Hispanic White	92	2.2	±1.0	
Total Minority	91	6.4	±1.3	
Black	88	9.1	±2.6	
Hispanic	92	4.7	±2.2	
AIAN	93	8.6	±9.7	
Asian	90	6.0	±2.6	
NHPI	85	6.6	±6.5	
Two or More Races	93	4.2	±3.9	
AGR/FTS/AR	92	7.0	±1.8	
Other Selected Reserve	91	3.5	±0.8	
Reserve Unit	91	3.6	±0.8	
Military Technicians	92	3.5	±1.1	
IMA	92	1.8	±0.8	
Not Activated Past 12 Months	92	3.5	±0.8	
Activated in the Past 12 Months	90	5.6	±2.1	
Deployed Past 12 Months	92	6.5	±4.3	
ARNG	91	4.1	±1.3	
Non-Hispanic White	92	1.9	±1.1	
Total Minority	90	8.0	±3.0	
Black	87	13.2	±6.1	
Hispanic	93	5.1	±6.0	
Asian	90	7.0	±8.1	
Other Race/Ethnicity	94	5.0	±6.9	
Enlisted	91	3.5	±1.3	
Officers	94	7.6	±4.4	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Discrimination Prevalence Rate indicates the percentage of members who experienced at least one work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey (Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

103. Racial/Ethnic Discrimination Prevalence Rate. Constructed from Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
USAR	92	5.0	±2.2	
Non-Hispanic White	93	4.2	±4.6	
Total Minority	91	5.8	±1.9	
Black	89	6.0	±3.3	
Hispanic	94	5.2	±3.5	
Asian	88	6.4	±3.8	
Other Race/Ethnicity	89	7.1	±7.0	
Enlisted	92	5.4	±2.6	
Officers	93	3.4	±3.6	
USNR	91	3.4	±1.4	
Non-Hispanic White	93	1.9	±2.4	
Total Minority	90	5.5	±2.0	
Black	91	7.6	±4.8	
Hispanic	89	3.7	±3.4	
Asian	92	7.3	±5.9	
Other Race/Ethnicity	89	3.8	±4.2	
Enlisted	91	4.2	±1.9	
Officers	93	1.4	±1.9	
USMCR	89	1.7	±1.0	
Non-Hispanic White	89	1.0	±1.3	
Total Minority	88	2.3	±1.4	
Black	89	6.0	±4.9	
Hispanic	85	0.9	±2.1	
Asian	97	3.3	±5.3	
Other Race/Ethnicity	94	2.3	±6.1	
Enlisted	88	1.7	±1.1	
Officers	93	2.0	±2.5	
ANG	92	2.3	±0.8	
Non-Hispanic White	93	1.5	±1.0	
Total Minority	89	4.7	±1.4	
Black	85	6.8	±3.3	
Hispanic	93	4.7	±2.7	
Asian	91	4.3	±2.7	
Other Race/Ethnicity	89	2.0	±1.3	
Enlisted	92	2.5	±0.9	
Officers	93	1.0	±1.1	
USAFR	91	3.0	±1.0	
Non-Hispanic White	92	1.0	±1.0	
Total Minority	91	6.0	±2.1	
Black	88	8.1	±4.0	
Hispanic	93	4.2	±3.1	
Asian	91	2.8	±2.3	
Other Race/Ethnicity	93	7.4	±8.5	
Enlisted	91	3.3	±1.2	
Officers	93	2.2	±1.7	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Discrimination Prevalence Rate indicates the percentage of members who experienced at least one work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey (Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

103. Racial/Ethnic Harassment/Discrimination Prevalence Rate. Constructed from Q31–Q43, Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
TOTAL DOD	88	14.8	±1.4	
National Guard	88	15.5	±2.1	
Reserve	87	14.0	±2.0	
Enlisted	88	15.3	±1.7	
E1–E4	87	13.4	±3.0	
E5–E9	89	17.1	±1.6	
Officers	89	12.3	±2.3	
O1–O3	89	12.3	±4.3	
O4–O6	89	11.9	±2.8	
W1–W5	90	14.1	±5.8	
Male	88	14.4	±1.6	
Female	86	16.8	±3.1	
Non-Hispanic White	89	11.1	±1.9	
Total Minority	86	20.6	±2.2	
Black	85	26.1	±4.1	
Hispanic	89	17.7	±3.7	
AIAN	89	25.4	±12.1	
Asian	82	16.5	±3.2	
NHPI	85	19.4	±10.4	
Two or More Races	87	16.9	±7.4	
AGR/FTS/AR	89	21.0	±2.7	
Other Selected Reserve	88	14.1	±1.6	
Reserve Unit	88	14.3	±1.6	
Military Technicians	86	15.5	±3.1	
IMA	86	7.1	±1.9	
Not Activated Past 12 Months	88	13.9	±1.5	
Activated in the Past 12 Months	88	19.6	±4.4	
Deployed Past 12 Months	87	23.1	±6.4	
ARNG	88	17.1	±2.7	
Non-Hispanic White	90	12.7	±3.3	
Total Minority	85	25.4	±4.7	
Black	87	32.6	±8.2	
Hispanic	86	20.4	±8.1	
Asian	77	20.1	±8.5	
Other Race/Ethnicity	86	23.7	±12.4	
Enlisted	88	17.5	±3.0	
Officers	90	14.7	±4.8	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment/Discrimination Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior in the 12 months prior to taking the survey (Q31–Q43) and/or who experienced at least one work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey (Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

103. Racial/Ethnic Harassment/Discrimination Prevalence Rate. Constructed from Q31–Q43, Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102.

	% Resp.	Percentages	Max ME	Percentage Reporting Experienced
		Prevalence Rate		
USAR	88	16.0	±3.3	
Non-Hispanic White	88	12.9	±5.9	
Total Minority	89	19.0	±3.8	
Black	85	22.6	±6.6	
Hispanic	94	17.1	±6.5	
Asian	85	15.3	±5.2	
Other Race/Ethnicity	88	15.8	±9.9	
Enlisted	88	16.1	±3.9	
Officers	89	15.4	±5.6	
USNR	87	14.1	±4.0	
Non-Hispanic White	88	11.1	±7.3	
Total Minority	87	18.2	±3.4	
Black	90	18.1	±6.2	
Hispanic	83	19.6	±6.9	
Asian	87	18.1	±6.6	
Other Race/Ethnicity	88	15.4	±7.0	
Enlisted	86	16.7	±5.2	
Officers	89	6.7	±3.8	
USMCR	85	9.1	±3.0	
Non-Hispanic White	86	5.5	±4.6	
Total Minority	83	13.6	±4.4	
Black	85	25.3	±9.7	
Hispanic	79	10.8	±7.3	
Asian	94	15.4	±9.4	
Other Race/Ethnicity	93	6.5	±8.7	
Enlisted	84	9.0	±3.4	
Officers	89	9.4	±5.3	
ANG	88	9.9	±1.6	
Non-Hispanic White	88	7.7	±1.8	
Total Minority	86	16.4	±3.2	
Black	79	23.8	±5.8	
Hispanic	93	16.2	±6.7	
Asian	87	13.3	±4.4	
Other Race/Ethnicity	83	8.6	±3.1	
Enlisted	88	10.3	±1.7	
Officers	87	7.6	±3.8	
USAFR	87	10.6	±2.1	
Non-Hispanic White	88	7.2	±2.7	
Total Minority	85	15.8	±3.6	
Black	81	18.7	±5.6	
Hispanic	90	13.5	±7.1	
Asian	73	10.1	±3.8	
Other Race/Ethnicity	91	17.7	±9.9	
Enlisted	86	11.3	±2.4	
Officers	90	8.0	±4.2	

Note. Percent responding are Reserve component members who answered the question. Racial/Ethnic Harassment/Discrimination Prevalence Rate indicates the percentage of members who experienced at least one inappropriate workplace behavior in the 12 months prior to taking the survey (Q31–Q43) and/or who experienced at least one work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey (Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

104. Do you consider any of the things that happened to you to be racial/ethnic discrimination?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	60	±9	
National Guard	3	54	±12	
Reserve	3	67	±13	
Enlisted	3	60	±10	
E1-E4	2	NR		
E5-E9	4	56	±10	
Officers	4	NR		
O1-O3	5	NR		
O4-O6	3	NR		
W1-W5	4	NR		
Male	3	59	±10	
Female	4	NR		
Non-Hispanic White	2	NR		
Total Minority	6	61	±11	
Black	8	73	±15	
Hispanic	4	NR		
AIAN	8	NR		
Asian	5	NR		
NHPI	6	NR		
Two or More Races	4	NR		
AGR/FTS/AR	6	74	±11	
Other Selected Reserve	3	57	±11	
Reserve Unit	3	57	±11	
Military Technicians	3	61	±13	
IMA	2	NR		
Not Activated Past 12 Months	3	60	±11	
Activated in the Past 12 Months	5	NR		
Deployed Past 12 Months	6	NR		
ARNG	4	55	±14	
Non-Hispanic White	2	NR		
Total Minority	7	NR		
Black	11	NR		
Hispanic	5	NR		
Asian	6	NR		
Other Race/Ethnicity	5	NR		
Enlisted	3	NR		
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced at least one work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey (Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

104. Do you consider any of the things that happened to you to be racial/ethnic discrimination?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	4	NR		
Total Minority	5	69	±15	
Black	4	NR		
Hispanic	4	NR		
Asian	5	NR		
Other Race/Ethnicity	6	NR		
Enlisted	4	NR		
Officers	3	NR		
USNR	3	67	±16	
Non-Hispanic White	2	NR		
Total Minority	5	55	±16	
Black	6	NR		
Hispanic	3	NR		
Asian	7	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	70	±17	
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	2	NR		
ANG	2	48	±14	
Non-Hispanic White	1	NR		
Total Minority	4	66	±15	
Black	5	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	44	±15	
Officers	1	NR		
USAFR	3	75	±14	
Non-Hispanic White	1	NR		
Total Minority	5	76	±14	
Black	7	NR		
Hispanic	4	NR		
Asian	2	NR		
Other Race/Ethnicity	7	NR		
Enlisted	3	72	±16	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced at least one work-related harm as a result of their race/ethnicity in the 12 months prior to taking the survey (Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

a. Told racial/ethnic jokes

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	5	70	±8	
National Guard	5	68	±12	
Reserve	4	74	±11	
Enlisted	5	70	±9	
E1-E4	5	70	±17	
E5-E9	5	70	±9	
Officers	3	75	±17	
O1-O3	3	NR		
O4-O6	2	NR		
W1-W5	4	NR		
Male	4	73	±9	
Female	7	63	±17	
Non-Hispanic White	3	63	±15	
Total Minority	7	76	±8	
Black	8	73	±14	
Hispanic	6	76	±14	
AIAN	13	94	±13	
Asian	6	78	±12	
NHPI	5	NR		
Two or More Races	4	NR		
AGR/FTS/AR	7	67	±12	
Other Selected Reserve	4	71	±10	
Reserve Unit	4	71	±10	
Military Technicians	4	NR		
IMA	1	NR		
Not Activated Past 12 Months	4	69	±10	
Activated in the Past 12 Months	6	76	±16	
Deployed Past 12 Months	7	NR		
ARNG	5	66	±14	
Non-Hispanic White	4	NR		
Total Minority	7	77	±17	
Black	9	NR		
Hispanic	7	NR		
Asian	5	NR		
Other Race/Ethnicity	7	NR		
Enlisted	5	64	±15	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, and who were made uncomfortable, angry, or upset because someone from work told racial/ethnic jokes in the past 12 months (Q31).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

a. Told racial/ethnic jokes

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	5	75	±17	
Non-Hispanic White	3	NR		
Total Minority	6	78	±13	
Black	8	NR		
Hispanic	5	NR		
Asian	6	NR		
Other Race/Ethnicity	4	NR		
Enlisted	5	NR		
Officers	4	NR		
USNR	5	78	±13	
Non-Hispanic White	3	NR		
Total Minority	7	72	±14	
Black	8	NR		
Hispanic	7	NR		
Asian	6	NR		
Other Race/Ethnicity	5	NR		
Enlisted	6	77	±14	
Officers	2	NR		
USMCR	3	NR		
Non-Hispanic White	1	NR		
Total Minority	5	NR		
Black	10	92	±14	
Hispanic	4	NR		
Asian	8	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	1	NR		
ANG	3	79	±12	
Non-Hispanic White	2	NR		
Total Minority	6	82	±11	
Black	7	NR		
Hispanic	6	90	±13	
Asian	6	NR		
Other Race/Ethnicity	3	78	±17	
Enlisted	3	79	±13	
Officers	2	NR		
USAFR	4	71	±16	
Non-Hispanic White	3	NR		
Total Minority	6	NR		
Black	7	NR		
Hispanic	6	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	75	±15	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question, and who were made uncomfortable, angry, or upset because someone from work told racial/ethnic jokes in the past 12 months (Q31).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

b. Used an offensive racial/ethnic term

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	5	73	±9	
National Guard	5	71	±11	
Reserve	5	75	±15	
Enlisted	5	71	±10	
E1-E4	4	NR		
E5-E9	6	74	±8	
Officers	4	81	±14	
O1-O3	3	NR		
O4-O6	3	NR		
W1-W5	5	NR		
Male	5	75	±10	
Female	5	NR		
Non-Hispanic White	4	72	±16	
Total Minority	6	73	±9	
Black	7	74	±16	
Hispanic	5	73	±15	
AIAN	13	NR		
Asian	5	69	±13	
NHPI	4	NR		
Two or More Races	5	NR		
AGR/FTS/AR	8	75	±11	
Other Selected Reserve	4	72	±10	
Reserve Unit	4	72	±10	
Military Technicians	6	72	±18	
IMA	1	NR		
Not Activated Past 12 Months	4	72	±11	
Activated in the Past 12 Months	6	75	±14	
Deployed Past 12 Months	9	NR		
ARNG	5	70	±13	
Non-Hispanic White	4	NR		
Total Minority	7	68	±17	
Black	8	NR		
Hispanic	7	NR		
Asian	5	NR		
Other Race/Ethnicity	8	NR		
Enlisted	5	68	±14	
Officers	4	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work used an offensive racial/ethnic term in the past 12 months (Q32).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

b. Used an offensive racial/ethnic term

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	6	NR		
Non-Hispanic White	6	NR		
Total Minority	6	89	±10	
Black	7	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	4	NR		
Enlisted	6	NR		
Officers	5	NR		
USNR	5	76	±14	
Non-Hispanic White	4	NR		
Total Minority	6	66	±16	
Black	5	NR		
Hispanic	6	NR		
Asian	7	NR		
Other Race/Ethnicity	5	NR		
Enlisted	6	76	±15	
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	7	NR		
Hispanic	1	NR		
Asian	8	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	2	NR		
ANG	3	75	±11	
Non-Hispanic White	3	80	±14	
Total Minority	5	66	±17	
Black	6	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	3	79	±17	
Enlisted	4	74	±12	
Officers	3	NR		
USAFR	3	64	±17	
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	6	NR		
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work used an offensive racial/ethnic term in the past 12 months (Q32).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

c. Claimed that their race/ethnicity is better than others

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	61	±10	
National Guard	4	62	±14	
Reserve	3	59	±14	
Enlisted	3	60	±11	
E1-E4	3	NR		
E5-E9	4	60	±11	
Officers	2	NR		
O1-O3	3	NR		
O4-O6	1	NR		
W1-W5	3	NR		
Male	3	63	±12	
Female	4	NR		
Non-Hispanic White	3	53	±14	
Total Minority	4	70	±13	
Black	5	NR		
Hispanic	4	81	±15	
AIAN	3	NR		
Asian	3	NR		
NHPI	5	NR		
Two or More Races	1	NR		
AGR/FTS/AR	4	48	±15	
Other Selected Reserve	3	63	±12	
Reserve Unit	3	63	±12	
Military Technicians	5	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	58	±12	
Activated in the Past 12 Months	4	71	±18	
Deployed Past 12 Months	6	NR		
ARNG	4	63	±16	
Non-Hispanic White	4	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	4	62	±17	
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work claimed that their race/ethnicity is better than others in the past 12 months (Q33).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

c. Claimed that their race/ethnicity is better than others

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	4	78	±17	
Black	5	NR		
Hispanic	4	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	NR		
Officers	3	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	6	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
ANG	2	57	±16	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	2	NR		
USAFR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work claimed that their race/ethnicity is better than others in the past 12 months (Q33).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

d. Displayed something that threatens or insults a racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	58	±11	
National Guard	2	NR		
Reserve	2	61	±13	
Enlisted	2	55	±13	
E1-E4	1	NR		
E5-E9	3	50	±12	
Officers	2	75	±18	
O1-O3	1	NR		
O4-O6	2	NR		
W1-W5	4	NR		
Male	2	58	±13	
Female	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	61	±13	
Black	4	70	±17	
Hispanic	2	NR		
AIAN	3	NR		
Asian	2	NR		
NHPI	2	NR		
Two or More Races	3	NR		
AGR/FTS/AR	4	62	±15	
Other Selected Reserve	2	56	±13	
Reserve Unit	2	57	±14	
Military Technicians	2	73	±18	
IMA	1	NR		
Not Activated Past 12 Months	2	61	±13	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	4	NR		
ARNG	3	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work displayed something that threatens or insults a racial/ethnic group in the past 12 months (Q34).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

d. Displayed something that threatens or insults a racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	66	±17	
Non-Hispanic White	1	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	2	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	2	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	5	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work displayed something that threatens or insults a racial/ethnic group in the past 12 months (Q34).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

e. Insulted your racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	62	±11	
National Guard	3	62	±14	
Reserve	3	62	±17	
Enlisted	3	60	±12	
E1-E4	3	NR		
E5-E9	4	63	±10	
Officers	3	NR		
O1-O3	3	NR		
O4-O6	2	NR		
W1-W5	3	NR		
Male	3	63	±13	
Female	4	NR		
Non-Hispanic White	2	NR		
Total Minority	5	73	±10	
Black	6	67	±18	
Hispanic	4	78	±16	
AIAN	11	95	±11	
Asian	4	79	±17	
NHPI	4	NR		
Two or More Races	3	NR		
AGR/FTS/AR	5	54	±14	
Other Selected Reserve	3	63	±13	
Reserve Unit	3	63	±13	
Military Technicians	3	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	58	±13	
Activated in the Past 12 Months	5	73	±16	
Deployed Past 12 Months	7	NR		
ARNG	4	61	±16	
Non-Hispanic White	3	NR		
Total Minority	6	NR		
Black	6	NR		
Hispanic	5	NR		
Asian	6	NR		
Other Race/Ethnicity	5	NR		
Enlisted	4	NR		
Officers	4	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work insulted their racial/ethnic group in the past 12 months (Q35).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

e. Insulted your racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	4	73	±17	
Black	5	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	4	NR		
Enlisted	4	NR		
Officers	4	NR		
USNR	4	NR		
Non-Hispanic White	3	NR		
Total Minority	4	NR		
Black	6	NR		
Hispanic	2	NR		
Asian	5	NR		
Other Race/Ethnicity	4	NR		
Enlisted	5	NR		
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	8	NR		
Hispanic	1	NR		
Asian	6	NR		
Other Race/Ethnicity	0	NR		
Enlisted	2	NR		
Officers	1	NR		
ANG	1	64	±14	
Non-Hispanic White	1	NR		
Total Minority	3	71	±15	
Black	5	NR		
Hispanic	3	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	66	±15	
Officers	1	NR		
USAFR	3	NR		
Non-Hispanic White	1	NR		
Total Minority	5	NR		
Black	6	NR		
Hispanic	5	NR		
Asian	2	NR		
Other Race/Ethnicity	6	NR		
Enlisted	4	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work insulted their racial/ethnic group in the past 12 months (Q35).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

f. Used a stereotype about your racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	5	74	±8	
National Guard	5	67	±12	
Reserve	5	82	±8	
Enlisted	5	74	±9	
E1-E4	5	73	±17	
E5-E9	5	75	±8	
Officers	4	73	±16	
O1-O3	5	NR		
O4-O6	3	77	±17	
W1-W5	6	NR		
Male	5	75	±9	
Female	6	67	±18	
Non-Hispanic White	3	67	±15	
Total Minority	8	78	±9	
Black	9	81	±14	
Hispanic	7	86	±10	
AIAN	13	93	±11	
Asian	7	77	±16	
NHPI	6	87	±17	
Two or More Races	8	NR		
AGR/FTS/AR	7	74	±11	
Other Selected Reserve	5	73	±9	
Reserve Unit	5	73	±9	
Military Technicians	5	NR		
IMA	2	78	±17	
Not Activated Past 12 Months	5	70	±10	
Activated in the Past 12 Months	7	85	±12	
Deployed Past 12 Months	10	84	±14	
ARNG	6	67	±13	
Non-Hispanic White	4	NR		
Total Minority	10	75	±17	
Black	12	NR		
Hispanic	8	NR		
Asian	8	NR		
Other Race/Ethnicity	13	NR		
Enlisted	6	67	±15	
Officers	6	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work used a stereotype about their racial/ethnic group in the past 12 months (Q36).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

f. Used a stereotype about your racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	6	87	±10	
Non-Hispanic White	5	NR		
Total Minority	7	86	±10	
Black	8	NR		
Hispanic	6	NR		
Asian	6	NR		
Other Race/Ethnicity	4	NR		
Enlisted	6	88	±11	
Officers	4	NR		
USNR	5	85	±14	
Non-Hispanic White	3	NR		
Total Minority	7	82	±13	
Black	9	NR		
Hispanic	7	NR		
Asian	7	NR		
Other Race/Ethnicity	6	NR		
Enlisted	6	85	±15	
Officers	1	NR		
USMCR	3	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	9	NR		
Hispanic	1	NR		
Asian	7	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	4	NR		
ANG	3	69	±13	
Non-Hispanic White	1	NR		
Total Minority	6	75	±12	
Black	8	NR		
Hispanic	5	87	±15	
Asian	7	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	67	±14	
Officers	2	NR		
USAFR	4	74	±13	
Non-Hispanic White	2	NR		
Total Minority	7	71	±16	
Black	9	NR		
Hispanic	6	NR		
Asian	2	NR		
Other Race/Ethnicity	5	NR		
Enlisted	4	76	±15	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work used a stereotype about their racial/ethnic group in the past 12 months (Q36).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

g. Made a comment about a physical characteristic of your racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	67	±12	
National Guard	3	60	±17	
Reserve	3	74	±14	
Enlisted	3	66	±13	
E1-E4	3	NR		
E5-E9	3	61	±12	
Officers	1	81	±15	
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	2	NR		
Male	3	70	±13	
Female	4	NR		
Non-Hispanic White	2	NR		
Total Minority	4	69	±12	
Black	6	69	±18	
Hispanic	3	NR		
AIAN	5	NR		
Asian	3	71	±16	
NHPI	3	NR		
Two or More Races	2	NR		
AGR/FTS/AR	4	65	±15	
Other Selected Reserve	3	67	±13	
Reserve Unit	3	67	±13	
Military Technicians	3	NR		
IMA	0	NR		
Not Activated Past 12 Months	3	65	±14	
Activated in the Past 12 Months	4	74	±17	
Deployed Past 12 Months	5	NR		
ARNG	3	NR		
Non-Hispanic White	2	NR		
Total Minority	5	NR		
Black	7	NR		
Hispanic	5	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work made a comment about a physical characteristic of their racial/ethnic group in the past 12 months (Q37).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

g. Made a comment about a physical characteristic of your racial/ethnic group

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	84	±16	
Non-Hispanic White	3	NR		
Total Minority	4	78	±18	
Black	5	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	83	±17	
Officers	1	NR		
USNR	3	NR		
Non-Hispanic White	3	NR		
Total Minority	4	NR		
Black	5	NR		
Hispanic	3	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	4	NR		
Officers	1	NR		
USMCR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	2	NR		
Black	4	NR		
Hispanic	1	NR		
Asian	4	NR		
Other Race/Ethnicity	0	NR		
Enlisted	2	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	3	67	±18	
Black	4	NR		
Hispanic	2	NR		
Asian	4	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		
USAFR	2	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	5	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work made a comment about a physical characteristic of their racial/ethnic group in the past 12 months (Q37).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

h. Made a comment about the way people in your racial/ethnic group talk

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	72	±10	
National Guard	3	68	±16	
Reserve	3	76	±10	
Enlisted	3	71	±11	
E1-E4	3	NR		
E5-E9	3	70	±10	
Officers	2	78	±17	
O1-O3	2	NR		
O4-O6	2	NR		
W1-W5	2	NR		
Male	3	76	±10	
Female	4	NR		
Non-Hispanic White	1	NR		
Total Minority	5	77	±9	
Black	8	74	±15	
Hispanic	4	81	±14	
AIAN	6	NR		
Asian	5	80	±17	
NHPI	5	NR		
Two or More Races	3	NR		
AGR/FTS/AR	5	72	±13	
Other Selected Reserve	3	71	±12	
Reserve Unit	3	71	±12	
Military Technicians	3	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	70	±13	
Activated in the Past 12 Months	5	75	±15	
Deployed Past 12 Months	5	NR		
ARNG	3	67	±17	
Non-Hispanic White	2	NR		
Total Minority	6	NR		
Black	10	NR		
Hispanic	4	NR		
Asian	5	NR		
Other Race/Ethnicity	5	NR		
Enlisted	3	NR		
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work made a comment about the way people in their racial/ethnic group talk in the past 12 months (Q38).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

h. Made a comment about the way people in your racial/ethnic group talk

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	4	79	±15	
Non-Hispanic White	2	NR		
Total Minority	6	78	±14	
Black	7	NR		
Hispanic	5	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	4	81	±16	
Officers	3	NR		
USNR	3	73	±15	
Non-Hispanic White	0	NR		
Total Minority	6	74	±15	
Black	6	NR		
Hispanic	7	NR		
Asian	6	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	74	±15	
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	5	NR		
Hispanic	1	NR		
Asian	5	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		
ANG	1	72	±18	
Non-Hispanic White	0	NR		
Total Minority	3	79	±13	
Black	5	NR		
Hispanic	4	NR		
Asian	3	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	2	70	±16	
Non-Hispanic White	0	NR		
Total Minority	5	70	±17	
Black	7	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	8	NR		
Enlisted	3	70	±17	
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work made a comment about the way people in their racial/ethnic group talk in the past 12 months (Q38).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

i. Showed you a lack of respect because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	71	±9	
National Guard	3	65	±14	
Reserve	4	78	±9	
Enlisted	3	69	±10	
E1-E4	3	NR		
E5-E9	4	68	±10	
Officers	3	86	±13	
O1-O3	4	NR		
O4-O6	3	94	±10	
W1-W5	4	NR		
Male	3	72	±10	
Female	4	NR		
Non-Hispanic White	2	NR		
Total Minority	5	76	±9	
Black	8	78	±11	
Hispanic	3	NR		
AIAN	7	NR		
Asian	5	NR		
NHPI	4	NR		
Two or More Races	3	NR		
AGR/FTS/AR	6	74	±12	
Other Selected Reserve	3	71	±11	
Reserve Unit	3	71	±11	
Military Technicians	4	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	68	±11	
Activated in the Past 12 Months	5	86	±9	
Deployed Past 12 Months	6	84	±15	
ARNG	4	65	±15	
Non-Hispanic White	3	NR		
Total Minority	6	72	±17	
Black	9	NR		
Hispanic	4	NR		
Asian	6	NR		
Other Race/Ethnicity	3	NR		
Enlisted	4	62	±17	
Officers	4	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work showed them a lack of respect because of their race/ethnicity in the past 12 months (Q39).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

i. Showed you a lack of respect because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	5	80	±13	
Non-Hispanic White	4	NR		
Total Minority	6	82	±12	
Black	9	78	±18	
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	5	78	±16	
Officers	5	NR		
USNR	3	73	±14	
Non-Hispanic White	1	NR		
Total Minority	5	79	±13	
Black	6	NR		
Hispanic	5	NR		
Asian	6	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	73	±16	
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	4	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	2	61	±14	
Non-Hispanic White	1	NR		
Total Minority	4	68	±14	
Black	6	NR		
Hispanic	4	NR		
Asian	4	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	60	±15	
Officers	1	NR		
USAFR	3	83	±12	
Non-Hispanic White	1	NR		
Total Minority	5	81	±14	
Black	8	NR		
Hispanic	3	NR		
Asian	2	NR		
Other Race/Ethnicity	7	NR		
Enlisted	3	84	±13	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work showed them a lack of respect because of their race/ethnicity in the past 12 months (Q39).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

j. Excluded you from an activity because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	61	±13	
National Guard	2	NR		
Reserve	1	65	±14	
Enlisted	1	56	±15	
E1-E4	1	NR		
E5-E9	2	60	±13	
Officers	2	84	±13	
O1-O3	2	NR		
O4-O6	2	NR		
W1-W5	2	NR		
Male	1	62	±14	
Female	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	68	±12	
Black	3	68	±16	
Hispanic	2	NR		
AIAN	2	NR		
Asian	1	NR		
NHPI	1	NR		
Two or More Races	2	NR		
AGR/FTS/AR	3	70	±18	
Other Selected Reserve	1	59	±16	
Reserve Unit	1	59	±16	
Military Technicians	2	NR		
IMA	1	NR		
Not Activated Past 12 Months	1	59	±16	
Activated in the Past 12 Months	3	NR		
Deployed Past 12 Months	3	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work excluded them from an activity because of their race/ethnicity in the past 12 months (Q40).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

j. Excluded you from an activity because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	3	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	NA	NA		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	73	±17	
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	2	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were made uncomfortable, angry, or upset because someone from work excluded them from an activity because of their race/ethnicity in the past 12 months (Q40).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

k. Threatened or physically assaulted you because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	0	NR		
National Guard	1	NR		
Reserve	0	NR		
Enlisted	1	NR		
E1-E4	1	NR		
E5-E9	0	NR		
Officers	0	NR		
O1-O3	0	NR		
O4-O6	1	NR		
W1-W5	1	NR		
Male	0	NR		
Female	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	0	NR		
Hispanic	1	NR		
AIAN	0	NR		
Asian	0	NR		
NHPI	1	NR		
Two or More Races	0	NR		
AGR/FTS/AR	0	NR		
Other Selected Reserve	0	NR		
Reserve Unit	1	NR		
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	0	NR		
Activated in the Past 12 Months	1	NR		
Deployed Past 12 Months	0	NR		
ARNG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	0	NR		
Hispanic	1	NR		
Asian	0	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were threatened or physically assaulted because of their race/ethnicity in the past 12 months (Q41).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

k. Threatened or physically assaulted you because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	NA	NA		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USNR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	NA	NA		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	NA	NA		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	NA	NA		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	NA	NA		
USAFR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were threatened or physically assaulted because of their race/ethnicity in the past 12 months (Q41).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

I. Directed an offensive action or comment at someone else because of their race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	3	74	±12	
National Guard	3	74	±18	
Reserve	2	74	±14	
Enlisted	3	74	±13	
E1-E4	2	NR		
E5-E9	3	73	±11	
Officers	2	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	4	NR		
Male	2	72	±15	
Female	3	83	±17	
Non-Hispanic White	2	NR		
Total Minority	3	81	±9	
Black	4	77	±16	
Hispanic	3	NR		
AIAN	3	84	±17	
Asian	2	NR		
NHPI	3	NR		
Two or More Races	3	86	±17	
AGR/FTS/AR	4	75	±16	
Other Selected Reserve	2	74	±14	
Reserve Unit	2	74	±14	
Military Technicians	3	NR		
IMA	1	NR		
Not Activated Past 12 Months	3	72	±14	
Activated in the Past 12 Months	3	89	±14	
Deployed Past 12 Months	3	NR		
ARNG	3	NR		
Non-Hispanic White	3	NR		
Total Minority	4	85	±17	
Black	5	NR		
Hispanic	4	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	3	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who were made the respondent uncomfortable, angry, or upset when someone from work directed an offensive action or comment at another person because of their race/ethnicity in the past 12 months(Q42/Q43).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

I. Directed an offensive action or comment at someone else because of their race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	3	84	±17	
Non-Hispanic White	3	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	3	NR		
Officers	2	NR		
USNR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	3	NR		
Black	2	NR		
Hispanic	3	NR		
Asian	3	NR		
Other Race/Ethnicity	3	NR		
Enlisted	3	NR		
Officers	2	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	4	NR		
Hispanic	0	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		
ANG	1	91	±10	
Non-Hispanic White	1	NR		
Total Minority	2	84	±14	
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	90	±12	
Officers	2	NR		
USAFR	2	65	±18	
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	4	NR		
Enlisted	2	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were made the respondent uncomfortable, angry, or upset when someone from work directed an offensive action or comment at another person because of their race/ethnicity in the past 12 months(Q42/Q43).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

m. Gave you a lower military performance evaluation because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	NR		
National Guard	1	90	±12	
Reserve	1	NR		
Enlisted	1	NR		
E1-E4	1	NR		
E5-E9	1	87	±13	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	2	NR		
Male	1	NR		
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	82	±11	
Black	2	NR		
Hispanic	1	NR		
AIAN	1	NR		
Asian	1	NR		
NHPI	2	NR		
Two or More Races	1	NR		
AGR/FTS/AR	2	89	±16	
Other Selected Reserve	1	NR		
Reserve Unit	1	NR		
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	NR		
Activated in the Past 12 Months	1	NR		
Deployed Past 12 Months	1	NR		
ARNG	1	91	±13	
Non-Hispanic White	0	NR		
Total Minority	2	92	±14	
Black	3	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who were given a lower military performance evaluation because of their race/ethnicity in the past 12 months (Q80).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

m. Gave you a lower military performance evaluation because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	2	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	2	NR		
Officers	0	NR		
USNR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	1	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	0	NR		
Non-Hispanic White	NA	NA		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	0	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were given a lower military performance evaluation because of their race/ethnicity in the past 12 months (Q80).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

n. Made it harder for you to get a military award because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	57	±13	
National Guard	1	NR		
Reserve	1	NR		
Enlisted	1	54	±14	
E1-E4	1	NR		
E5-E9	2	51	±15	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	2	NR		
Male	1	52	±13	
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	65	±14	
Black	4	70	±18	
Hispanic	2	NR		
AIAN	2	NR		
Asian	2	NR		
NHPI	1	NR		
Two or More Races	2	NR		
AGR/FTS/AR	3	NR		
Other Selected Reserve	1	54	±15	
Reserve Unit	1	54	±15	
Military Technicians	1	NR		
IMA	1	NR		
Not Activated Past 12 Months	1	61	±15	
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	3	NR		
ARNG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	6	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone make it harder for them to get a military award because of their race/ethnicity in the past 12 months (Q82).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

n. Made it harder for you to get a military award because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	3	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	2	NR		
Officers	1	NR		
USNR	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	5	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	1	NR		
USMCR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	NA	NA		
Other Race/Ethnicity	NA	NA		
Enlisted	1	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	67	±17	
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	4	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone make it harder for them to get a military award because of their race/ethnicity in the past 12 months (Q82).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

o. Made it harder for you to get a military promotion because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	2	NR		
National Guard	1	80	±18	
Reserve	2	NR		
Enlisted	2	NR		
E1-E4	1	NR		
E5-E9	2	76	±15	
Officers	2	94	±13	
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	3	NR		
Male	2	NR		
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	83	±10	
Black	4	82	±14	
Hispanic	1	NR		
AIAN	3	NR		
Asian	1	88	±16	
NHPI	2	NR		
Two or More Races	1	95	±11	
AGR/FTS/AR	4	81	±14	
Other Selected Reserve	1	NR		
Reserve Unit	1	NR		
Military Technicians	2	88	±13	
IMA	1	NR		
Not Activated Past 12 Months	2	NR		
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	2	NR		
ARNG	2	NR		
Non-Hispanic White	1	NR		
Total Minority	3	86	±15	
Black	7	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	3	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone make it harder for them to get a military promotion because of their race/ethnicity in the past 12 months (Q84).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

o. Made it harder for you to get a military promotion because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	2	NR		
Non-Hispanic White	3	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	5	96	±12	
Enlisted	2	NR		
Officers	2	NR		
USNR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	2	NR		
Hispanic	2	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	0	NR		
USMCR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	NA	NA		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	1	NR		
ANG	1	91	±10	
Non-Hispanic White	1	NR		
Total Minority	2	84	±15	
Black	4	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	90	±11	
Officers	1	99	±6	
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	3	NR		
Black	4	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone make it harder for them to get a military promotion because of their race/ethnicity in the past 12 months (Q84).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

p. Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	NR		
National Guard	1	NR		
Reserve	0	NR		
Enlisted	1	NR		
E1-E4	1	NR		
E5-E9	1	NR		
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	1	NR		
Male	1	NR		
Female	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
AIAN	4	NR		
Asian	1	92	±14	
NHPI	1	NR		
Two or More Races	1	NR		
AGR/FTS/AR	1	NR		
Other Selected Reserve	1	NR		
Reserve Unit	1	NR		
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	NR		
Activated in the Past 12 Months	1	NR		
Deployed Past 12 Months	1	NR		
ARNG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	2	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from the military make it difficult or impossible for them to go into the respondent's preferred military occupation because of their race/ethnicity in the past 12 months (Q86).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

p. Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		
USNR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	2	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	NA	NA		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	0	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from the military make it difficult or impossible for them to go into the respondent's preferred military occupation because of their race/ethnicity in the past 12 months (Q86).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

q. Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	0	NR		
National Guard	0	NR		
Reserve	0	NR		
Enlisted	0	NR		
E1-E4	0	NR		
E5-E9	0	NR		
Officers	1	NR		
O1-O3	0	NR		
O4-O6	1	NR		
W1-W5	0	NR		
Male	0	NR		
Female	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
AIAN	0	NR		
Asian	0	NR		
NHPI	1	NR		
Two or More Races	0	NR		
AGR/FTS/AR	1	NR		
Other Selected Reserve	0	NR		
Reserve Unit	0	NR		
Military Technicians	0	NR		
IMA	0	NR		
Not Activated Past 12 Months	0	89	±15	
Activated in the Past 12 Months	1	NR		
Deployed Past 12 Months	0	NR		
ARNG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were assigned to an undesirable military unit, installation, or country because of their race/ethnicity in the past 12 months (Q88).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

q. Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USNR	0	NR		
Non-Hispanic White	NA	NA		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	NA	NA		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	NA	NA		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	NA	NA		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	NA	NA		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were assigned to an undesirable military unit, installation, or country because of their race/ethnicity in the past 12 months (Q88).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

r. Assigned you to either an undesirable or unimportant military task because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	NR		
National Guard	1	NR		
Reserve	1	NR		
Enlisted	1	NR		
E1-E4	1	NR		
E5-E9	1	78	±16	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	0	NR		
W1-W5	0	NR		
Male	1	NR		
Female	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	79	±17	
Black	2	NR		
Hispanic	1	NR		
AIAN	4	NR		
Asian	2	NR		
NHPI	1	NR		
Two or More Races	2	NR		
AGR/FTS/AR	1	NR		
Other Selected Reserve	1	NR		
Reserve Unit	1	NR		
Military Technicians	0	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	NR		
Activated in the Past 12 Months	2	NR		
Deployed Past 12 Months	1	NR		
ARNG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	0	NR		
Asian	3	NR		
Other Race/Ethnicity	3	99	±6	
Enlisted	1	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were assigned to either an undesirable or unimportant military task because of their race/ethnicity in the past 12 months (Q90).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

r. Assigned you to either an undesirable or unimportant military task because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	1	NR		
Non-Hispanic White	2	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	2	NR		
Asian	0	NR		
Other Race/Ethnicity	2	NR		
Enlisted	2	NR		
Officers	0	NR		
USNR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	0	NR		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	0	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were assigned to either an undesirable or unimportant military task because of their race/ethnicity in the past 12 months (Q90).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

s. Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	NR		
National Guard	1	93	±10	
Reserve	1	NR		
Enlisted	1	NR		
E1-E4	1	NR		
E5-E9	1	88	±16	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	1	NR		
W1-W5	NA	NA		
Male	1	NR		
Female	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	85	±12	
Black	2	NR		
Hispanic	1	NR		
AIAN	5	NR		
Asian	1	NR		
NHPI	1	NR		
Two or More Races	1	95	±12	
AGR/FTS/AR	1	NR		
Other Selected Reserve	1	NR		
Reserve Unit	1	NR		
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	NR		
Activated in the Past 12 Months	1	NR		
Deployed Past 12 Months	1	NR		
ARNG	1	93	±12	
Non-Hispanic White	0	NR		
Total Minority	2	93	±13	
Black	4	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	92	±15	
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone make it difficult or impossible for them to get a military training opportunity because of their race/ethnicity in the past 12 months (Q92).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

s. Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	1	NR		
USNR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	NA	NA		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	NA	NA		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	NA	NA		
ANG	0	92	±13	
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	0	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	93	±14	
Officers	0	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	2	NR		
Black	3	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone make it difficult or impossible for them to get a military training opportunity because of their race/ethnicity in the past 12 months (Q92).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

t. Gave you an unfair military training evaluation or grade because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	0	87	±11	
National Guard	0	88	±17	
Reserve	1	86	±16	
Enlisted	0	89	±12	
E1-E4	0	NR		
E5-E9	1	89	±15	
Officers	0	NR		
O1-O3	0	NR		
O4-O6	0	NR		
W1-W5	1	NR		
Male	1	86	±12	
Female	0	94	±12	
Non-Hispanic White	0	NR		
Total Minority	1	82	±14	
Black	1	NR		
Hispanic	1	NR		
AIAN	0	NR		
Asian	1	NR		
NHPI	0	NR		
Two or More Races	0	NR		
AGR/FTS/AR	1	NR		
Other Selected Reserve	0	87	±13	
Reserve Unit	0	86	±13	
Military Technicians	0	NR		
IMA	0	NR		
Not Activated Past 12 Months	0	83	±13	
Activated in the Past 12 Months	1	98	±6	
Deployed Past 12 Months	1	NR		
ARNG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who were given an unfair military training evaluation or grade because of their race/ethnicity in the past 12 months (Q94).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

t. Gave you an unfair military training evaluation or grade because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	0	NR		
Hispanic	1	NR		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	1	NR		
Officers	0	NR		
USNR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	NA	NA		
Asian	2	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	1	NR		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were given an unfair military training evaluation or grade because of their race/ethnicity in the past 12 months (Q94).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

u. Denied your military leave, pass, or liberty request because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	0	NR		
National Guard	0	NR		
Reserve	0	NR		
Enlisted	0	NR		
E1-E4	0	NR		
E5-E9	0	NR		
Officers	0	NR		
O1-O3	0	NR		
O4-O6	0	NR		
W1-W5	0	NR		
Male	0	NR		
Female	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
AIAN	3	NR		
Asian	1	NR		
NHPI	0	NR		
Two or More Races	0	NR		
AGR/FTS/AR	1	NR		
Other Selected Reserve	0	NR		
Reserve Unit	0	NR		
Military Technicians	0	NR		
IMA	NA	NA		
Not Activated Past 12 Months	0	NR		
Activated in the Past 12 Months	0	NR		
Deployed Past 12 Months	1	NR		
ARNG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	NA	NA		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who were denied their military leave, pass, or liberty request because of their race/ethnicity in the past 12 months (Q96).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

u. Denied your military leave, pass, or liberty request because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	1	NR		
Asian	0	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	NA	NA		
USNR	0	NR		
Non-Hispanic White	NA	NA		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	0	NR		
USMCR	NA	NA		
Non-Hispanic White	NA	NA		
Total Minority	NA	NA		
Black	NA	NA		
Hispanic	NA	NA		
Asian	NA	NA		
Other Race/Ethnicity	NA	NA		
Enlisted	NA	NA		
Officers	NA	NA		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	NA	NA		

Note. Percent responding are Reserve component members who answered the question and who were denied their military leave, pass, or liberty request because of their race/ethnicity in the past 12 months (Q96).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

v. Punished you unfairly because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	84	±11	
National Guard	1	NR		
Reserve	1	86	±12	
Enlisted	1	83	±13	
E1-E4	0	NR		
E5-E9	1	84	±13	
Officers	1	NR		
O1-O3	1	NR		
O4-O6	0	NR		
W1-W5	1	NR		
Male	1	82	±13	
Female	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	85	±11	
Black	1	NR		
Hispanic	1	NR		
AIAN	4	NR		
Asian	1	96	±11	
NHPI	0	NR		
Two or More Races	1	NR		
AGR/FTS/AR	2	NR		
Other Selected Reserve	1	82	±14	
Reserve Unit	1	82	±14	
Military Technicians	1	NR		
IMA	0	NR		
Not Activated Past 12 Months	1	85	±11	
Activated in the Past 12 Months	1	NR		
Deployed Past 12 Months	1	NR		
ARNG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from the military punish them unfairly because of their race/ethnicity in the past 12 months (Q98).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

v. Punished you unfairly because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	2	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		
USNR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	NA	NA		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	0	NR		
ANG	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	0	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from the military punish them unfairly because of their race/ethnicity in the past 12 months (Q98).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

w. Provided worse service or fewer benefits to you because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	1	84	±14	
National Guard	1	85	±17	
Reserve	1	NR		
Enlisted	1	79	±18	
E1-E4	0	NR		
E5-E9	1	NR		
Officers	1	NR		
O1-O3	2	NR		
O4-O6	1	NR		
W1-W5	1	NR		
Male	1	82	±16	
Female	0	97	±7	
Non-Hispanic White	0	NR		
Total Minority	1	82	±17	
Black	1	NR		
Hispanic	1	NR		
AIAN	4	NR		
Asian	2	91	±15	
NHPI	3	NR		
Two or More Races	1	NR		
AGR/FTS/AR	1	NR		
Other Selected Reserve	1	86	±13	
Reserve Unit	1	86	±13	
Military Technicians	1	89	±15	
IMA	0	NR		
Not Activated Past 12 Months	1	80	±17	
Activated in the Past 12 Months	1	97	±9	
Deployed Past 12 Months	1	NR		
ARNG	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	2	NR		
Enlisted	0	NR		
Officers	2	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from a military service (such as health care, military housing, recreation centers, commissaries, or military law enforcement) provide worse service or fewer benefits to them because of their race/ethnicity in the past 12 months (Q100).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

w. Provided worse service or fewer benefits to you because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	1	NR		
Non-Hispanic White	1	NR		
Total Minority	1	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	2	NR		
Other Race/Ethnicity	0	NR		
Enlisted	1	NR		
Officers	0	NR		
USNR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	3	NR		
Other Race/Ethnicity	2	NR		
Enlisted	1	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	NA	NA		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	0	NR		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	1	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from a military service (such as health care, military housing, recreation centers, commissaries, or military law enforcement) provide worse service or fewer benefits to them because of their race/ethnicity in the past 12 months (Q100).

NR: Not reportable

NA: Not applicable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

x. Restricted your options for scheduling your military requirements because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	0	NR		
National Guard	0	NR		
Reserve	0	98	±4	
Enlisted	0	NR		
E1-E4	0	NR		
E5-E9	0	NR		
Officers	0	NR		
O1-O3	0	NR		
O4-O6	0	NR		
W1-W5	0	NR		
Male	0	NR		
Female	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	99	±5	
AIAN	4	NR		
Asian	0	NR		
NHPI	1	NR		
Two or More Races	0	NR		
AGR/FTS/AR	0	NR		
Other Selected Reserve	0	NR		
Reserve Unit	0	NR		
Military Technicians	0	99	±4	
IMA	0	NR		
Not Activated Past 12 Months	0	NR		
Activated in the Past 12 Months	1	99	±7	
Deployed Past 12 Months	0	NR		
ARNG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	1	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from the military restrict their options for scheduling their military requirements because of their race/ethnicity in the past 12 months (Q102).

NR: Not reportable

105. Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most.

x. Restricted your options for scheduling your military requirements because of your race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	NA	NA		
Other Race/Ethnicity	0	NR		
Enlisted	0	NR		
Officers	NA	NA		
USNR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	0	NR		
Hispanic	0	NR		
Asian	1	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	0	NR		
USMCR	0	NR		
Non-Hispanic White	0	NR		
Total Minority	0	NR		
Black	0	NR		
Hispanic	NA	NA		
Asian	1	NR		
Other Race/Ethnicity	NA	NA		
Enlisted	0	NR		
Officers	0	NR		
ANG	0	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	1	NR		
Hispanic	0	NR		
Asian	0	NR		
Other Race/Ethnicity	1	NR		
Enlisted	0	NR		
Officers	0	NR		
USAFR	1	NR		
Non-Hispanic White	0	NR		
Total Minority	1	NR		
Black	2	NR		
Hispanic	1	NR		
Asian	1	NR		
Other Race/Ethnicity	3	NR		
Enlisted	1	NR		
Officers	0	NR		

Note. Percent responding are Reserve component members who answered the question and who had someone from the military restrict their options for scheduling their military requirements because of their race/ethnicity in the past 12 months (Q102).

NR: Not reportable

NA: Not applicable

106. During the course of the situation you have in mind, how often did the behavior(s) occur?

1. Once
 2. Occasionally
 3. Frequently
 4. Still occurring

	% Resp.	Percentages				Max ME
		1	2	3	4	
TOTAL DOD	11	39	44	9	9	±5
National Guard	12	42	42	8	8	±7
Reserve	11	34	47	10	9	±8
Enlisted	12	39	43	9	9	±6
E1–E4	9	45	42	7	7	±12
E5–E9	14	35	44	10	10	±6
Officers	10	37	48	6	9	±10
O1–O3	10	NR	NR	5	NR	±10
O4–O6	10	41	38	8	12	±14
W1–W5	12	NR	NR	3	NR	±11
Male	11	39	44	9	9	±6
Female	13	38	44	9	9	±11
Non-Hispanic White	9	36	48	7	9	±9
Total Minority	16	41	40	10	8	±7
Black	19	36	43	11	9	±9
Hispanic	14	51	36	8	5	±11
AIAN	22	NR	NR	4	NR	±5
Asian	13	36	44	9	10	±11
NHPI	14	20	66	5	9	±17
Two or More Races	14	NR	33	NR	13	±17
AGR/FTS/AR	17	32	46	11	11	±8
Other Selected Reserve	11	40	44	8	8	±6
Reserve Unit	11	40	44	8	8	±6
Military Technicians	12	37	48	7	8	±11
IMA	6	36	39	10	15	±13
Not Activated Past 12 Months	11	39	44	9	8	±6
Activated in the Past 12 Months	14	40	42	9	10	±11
Deployed Past 12 Months	19	45	41	7	7	±15
ARNG	13	43	41	7	8	±9
Non-Hispanic White	10	38	46	7	8	±13
Total Minority	19	47	37	8	8	±11
Black	22	38	43	8	NR	±16
Hispanic	17	NR	27	2	6	±18
Asian	15	NR	NR	9	9	±15
Other Race/Ethnicity	19	NR	NR	NR	NR	
Enlisted	13	44	40	8	8	±9
Officers	13	NR	NR	6	9	±10

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

106. During the course of the situation you have in mind, how often did the behavior(s) occur?

	% Resp.	Percentages				Max ME
		1	2	3	4	
USAR	13	33	45	11	11	±12
Non-Hispanic White	10	23	NR	5	16	±18
Total Minority	15	40	38	15	7	±11
Black	17	37	40	NR	6	±16
Hispanic	14	NR	37	14	NR	±18
Asian	12	NR	NR	12	15	±17
Other Race/Ethnicity	13	NR	NR	NR	NR	
Enlisted	13	33	44	12	11	±14
Officers	12	31	NR	NR	NR	±17
USNR	11	34	54	8	4	±14
Non-Hispanic White	10	NR	NR	1	NR	±5
Total Minority	14	32	46	15	8	±10
Black	14	33	39	NR	8	±17
Hispanic	15	27	NR	NR	NR	±18
Asian	15	NR	38	7	11	±17
Other Race/Ethnicity	11	29	NR	10	NR	±17
Enlisted	13	30	56	9	4	±16
Officers	6	NR	NR	2	NR	±5
USMCR	7	NR	38	9	2	±17
Non-Hispanic White	5	NR	NR	NR	NR	
Total Minority	9	61	32	5	3	±16
Black	19	NR	NR	NR	3	±7
Hispanic	6	NR	NR	NR	NR	
Asian	13	NR	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	NR	
Enlisted	7	NR	NR	8	1	±12
Officers	8	NR	NR	NR	4	±12
ANG	8	40	44	9	7	±8
Non-Hispanic White	6	48	36	10	5	±12
Total Minority	13	30	54	7	9	±9
Black	18	32	53	6	9	±13
Hispanic	12	NR	NR	NR	10	±10
Asian	11	36	51	6	7	±16
Other Race/Ethnicity	7	31	51	8	10	±18
Enlisted	8	40	43	9	8	±9
Officers	7	NR	NR	NR	1	±3
USAFR	9	31	51	6	12	±10
Non-Hispanic White	6	NR	NR	6	9	±12
Total Minority	13	25	55	6	14	±11
Black	15	24	57	7	12	±15
Hispanic	12	NR	NR	8	10	±14
Asian	6	27	NR	NR	5	±18
Other Race/Ethnicity	16	NR	NR	2	NR	±3
Enlisted	9	30	52	7	11	±11
Officers	6	NR	NR	3	NR	±7

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

107. Where did this situation occur?

1. At a military installation (for example, on base)

2. Some behaviors occurred at a military installation and some did not

3. Not at a military installation (for example, off base)

	% Resp.	Percentages			Max ME	Percentage Reporting on a Military Installation		
		1	2	3				
TOTAL DOD	12	65	20	15	±6	85.0	±5.0	
National Guard	12	63	20	17	±7	83.0	±7.0	
Reserve	11	68	20	12	±8	88.0	±6.0	
Enlisted	12	64	21	15	±6	85.0	±5.0	
E1–E4	9	58	24	19	±12	81.0	±11.0	
E5–E9	14	68	19	13	±6	87.0	±5.0	
Officers	10	73	15	11	±9	89.0	±8.0	
O1–O3	10	74	13	13	±15	87.0	±15.0	
O4–O6	10	74	17	9	±12	91.0	±11.0	
W1–W5	12	NR	17	NR	±18	NR		
Male	11	63	21	16	±6	84.0	±6.0	
Female	13	72	16	11	±10	89.0	±9.0	
Non-Hispanic White	9	61	22	18	±9	82.0	±8.0	
Total Minority	16	69	18	12	±6	88.0	±5.0	
Black	19	69	20	11	±9	89.0	±7.0	
Hispanic	14	70	15	15	±11	85.0	±11.0	
AIAN	22	79	18	2	±17	98.0	±4.0	
Asian	13	63	24	13	±10	87.0	±7.0	
NHPI	14	NR	NR	NR		NR		
Two or More Races	14	NR	19	NR	±14	NR		
AGR/FTS/AR	17	69	20	11	±8	89.0	±5.0	
Other Selected Reserve	11	65	20	15	±6	85.0	±5.0	
Reserve Unit	11	65	20	16	±6	84.0	±6.0	
Military Technicians	12	70	22	7	±11	93.0	±9.0	
IMA	6	62	34	4	±14	96.0	±6.0	
Not Activated Past 12 Months	11	66	18	15	±6	85.0	±5.0	
Activated in the Past 12 Months	14	60	28	12	±11	88.0	±10.0	
Deployed Past 12 Months	19	59	27	NR	±15	NR		
ARNG	13	61	21	18	±8	82.0	±8.0	
Non-Hispanic White	10	52	22	26	±14	74.0	±14.0	
Total Minority	19	69	20	11	±10	89.0	±8.0	
Black	22	68	24	8	±15	92.0	±13.0	
Hispanic	17	NR	NR	NR		NR		
Asian	15	73	13	14	±18	86.0	±15.0	
Other Race/Ethnicity	19	NR	19	NR	±17	NR		
Enlisted	13	59	22	19	±9	81.0	±9.0	
Officers	13	75	14	11	±16	89.0	±16.0	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102). *Percentage Reporting on a Military Installation* includes members who indicated "At a military installation" or "Some behaviors occurred at a military installation and some did not."

NR: Not reportable

107. Where did this situation occur?

	% Resp.	Percentages			Max ME	Percentage Reporting on a Military Installation		
		1	2	3				
USAR	13	67	19	14	±13	86.0	±9.0	
Non-Hispanic White	10	NR	NR	NR		NR		
Total Minority	15	69	14	17	±12	83.0	±12.0	
Black	17	69	14	17	±14	83.0	±13.0	
Hispanic	14	NR	10	NR	±12	NR		
Asian	12	NR	34	17	±18	83.0	±16.0	
Other Race/Ethnicity	13	82	11	6	±16	94.0	±13.0	
Enlisted	13	67	19	14	±16	86.0	±11.0	
Officers	12	72	16	13	±17	87.0	±15.0	
USNR	12	65	25	10	±14	90.0	±7.0	
Non-Hispanic White	10	NR	NR	5	±12	95.0	±12.0	
Total Minority	14	64	22	14	±10	86.0	±8.0	
Black	15	65	21	14	±17	86.0	±15.0	
Hispanic	15	NR	21	18	±18	82.0	±18.0	
Asian	15	65	27	9	±18	91.0	±15.0	
Other Race/Ethnicity	11	NR	23	NR	±17	NR		
Enlisted	14	67	25	8	±16	92.0	±7.0	
Officers	6	NR	NR	NR		NR		
USMCR	7	NR	24	NR	±13	NR		
Non-Hispanic White	5	NR	NR	NR		NR		
Total Minority	10	NR	25	NR	±15	NR		
Black	19	NR	NR	14	±16	86.0	±16.0	
Hispanic	7	NR	NR	NR		NR		
Asian	13	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR		NR		
Enlisted	7	NR	22	NR	±14	NR		
Officers	7	NR	NR	5	±11	95.0	±11.0	
ANG	8	74	16	10	±8	90.0	±7.0	
Non-Hispanic White	6	72	14	14	±12	86.0	±11.0	
Total Minority	12	77	19	4	±9	96.0	±5.0	
Black	17	76	18	6	±14	94.0	±13.0	
Hispanic	12	NR	NR	0	±2	100.0	±2.0	
Asian	11	66	28	6	±17	94.0	±11.0	
Other Race/Ethnicity	7	79	NR	4	±17	96.0	±5.0	
Enlisted	8	73	17	10	±9	90.0	±8.0	
Officers	7	84	11	NR	±16	NR		
USAFR	9	80	17	3	±8	97.0	±4.0	
Non-Hispanic White	6	90	10	1	±11	99.0	±2.0	
Total Minority	13	74	22	5	±11	95.0	±6.0	
Black	15	74	17	9	±15	91.0	±13.0	
Hispanic	12	NR	NR	1	±6	99.0	±6.0	
Asian	6	NR	NR	9	±15	91.0	±15.0	
Other Race/Ethnicity	16	NR	NR	1	±3	99.0	±3.0	
Enlisted	9	79	17	3	±9	97.0	±5.0	
Officers	6	NR	NR	2	±4	98.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102). *Percentage Reporting on a Military Installation* includes members who indicated "At a military installation" or "Some behaviors occurred at a military installation and some did not."

NR: Not reportable

108. Did the situation occur...

- a. At your military work (the place where you perform your military duties)? b. During duty hours? c. In a military work environment where members of your racial/ethnic background are uncommon?
- d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)? e. While you were deployed?

	% Resp.	Percentages					Max ME
		a	b	c	d	e	
TOTAL DOD	11	76	79	39	25	14	±6
National Guard	12	75	78	38	29	16	±7
Reserve	11	77	81	42	20	11	±8
Enlisted	12	76	79	41	26	14	±6
E1–E4	9	72	77	42	28	13	±12
E5–E9	14	78	80	40	25	14	±6
Officers	10	77	82	33	18	14	±10
O1–O3	10	70	81	NR	17	15	±17
O4–O6	10	83	84	30	16	10	±12
W1–W5	12	NR	NR	NR	NR	NR	
Male	11	76	78	41	27	16	±6
Female	13	76	83	36	18	6	±12
Non-Hispanic White	9	74	78	31	22	13	±10
Total Minority	16	77	80	47	28	15	±6
Black	18	83	83	49	25	14	±9
Hispanic	14	66	74	43	31	15	±13
AIAN	22	88	88	NR	NR	NR	±12
Asian	13	76	76	57	25	14	±10
NHPI	13	NR	NR	NR	NR	NR	
Two or More Races	14	92	92	NR	NR	NR	±11
AGR/FTS/AR	17	79	85	41	18	7	±8
Other Selected Reserve	11	75	78	39	26	15	±6
Reserve Unit	11	75	78	39	26	15	±6
Military Technicians	12	80	83	35	24	14	±12
IMA	6	75	86	33	35	6	±14
Not Activated Past 12 Months	11	76	81	40	22	8	±6
Activated in the Past 12 Months	14	75	73	36	40	38	±12
Deployed Past 12 Months	18	62	63	30	44	61	±17
ARNG	13	74	77	38	31	16	±8
Non-Hispanic White	10	69	75	28	34	17	±13
Total Minority	19	78	79	47	29	16	±11
Black	22	85	83	58	26	14	±16
Hispanic	17	NR	NR	NR	NR	NR	
Asian	15	72	74	NR	12	10	±18
Other Race/Ethnicity	19	91	96	NR	NR	NR	±12
Enlisted	13	74	76	37	33	17	±9
Officers	13	73	82	42	23	13	±17

Note. Percent responding are Reserve component members who answered at least one item in the question (Q108a–e) and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

108. Did the situation occur...

	% Resp.	Percentages					Max ME
		a	b	c	d	e	
USAR	12	78	82	46	20	9	±12
Non-Hispanic White	10	NR	NR	NR	7	NR	±9
Total Minority	15	77	82	46	29	12	±12
Black	17	84	86	35	27	14	±17
Hispanic	13	NR	81	NR	NR	8	±18
Asian	12	73	74	71	32	9	±18
Other Race/Ethnicity	13	NR	NR	NR	NR	NR	
Enlisted	12	77	82	50	22	7	±13
Officers	12	83	84	27	12	NR	±18
USNR	12	77	81	33	16	17	±12
Non-Hispanic White	10	NR	NR	NR	3	11	±16
Total Minority	14	74	79	48	28	22	±10
Black	15	81	70	NR	18	16	±17
Hispanic	15	NR	NR	NR	NR	NR	
Asian	15	87	90	NR	NR	30	±17
Other Race/Ethnicity	11	84	NR	NR	32	NR	±17
Enlisted	14	78	81	36	16	15	±14
Officers	6	NR	NR	NR	17	NR	±18
USMCR	7	47	NR	22	26	13	±16
Non-Hispanic White	5	NR	NR	NR	NR	NR	
Total Minority	9	NR	NR	24	26	12	±14
Black	19	NR	83	NR	23	NR	±18
Hispanic	7	NR	NR	NR	NR	NR	
Asian	13	NR	NR	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	NR	NR	
Enlisted	7	NR	NR	21	24	14	±14
Officers	7	NR	NR	NR	NR	4	±11
ANG	8	80	83	39	16	14	±8
Non-Hispanic White	6	75	78	26	16	17	±13
Total Minority	12	87	90	58	17	12	±9
Black	18	80	84	54	19	9	±13
Hispanic	11	95	100	NR	NR	12	±12
Asian	11	86	84	61	22	29	±16
Other Race/Ethnicity	7	88	94	NR	13	9	±9
Enlisted	8	80	83	42	17	15	±9
Officers	7	NR	90	22	8	8	±18
USAFR	9	84	85	42	21	12	±10
Non-Hispanic White	6	NR	NR	28	11	NR	±16
Total Minority	13	82	84	52	28	13	±11
Black	14	87	90	57	25	19	±16
Hispanic	12	NR	NR	NR	NR	NR	
Asian	6	80	87	NR	NR	NR	±18
Other Race/Ethnicity	16	NR	NR	NR	NR	4	±6
Enlisted	9	86	88	44	22	12	±11
Officers	7	NR	NR	NR	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q108a-e) and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

a. Unknown race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	11	27	±6	
National Guard	11	26	±7	
Reserve	10	27	±8	
Enlisted	11	28	±6	
E1–E4	9	28	±13	
E5–E9	13	27	±6	
Officers	9	21	±9	
O1–O3	9	16	±17	
O4–O6	9	22	±12	
W1–W5	10	NR		
Male	10	27	±7	
Female	12	25	±10	
Non-Hispanic White	8	29	±10	
Total Minority	14	24	±6	
Black	17	30	±9	
Hispanic	13	19	±10	
AIAN	22	NR		
Asian	12	20	±9	
NHPI	13	24	±15	
Two or More Races	11	18	±15	
AGR/FTS/AR	16	21	±6	
Other Selected Reserve	10	28	±6	
Reserve Unit	10	28	±7	
Military Technicians	11	32	±14	
IMA	5	32	±14	
Not Activated Past 12 Months	10	27	±7	
Activated in the Past 12 Months	12	26	±10	
Deployed Past 12 Months	16	21	±14	
ARNG	12	28	±9	
Non-Hispanic White	9	28	±14	
Total Minority	17	27	±10	
Black	19	32	±16	
Hispanic	16	NR		
Asian	14	NR		
Other Race/Ethnicity	15	NR		
Enlisted	12	30	±10	
Officers	11	12	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

a. Unknown race/ethnicity

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	12	27	±12	
Non-Hispanic White	10	NR		
Total Minority	14	23	±9	
Black	15	30	±15	
Hispanic	13	12	±11	
Asian	11	NR		
Other Race/Ethnicity	11	NR		
Enlisted	12	27	±15	
Officers	11	NR		
USNR	11	NR		
Non-Hispanic White	9	NR		
Total Minority	13	20	±9	
Black	14	30	±17	
Hispanic	14	NR		
Asian	15	23	±16	
Other Race/Ethnicity	9	20	±16	
Enlisted	13	NR		
Officers	6	NR		
USMCR	6	NR		
Non-Hispanic White	4	NR		
Total Minority	9	21	±15	
Black	18	NR		
Hispanic	7	NR		
Asian	13	NR		
Other Race/Ethnicity	4	NR		
Enlisted	7	NR		
Officers	6	NR		
ANG	7	19	±7	
Non-Hispanic White	5	20	±11	
Total Minority	11	17	±7	
Black	16	16	±14	
Hispanic	10	13	±12	
Asian	10	30	±16	
Other Race/Ethnicity	6	21	±14	
Enlisted	7	18	±7	
Officers	6	NR		
USAFR	8	21	±8	
Non-Hispanic White	6	17	±14	
Total Minority	12	24	±10	
Black	13	28	±16	
Hispanic	10	NR		
Asian	6	NR		
Other Race/Ethnicity	16	6	±7	
Enlisted	8	21	±9	
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

b. Multiracial/ethnic individual(s)

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	11	31	±6	
National Guard	11	32	±8	
Reserve	10	28	±8	
Enlisted	11	32	±6	
E1–E4	9	31	±13	
E5–E9	13	32	±6	
Officers	9	25	±9	
O1–O3	9	21	±18	
O4–O6	10	23	±12	
W1–W5	10	NR		
Male	10	31	±6	
Female	12	30	±11	
Non-Hispanic White	8	32	±9	
Total Minority	14	30	±6	
Black	17	25	±9	
Hispanic	13	27	±10	
AIAN	22	NR		
Asian	12	29	±10	
NHPI	13	NR		
Two or More Races	11	NR		
AGR/FTS/AR	16	30	±8	
Other Selected Reserve	10	31	±6	
Reserve Unit	10	31	±6	
Military Technicians	11	28	±11	
IMA	5	26	±14	
Not Activated Past 12 Months	10	30	±6	
Activated in the Past 12 Months	12	33	±10	
Deployed Past 12 Months	16	26	±14	
ARNG	12	33	±9	
Non-Hispanic White	9	33	±13	
Total Minority	17	34	±11	
Black	19	32	±16	
Hispanic	16	NR		
Asian	13	NR		
Other Race/Ethnicity	17	NR		
Enlisted	12	35	±10	
Officers	11	19	±12	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

b. Multiracial/ethnic individual(s)

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	12	27	±12	
Non-Hispanic White	10	NR		
Total Minority	14	25	±9	
Black	16	18	±13	
Hispanic	13	29	±18	
Asian	11	NR		
Other Race/Ethnicity	11	NR		
Enlisted	12	26	±15	
Officers	12	NR		
USNR	11	32	±15	
Non-Hispanic White	9	NR		
Total Minority	13	30	±10	
Black	13	27	±18	
Hispanic	14	NR		
Asian	14	30	±17	
Other Race/Ethnicity	8	NR		
Enlisted	13	32	±17	
Officers	6	NR		
USMCR	6	NR		
Non-Hispanic White	4	NR		
Total Minority	9	23	±14	
Black	18	NR		
Hispanic	7	NR		
Asian	13	NR		
Other Race/Ethnicity	3	NR		
Enlisted	7	NR		
Officers	6	NR		
ANG	7	25	±8	
Non-Hispanic White	5	27	±13	
Total Minority	11	22	±10	
Black	16	16	±14	
Hispanic	10	NR		
Asian	10	29	±16	
Other Race/Ethnicity	6	26	±14	
Enlisted	7	27	±9	
Officers	6	NR		
USAFR	8	26	±9	
Non-Hispanic White	6	20	±15	
Total Minority	12	30	±11	
Black	13	24	±15	
Hispanic	10	NR		
Asian	6	NR		
Other Race/Ethnicity	15	NR		
Enlisted	8	28	±10	
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

c. White

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	11	63	±5	
National Guard	11	62	±8	
Reserve	10	63	±8	
Enlisted	11	63	±6	
E1–E4	9	67	±12	
E5–E9	13	61	±6	
Officers	10	58	±11	
O1–O3	9	NR		
O4–O6	10	59	±13	
W1–W5	11	NR		
Male	10	62	±6	
Female	12	63	±10	
Non-Hispanic White	8	51	±9	
Total Minority	14	73	±6	
Black	17	77	±8	
Hispanic	13	70	±10	
AIAN	20	81	±17	
Asian	12	56	±12	
NHPI	13	NR		
Two or More Races	11	81	±12	
AGR/FTS/AR	16	58	±8	
Other Selected Reserve	10	63	±6	
Reserve Unit	10	63	±6	
Military Technicians	11	56	±12	
IMA	5	62	±13	
Not Activated Past 12 Months	10	63	±6	
Activated in the Past 12 Months	13	62	±11	
Deployed Past 12 Months	18	58	±16	
ARNG	12	62	±9	
Non-Hispanic White	9	46	±13	
Total Minority	17	79	±9	
Black	19	78	±16	
Hispanic	16	84	±15	
Asian	13	NR		
Other Race/Ethnicity	15	79	±15	
Enlisted	12	63	±10	
Officers	12	60	±17	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

c. White

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	12	65	±10	
Non-Hispanic White	10	NR		
Total Minority	14	68	±11	
Black	16	81	±13	
Hispanic	13	NR		
Asian	11	NR		
Other Race/Ethnicity	10	NR		
Enlisted	12	69	±11	
Officers	11	NR		
USNR	11	NR		
Non-Hispanic White	9	NR		
Total Minority	13	65	±10	
Black	13	72	±18	
Hispanic	15	NR		
Asian	14	NR		
Other Race/Ethnicity	10	65	±18	
Enlisted	13	NR		
Officers	5	NR		
USMCR	7	NR		
Non-Hispanic White	5	NR		
Total Minority	9	NR		
Black	16	NR		
Hispanic	7	NR		
Asian	13	NR		
Other Race/Ethnicity	3	NR		
Enlisted	7	NR		
Officers	7	NR		
ANG	7	63	±9	
Non-Hispanic White	5	56	±13	
Total Minority	11	73	±10	
Black	16	78	±14	
Hispanic	10	NR		
Asian	10	NR		
Other Race/Ethnicity	6	NR		
Enlisted	7	62	±9	
Officers	6	NR		
USAFR	8	67	±10	
Non-Hispanic White	6	NR		
Total Minority	12	75	±10	
Black	14	68	±16	
Hispanic	11	83	±15	
Asian	6	73	±18	
Other Race/Ethnicity	16	NR		
Enlisted	9	66	±11	
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

d. Black or African American

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	11	44	±6	
National Guard	11	42	±7	
Reserve	10	46	±8	
Enlisted	11	43	±6	
E1–E4	9	36	±13	
E5–E9	13	48	±6	
Officers	10	47	±10	
O1–O3	9	NR		
O4–O6	10	46	±13	
W1–W5	9	NR		
Male	10	45	±7	
Female	12	40	±11	
Non-Hispanic White	8	54	±9	
Total Minority	14	35	±7	
Black	16	31	±9	
Hispanic	13	33	±12	
AIAN	21	NR		
Asian	11	34	±13	
NHPI	13	NR		
Two or More Races	12	NR		
AGR/FTS/AR	16	49	±8	
Other Selected Reserve	10	43	±6	
Reserve Unit	10	43	±7	
Military Technicians	11	43	±11	
IMA	5	41	±13	
Not Activated Past 12 Months	10	42	±6	
Activated in the Past 12 Months	12	52	±11	
Deployed Past 12 Months	17	46	±15	
ARNG	12	43	±9	
Non-Hispanic White	9	49	±12	
Total Minority	16	36	±12	
Black	18	34	±17	
Hispanic	15	NR		
Asian	13	NR		
Other Race/Ethnicity	17	NR		
Enlisted	12	41	±9	
Officers	12	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

d. Black or African American

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	12	47	±12	
Non-Hispanic White	10	NR		
Total Minority	14	36	±12	
Black	15	26	±15	
Hispanic	13	NR		
Asian	10	NR		
Other Race/Ethnicity	12	NR		
Enlisted	12	47	±14	
Officers	11	NR		
USNR	11	54	±15	
Non-Hispanic White	9	NR		
Total Minority	13	38	±11	
Black	13	32	±18	
Hispanic	14	NR		
Asian	14	26	±18	
Other Race/Ethnicity	10	NR		
Enlisted	13	NR		
Officers	6	NR		
USMCR	6	NR		
Non-Hispanic White	4	NR		
Total Minority	9	29	±15	
Black	18	NR		
Hispanic	7	NR		
Asian	12	NR		
Other Race/Ethnicity	3	NR		
Enlisted	6	NR		
Officers	6	NR		
ANG	7	39	±8	
Non-Hispanic White	6	44	±12	
Total Minority	11	33	±10	
Black	16	41	±15	
Hispanic	10	NR		
Asian	10	15	±15	
Other Race/Ethnicity	6	30	±16	
Enlisted	7	40	±9	
Officers	6	NR		
USAFR	8	38	±10	
Non-Hispanic White	6	NR		
Total Minority	12	30	±11	
Black	13	25	±15	
Hispanic	10	NR		
Asian	6	NR		
Other Race/Ethnicity	15	NR		
Enlisted	9	40	±11	
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

e. American Indian or Alaska Native

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	10	10	±5	
National Guard	10	9	±6	
Reserve	10	10	±10	
Enlisted	10	10	±6	
E1–E4	8	12	±14	
E5–E9	12	8	±4	
Officers	9	8	±10	
O1–O3	9	NR		
O4–O6	9	6	±7	
W1–W5	9	NR		
Male	9	9	±6	
Female	12	13	±12	
Non-Hispanic White	8	10	±11	
Total Minority	13	9	±5	
Black	16	10	±9	
Hispanic	13	6	±8	
AIAN	20	NR		
Asian	11	6	±7	
NHPI	13	NR		
Two or More Races	8	15	±15	
AGR/FTS/AR	15	6	±4	
Other Selected Reserve	9	10	±6	
Reserve Unit	9	10	±6	
Military Technicians	10	NR		
IMA	5	NR		
Not Activated Past 12 Months	10	10	±6	
Activated in the Past 12 Months	11	8	±7	
Deployed Past 12 Months	15	7	±7	
ARNG	11	10	±7	
Non-Hispanic White	8	7	±13	
Total Minority	16	13	±9	
Black	18	NR		
Hispanic	15	NR		
Asian	13	4	±11	
Other Race/Ethnicity	12	23	±18	
Enlisted	11	10	±8	
Officers	10	6	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

e. American Indian or Alaska Native

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	11	13	±16	
Non-Hispanic White	9	NR		
Total Minority	13	7	±6	
Black	15	8	±13	
Hispanic	13	4	±7	
Asian	10	NR		
Other Race/Ethnicity	8	NR		
Enlisted	11	NR		
Officers	11	NR		
USNR	10	4	±5	
Non-Hispanic White	9	NR		
Total Minority	12	7	±6	
Black	13	NR		
Hispanic	14	2	±8	
Asian	12	NR		
Other Race/Ethnicity	9	11	±12	
Enlisted	12	4	±5	
Officers	5	NR		
USMCR	6	NR		
Non-Hispanic White	4	NR		
Total Minority	9	8	±14	
Black	18	NR		
Hispanic	6	NR		
Asian	13	NR		
Other Race/Ethnicity	3	NR		
Enlisted	6	NR		
Officers	6	NR		
ANG	7	5	±4	
Non-Hispanic White	5	5	±7	
Total Minority	11	5	±5	
Black	15	4	±11	
Hispanic	10	2	±6	
Asian	9	NR		
Other Race/Ethnicity	6	16	±14	
Enlisted	7	6	±5	
Officers	6	1	±5	
USAFR	8	6	±7	
Non-Hispanic White	6	8	±14	
Total Minority	11	4	±10	
Black	13	NR		
Hispanic	9	NR		
Asian	6	NR		
Other Race/Ethnicity	15	NR		
Enlisted	8	5	±8	
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	10	12	±4	
National Guard	11	12	±6	
Reserve	10	13	±5	
Enlisted	11	13	±4	
E1–E4	9	10	±9	
E5–E9	13	14	±5	
Officers	9	11	±9	
O1–O3	9	NR		
O4–O6	10	9	±11	
W1–W5	11	NR		
Male	10	12	±4	
Female	12	14	±11	
Non-Hispanic White	8	11	±7	
Total Minority	14	13	±5	
Black	17	11	±8	
Hispanic	13	11	±8	
AIAN	22	3	±4	
Asian	11	27	±10	
NHPI	13	NR		
Two or More Races	10	17	±14	
AGR/FTS/AR	16	11	±6	
Other Selected Reserve	10	13	±5	
Reserve Unit	10	13	±5	
Military Technicians	11	11	±14	
IMA	5	16	±16	
Not Activated Past 12 Months	10	13	±5	
Activated in the Past 12 Months	12	10	±7	
Deployed Past 12 Months	16	7	±7	
ARNG	12	13	±7	
Non-Hispanic White	9	11	±12	
Total Minority	16	14	±8	
Black	19	14	±15	
Hispanic	15	NR		
Asian	13	NR		
Other Race/Ethnicity	13	21	±17	
Enlisted	12	14	±8	
Officers	11	8	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	12	11	±7	
Non-Hispanic White	10	11	±15	
Total Minority	14	12	±7	
Black	16	8	±14	
Hispanic	13	12	±14	
Asian	10	NR		
Other Race/Ethnicity	12	NR		
Enlisted	12	10	±7	
Officers	11	NR		
USNR	11	19	±14	
Non-Hispanic White	9	NR		
Total Minority	13	21	±10	
Black	13	20	±18	
Hispanic	15	NR		
Asian	14	NR		
Other Race/Ethnicity	9	NR		
Enlisted	13	21	±16	
Officers	6	NR		
USMCR	6	NR		
Non-Hispanic White	4	NR		
Total Minority	9	11	±13	
Black	18	NR		
Hispanic	7	NR		
Asian	13	NR		
Other Race/Ethnicity	3	NR		
Enlisted	7	NR		
Officers	6	NR		
ANG	7	7	±5	
Non-Hispanic White	5	5	±6	
Total Minority	11	11	±9	
Black	15	NR		
Hispanic	10	NR		
Asian	10	31	±16	
Other Race/Ethnicity	6	11	±9	
Enlisted	7	8	±6	
Officers	6	NR		
USAFR	8	9	±6	
Non-Hispanic White	6	5	±12	
Total Minority	12	12	±8	
Black	13	8	±12	
Hispanic	10	11	±13	
Asian	6	NR		
Other Race/Ethnicity	15	NR		
Enlisted	8	10	±7	
Officers	7	2	±5	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	10	9	±4	
National Guard	11	9	±6	
Reserve	10	8	±5	
Enlisted	11	9	±4	
E1–E4	9	8	±9	
E5–E9	13	9	±5	
Officers	10	9	±10	
O1–O3	9	NR		
O4–O6	10	4	±6	
W1–W5	11	9	±15	
Male	10	7	±4	
Female	12	14	±12	
Non-Hispanic White	8	8	±7	
Total Minority	14	9	±4	
Black	17	8	±8	
Hispanic	13	7	±8	
AIAN	22	2	±4	
Asian	11	12	±7	
NHPI	13	NR		
Two or More Races	10	12	±12	
AGR/FTS/AR	16	7	±6	
Other Selected Reserve	10	9	±4	
Reserve Unit	10	9	±4	
Military Technicians	11	9	±15	
IMA	5	7	±13	
Not Activated Past 12 Months	10	9	±4	
Activated in the Past 12 Months	12	5	±7	
Deployed Past 12 Months	17	3	±5	
ARNG	12	10	±7	
Non-Hispanic White	9	9	±12	
Total Minority	16	11	±9	
Black	19	NR		
Hispanic	15	NR		
Asian	13	6	±11	
Other Race/Ethnicity	14	14	±15	
Enlisted	12	10	±8	
Officers	12	9	±14	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	12	8	±6	
Non-Hispanic White	10	9	±15	
Total Minority	14	7	±6	
Black	16	6	±13	
Hispanic	13	4	±8	
Asian	10	NR		
Other Race/Ethnicity	12	NR		
Enlisted	12	7	±6	
Officers	11	NR		
USNR	11	8	±11	
Non-Hispanic White	9	NR		
Total Minority	13	8	±7	
Black	13	NR		
Hispanic	15	0	±3	
Asian	14	13	±16	
Other Race/Ethnicity	9	NR		
Enlisted	13	9	±12	
Officers	6	1	±7	
USMCR	6	NR		
Non-Hispanic White	4	NR		
Total Minority	9	NR		
Black	18	NR		
Hispanic	7	NR		
Asian	13	NR		
Other Race/Ethnicity	3	NR		
Enlisted	7	NR		
Officers	6	NR		
ANG	7	3	±3	
Non-Hispanic White	5	2	±5	
Total Minority	11	5	±5	
Black	15	6	±12	
Hispanic	10	1	±5	
Asian	10	8	±15	
Other Race/Ethnicity	6	9	±8	
Enlisted	7	4	±3	
Officers	6	NR		
USAFR	8	6	±5	
Non-Hispanic White	6	7	±13	
Total Minority	12	5	±4	
Black	13	1	±4	
Hispanic	10	8	±13	
Asian	6	NR		
Other Race/Ethnicity	15	3	±5	
Enlisted	8	5	±6	
Officers	7	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

h. Spanish/Hispanic/Latino

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
TOTAL DOD	11	28	±6	
National Guard	11	27	±7	
Reserve	10	28	±8	
Enlisted	11	28	±6	
E1–E4	9	29	±13	
E5–E9	13	28	±6	
Officers	9	23	±10	
O1–O3	9	NR		
O4–O6	9	23	±14	
W1–W5	11	NR		
Male	10	29	±6	
Female	12	23	±10	
Non-Hispanic White	8	29	±10	
Total Minority	14	27	±6	
Black	17	23	±9	
Hispanic	13	27	±10	
AIAN	22	NR		
Asian	11	30	±10	
NHPI	13	24	±18	
Two or More Races	10	NR		
AGR/FTS/AR	16	26	±7	
Other Selected Reserve	10	28	±6	
Reserve Unit	10	28	±6	
Military Technicians	11	25	±12	
IMA	5	26	±14	
Not Activated Past 12 Months	10	28	±6	
Activated in the Past 12 Months	12	26	±10	
Deployed Past 12 Months	17	22	±13	
ARNG	12	28	±8	
Non-Hispanic White	9	28	±14	
Total Minority	17	29	±10	
Black	20	28	±16	
Hispanic	16	NR		
Asian	13	NR		
Other Race/Ethnicity	14	NR		
Enlisted	12	30	±9	
Officers	11	16	±11	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

109. How many offender(s) of each racial/ethnic group were involved in the situation?

h. Spanish/Hispanic/Latino

	% Resp.	Percentages	Max ME	Percentage Reporting At Least One
		At least one		
USAR	12	30	±12	
Non-Hispanic White	10	NR		
Total Minority	14	25	±9	
Black	16	18	±14	
Hispanic	13	30	±18	
Asian	10	NR		
Other Race/Ethnicity	12	NR		
Enlisted	12	29	±14	
Officers	11	NR		
USNR	11	22	±13	
Non-Hispanic White	9	NR		
Total Minority	13	24	±11	
Black	13	10	±13	
Hispanic	15	NR		
Asian	13	24	±18	
Other Race/Ethnicity	10	NR		
Enlisted	13	24	±14	
Officers	5	NR		
USMCR	6	NR		
Non-Hispanic White	4	NR		
Total Minority	9	31	±15	
Black	18	NR		
Hispanic	7	NR		
Asian	13	NR		
Other Race/Ethnicity	3	NR		
Enlisted	7	NR		
Officers	6	NR		
ANG	7	22	±8	
Non-Hispanic White	5	20	±12	
Total Minority	11	23	±10	
Black	16	15	±12	
Hispanic	10	NR		
Asian	10	6	±11	
Other Race/Ethnicity	6	NR		
Enlisted	7	21	±9	
Officers	6	NR		
USAFR	8	24	±9	
Non-Hispanic White	6	25	±17	
Total Minority	11	23	±10	
Black	13	18	±15	
Hispanic	10	NR		
Asian	6	NR		
Other Race/Ethnicity	14	6	±8	
Enlisted	9	27	±10	
Officers	7	7	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

a. Someone in your chain of command?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	37	54	9	±6	
National Guard	11	37	54	9	±8	
Reserve	11	36	54	10	±8	
Enlisted	11	36	53	10	±6	
E1-E4	9	36	51	13	±13	
E5-E9	13	37	55	8	±6	
Officers	10	38	58	4	±11	
O1-O3	10	NR	NR	3	±8	
O4-O6	10	31	66	3	±11	
W1-W5	11	NR	NR	11	±16	
Male	10	37	54	9	±7	
Female	13	36	55	9	±12	
Non-Hispanic White	8	31	62	7	±9	
Total Minority	15	42	47	11	±7	
Black	17	48	43	8	±9	
Hispanic	13	35	54	11	±14	
AIAN	22	NR	NR	5	±7	
Asian	12	46	37	17	±11	
NHPI	12	NR	NR	NR		
Two or More Races	14	NR	NR	NR		
AGR/FTS/AR	17	38	53	9	±8	
Other Selected Reserve	10	36	54	9	±6	
Reserve Unit	10	37	54	9	±7	
Military Technicians	12	40	53	8	±12	
IMA	6	23	66	10	±12	
Not Activated Past 12 Months	11	38	54	8	±6	
Activated in the Past 12 Months	13	32	56	12	±12	
Deployed Past 12 Months	17	28	56	NR	±16	
ARNG	12	38	53	9	±9	
Non-Hispanic White	9	29	64	7	±14	
Total Minority	18	46	43	11	±11	
Black	20	56	38	6	±16	
Hispanic	16	NR	NR	NR		
Asian	14	NR	NR	NR		
Other Race/Ethnicity	19	NR	NR	NR		
Enlisted	12	37	53	10	±10	
Officers	12	NR	NR	4	±6	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

a. Someone in your chain of command?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	39	52	10	±12	
Non-Hispanic White	10	NR	NR	NR		
Total Minority	14	38	50	12	±11	
Black	16	39	48	NR	±16	
Hispanic	13	NR	NR	9	±15	
Asian	11	NR	NR	17	±17	
Other Race/Ethnicity	12	NR	NR	NR		
Enlisted	12	40	49	11	±13	
Officers	12	NR	NR	5	±11	
USNR	11	35	60	5	±14	
Non-Hispanic White	9	NR	NR	4	±11	
Total Minority	13	48	46	6	±10	
Black	14	63	35	NR	±17	
Hispanic	14	NR	NR	NR		
Asian	15	NR	30	NR	±18	
Other Race/Ethnicity	10	NR	NR	9	±15	
Enlisted	13	33	61	6	±15	
Officers	6	NR	NR	NR		
USMCR	6	22	NR	NR	±12	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	24	64	11	±15	
Black	17	NR	NR	3	±9	
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	6	20	NR	NR	±12	
Officers	6	NR	NR	NR		
ANG	7	30	63	7	±8	
Non-Hispanic White	6	26	67	6	±11	
Total Minority	11	34	57	9	±10	
Black	16	36	60	NR	±14	
Hispanic	10	33	NR	NR	±17	
Asian	10	26	NR	30	±17	
Other Race/Ethnicity	6	35	61	4	±15	
Enlisted	7	32	60	8	±9	
Officers	7	16	82	2	±13	
USAFR	8	34	59	7	±9	
Non-Hispanic White	6	27	69	4	±17	
Total Minority	12	39	52	9	±11	
Black	13	44	43	13	±16	
Hispanic	11	29	68	3	±18	
Asian	6	NR	NR	NR		
Other Race/Ethnicity	16	NR	NR	NR		
Enlisted	9	34	59	8	±10	
Officers	6	NR	NR	2	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

b. Other military person(s), not in your chain of command, of higher rank/grade than you?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	34	57	9	±6	
National Guard	11	35	57	9	±7	
Reserve	11	34	57	9	±9	
Enlisted	11	35	55	9	±6	
E1–E4	9	37	51	12	±13	
E5–E9	13	35	58	7	±6	
Officers	10	28	66	6	±10	
O1–O3	10	31	67	2	±18	
O4–O6	10	25	67	9	±13	
W1–W5	11	NR	NR	NR		
Male	10	35	56	9	±7	
Female	13	32	60	8	±13	
Non-Hispanic White	8	38	55	6	±10	
Total Minority	15	31	58	11	±6	
Black	17	35	58	8	±9	
Hispanic	13	25	64	12	±14	
AIAN	22	NR	NR	3	±6	
Asian	12	40	44	17	±13	
NHPI	12	NR	NR	NR		
Two or More Races	13	NR	NR	NR		
AGR/FTS/AR	16	33	58	9	±8	
Other Selected Reserve	10	35	57	9	±7	
Reserve Unit	10	35	56	9	±7	
Military Technicians	11	35	56	9	±11	
IMA	6	30	61	9	±14	
Not Activated Past 12 Months	10	34	56	9	±7	
Activated in the Past 12 Months	13	35	59	6	±11	
Deployed Past 12 Months	17	34	64	2	±15	
ARNG	12	34	57	9	±9	
Non-Hispanic White	9	37	57	6	±13	
Total Minority	18	32	57	11	±11	
Black	20	40	58	2	±15	
Hispanic	16	NR	NR	NR		
Asian	14	NR	NR	NR		
Other Race/Ethnicity	19	NR	NR	NR		
Enlisted	12	35	56	9	±10	
Officers	12	30	66	4	±16	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

b. Other military person(s), not in your chain of command, of higher rank/grade than you?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	38	53	8	±13	
Non-Hispanic White	10	NR	NR	3	±9	
Total Minority	14	28	60	12	±11	
Black	16	27	58	NR	±16	
Hispanic	13	23	69	NR	±18	
Asian	10	NR	NR	NR		
Other Race/Ethnicity	12	NR	NR	3	±5	
Enlisted	12	41	51	8	±14	
Officers	11	NR	NR	10	±16	
USNR	11	29	65	6	±14	
Non-Hispanic White	9	NR	NR	4	±11	
Total Minority	13	35	57	8	±10	
Black	14	NR	NR	6	±10	
Hispanic	14	NR	NR	NR		
Asian	14	NR	NR	14	±16	
Other Race/Ethnicity	10	67	24	9	±17	
Enlisted	13	32	62	6	±16	
Officers	6	13	NR	NR	±13	
USMCR	6	16	NR	NR	±11	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	15	69	16	±15	
Black	17	16	NR	NR	±16	
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	6	13	NR	NR	±10	
Officers	6	NR	NR	NR		
ANG	7	37	54	9	±8	
Non-Hispanic White	6	32	59	9	±12	
Total Minority	11	44	46	10	±10	
Black	16	40	52	7	±14	
Hispanic	9	NR	35	NR	±16	
Asian	10	NR	NR	20	±17	
Other Race/Ethnicity	6	40	55	5	±15	
Enlisted	7	37	53	10	±9	
Officers	6	NR	NR	1	±5	
USAFR	8	28	65	7	±10	
Non-Hispanic White	6	25	71	4	±16	
Total Minority	12	29	62	9	±12	
Black	13	29	60	12	±16	
Hispanic	11	NR	NR	4	±11	
Asian	6	NR	NR	NR		
Other Race/Ethnicity	16	12	NR	NR	±10	
Enlisted	9	26	66	8	±11	
Officers	6	NR	NR	1	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

c. Your military coworker(s)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	59	34	8	±5	
National Guard	11	60	33	8	±7	
Reserve	11	58	35	8	±8	
Enlisted	11	60	32	8	±6	
E1-E4	9	61	28	12	±12	
E5-E9	13	60	34	5	±6	
Officers	10	49	45	6	±10	
O1-O3	10	NR	NR	2	±5	
O4-O6	10	47	44	9	±13	
W1-W5	11	NR	NR	NR		
Male	10	59	33	7	±6	
Female	13	58	34	8	±13	
Non-Hispanic White	8	61	33	6	±9	
Total Minority	15	57	34	9	±7	
Black	17	62	31	8	±10	
Hispanic	13	53	38	8	±15	
AIAN	22	NR	NR	NR		
Asian	12	57	33	10	±11	
NHPI	11	31	NR	NR	±18	
Two or More Races	14	NR	26	NR	±17	
AGR/FTS/AR	16	60	32	7	±8	
Other Selected Reserve	10	59	34	8	±6	
Reserve Unit	10	59	34	8	±6	
Military Technicians	12	63	27	10	±10	
IMA	6	39	49	12	±15	
Not Activated Past 12 Months	11	58	35	7	±6	
Activated in the Past 12 Months	13	63	29	9	±11	
Deployed Past 12 Months	17	59	35	NR	±16	
ARNG	12	59	33	7	±9	
Non-Hispanic White	9	61	34	5	±13	
Total Minority	18	58	32	10	±12	
Black	20	61	34	6	±17	
Hispanic	16	NR	NR	NR		
Asian	14	NR	NR	7	±11	
Other Race/Ethnicity	19	NR	NR	NR		
Enlisted	12	62	29	8	±9	
Officers	12	39	59	2	±16	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

c. Your military coworker(s)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	59	34	7	±11	
Non-Hispanic White	10	NR	NR	2	±9	
Total Minority	14	56	34	10	±11	
Black	16	65	22	NR	±17	
Hispanic	13	NR	NR	NR		
Asian	10	NR	26	12	±18	
Other Race/Ethnicity	12	NR	NR	NR		
Enlisted	12	59	35	6	±13	
Officers	11	NR	28	12	±17	
USNR	11	68	28	4	±13	
Non-Hispanic White	9	NR	NR	NR		
Total Minority	14	64	31	6	±10	
Black	14	NR	NR	3	±9	
Hispanic	14	NR	NR	NR		
Asian	15	70	27	NR	±17	
Other Race/Ethnicity	10	66	24	11	±17	
Enlisted	13	72	23	5	±14	
Officers	6	NR	NR	NR		
USMCR	7	35	40	NR	±16	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	31	60	10	±16	
Black	19	NR	NR	6	±11	
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	7	33	NR	NR	±15	
Officers	6	NR	NR	NR		
ANG	7	61	30	8	±9	
Non-Hispanic White	6	59	33	9	±13	
Total Minority	11	65	27	8	±10	
Black	17	60	37	3	±14	
Hispanic	10	NR	20	NR	±13	
Asian	10	73	10	17	±17	
Other Race/Ethnicity	6	73	20	7	±12	
Enlisted	7	61	31	8	±9	
Officers	6	NR	NR	NR		
USAFR	8	51	41	8	±10	
Non-Hispanic White	6	NR	39	NR	±16	
Total Minority	12	53	42	5	±12	
Black	13	58	36	6	±15	
Hispanic	11	NR	NR	NR		
Asian	6	NR	NR	NR		
Other Race/Ethnicity	16	NR	NR	NR		
Enlisted	9	53	38	9	±11	
Officers	6	NR	NR	1	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

d. Your military subordinate(s)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	28	63	9	±6	
National Guard	11	29	62	8	±8	
Reserve	10	25	65	10	±8	
Enlisted	11	27	64	10	±6	
E1-E4	9	22	65	13	±14	
E5-E9	13	30	63	7	±6	
Officers	10	32	62	6	±11	
O1-O3	9	NR	NR	3	±6	
O4-O6	9	34	58	8	±13	
W1-W5	11	NR	NR	NR		
Male	10	28	63	9	±6	
Female	12	26	64	10	±13	
Non-Hispanic White	8	30	63	6	±9	
Total Minority	14	25	63	12	±7	
Black	16	30	59	11	±9	
Hispanic	13	19	71	10	±15	
AIAN	22	11	NR	NR	±10	
Asian	12	22	66	12	±10	
NHPI	11	NR	NR	NR		
Two or More Races	14	NR	NR	NR		
AGR/FTS/AR	16	28	63	9	±8	
Other Selected Reserve	10	27	63	9	±6	
Reserve Unit	10	28	63	9	±7	
Military Technicians	11	29	61	10	±11	
IMA	6	13	75	12	±15	
Not Activated Past 12 Months	10	28	63	9	±7	
Activated in the Past 12 Months	13	26	65	9	±10	
Deployed Past 12 Months	17	26	67	8	±15	
ARNG	12	30	61	9	±9	
Non-Hispanic White	9	35	60	5	±13	
Total Minority	17	26	63	12	±12	
Black	18	33	58	8	±16	
Hispanic	16	17	NR	NR	±18	
Asian	15	NR	NR	7	±11	
Other Race/Ethnicity	19	NR	NR	NR		
Enlisted	12	29	61	10	±10	
Officers	12	34	64	2	±16	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

d. Your military subordinate(s)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	29	61	10	±13	
Non-Hispanic White	10	NR	NR	5	±11	
Total Minority	13	29	58	13	±11	
Black	14	33	NR	NR	±16	
Hispanic	13	22	71	NR	±18	
Asian	10	NR	NR	16	±17	
Other Race/Ethnicity	12	NR	NR	NR		
Enlisted	12	28	62	9	±15	
Officers	11	NR	NR	12	±16	
USNR	11	20	74	6	±11	
Non-Hispanic White	9	NR	NR	5	±12	
Total Minority	13	27	66	7	±10	
Black	14	24	70	NR	±17	
Hispanic	14	NR	NR	NR		
Asian	14	31	NR	NR	±18	
Other Race/Ethnicity	10	NR	NR	10	±15	
Enlisted	13	18	76	6	±12	
Officers	5	NR	NR	NR		
USMCR	6	14	NR	NR	±11	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	12	76	13	±13	
Black	17	19	73	7	±17	
Hispanic	7	2	NR	NR	±6	
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	6	12	NR	NR	±11	
Officers	6	NR	NR	NR		
ANG	7	25	67	7	±8	
Non-Hispanic White	6	29	64	7	±12	
Total Minority	11	19	72	9	±10	
Black	16	16	80	4	±13	
Hispanic	9	NR	NR	NR		
Asian	10	18	65	17	±17	
Other Race/Ethnicity	6	NR	NR	4	±7	
Enlisted	7	23	69	8	±9	
Officers	6	NR	NR	1	±5	
USAFR	8	22	71	7	±9	
Non-Hispanic White	6	27	67	6	±16	
Total Minority	12	19	73	8	±10	
Black	13	21	67	12	±16	
Hispanic	11	21	78	NR	±17	
Asian	6	NR	NR	NR		
Other Race/Ethnicity	15	6	NR	NR	±11	
Enlisted	9	23	69	8	±10	
Officers	6	NR	NR	3	±8	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

e. Other military person(s)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	10	33	56	11	±6	
National Guard	11	30	59	11	±7	
Reserve	10	37	53	11	±9	
Enlisted	11	33	56	11	±6	
E1-E4	9	30	54	17	±14	
E5-E9	13	35	57	8	±6	
Officers	9	34	59	7	±10	
O1-O3	9	NR	69	1	±18	
O4-O6	9	35	54	11	±13	
W1-W5	11	NR	NR	NR		
Male	10	34	55	11	±7	
Female	12	30	60	11	±13	
Non-Hispanic White	8	36	57	7	±10	
Total Minority	14	30	55	14	±7	
Black	17	30	51	19	±10	
Hispanic	13	30	60	10	±14	
AIAN	21	NR	NR	8	±15	
Asian	12	25	64	11	±10	
NHPI	10	NR	NR	NR		
Two or More Races	13	NR	NR	NR		
AGR/FTS/AR	16	36	54	10	±8	
Other Selected Reserve	10	32	57	11	±7	
Reserve Unit	10	32	57	11	±7	
Military Technicians	11	35	54	11	±11	
IMA	5	36	49	15	±14	
Not Activated Past 12 Months	10	32	57	10	±7	
Activated in the Past 12 Months	13	35	53	12	±11	
Deployed Past 12 Months	16	39	53	8	±16	
ARNG	12	29	60	11	±9	
Non-Hispanic White	9	31	64	5	±12	
Total Minority	17	27	57	16	±12	
Black	20	28	54	19	±16	
Hispanic	15	NR	NR	NR		
Asian	14	21	NR	8	±18	
Other Race/Ethnicity	18	NR	NR	NR		
Enlisted	12	28	59	12	±9	
Officers	12	32	65	3	±15	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

e. Other military person(s)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	42	48	11	±13	
Non-Hispanic White	10	NR	NR	3	±9	
Total Minority	13	34	50	16	±13	
Black	15	31	40	NR	±16	
Hispanic	13	NR	NR	5	±12	
Asian	10	NR	NR	12	±15	
Other Race/Ethnicity	10	NR	NR	3	±5	
Enlisted	12	42	48	10	±14	
Officers	10	NR	NR	NR		
USNR	11	30	66	4	±14	
Non-Hispanic White	9	NR	NR	NR		
Total Minority	13	32	62	6	±10	
Black	14	28	69	3	±17	
Hispanic	14	NR	NR	NR		
Asian	15	33	NR	8	±17	
Other Race/Ethnicity	9	NR	NR	NR		
Enlisted	13	32	64	5	±16	
Officers	6	NR	NR	0	±2	
USMCR	6	20	NR	NR	±12	
Non-Hispanic White	5	NR	NR	NR		
Total Minority	9	19	69	12	±14	
Black	17	NR	NR	7	±12	
Hispanic	6	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	6	17	NR	NR	±12	
Officers	7	NR	NR	NR		
ANG	7	36	54	11	±8	
Non-Hispanic White	6	37	52	11	±12	
Total Minority	11	34	57	10	±10	
Black	16	29	63	8	±14	
Hispanic	9	NR	NR	NR		
Asian	10	27	NR	17	±18	
Other Race/Ethnicity	6	37	58	6	±17	
Enlisted	7	34	55	11	±9	
Officers	6	NR	NR	NR		
USAFR	8	32	59	8	±10	
Non-Hispanic White	5	31	62	7	±17	
Total Minority	12	33	57	9	±11	
Black	13	35	54	11	±16	
Hispanic	11	NR	NR	4	±9	
Asian	6	NR	NR	NR		
Other Race/Ethnicity	14	13	NR	NR	±12	
Enlisted	8	34	58	8	±11	
Officers	6	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

f. DoD/DHS civilian employee(s)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	14	74	13	±5	
National Guard	11	11	75	14	±7	
Reserve	11	17	72	11	±7	
Enlisted	11	12	75	13	±6	
E1-E4	9	6	76	18	±12	
E5-E9	13	16	74	10	±5	
Officers	10	23	67	10	±10	
O1-O3	10	NR	NR	NR		
O4-O6	10	28	60	12	±13	
W1-W5	11	NR	NR	NR		
Male	11	13	75	12	±6	
Female	13	16	69	15	±14	
Non-Hispanic White	8	14	74	12	±8	
Total Minority	15	13	73	14	±6	
Black	17	13	73	14	±9	
Hispanic	13	12	74	14	±13	
AIAN	22	8	89	4	±13	
Asian	12	18	71	11	±16	
NHPI	12	NR	NR	NR		
Two or More Races	14	15	NR	NR	±14	
AGR/FTS/AR	16	18	70	13	±8	
Other Selected Reserve	10	13	74	13	±6	
Reserve Unit	10	13	74	13	±6	
Military Technicians	12	21	62	18	±13	
IMA	6	38	50	11	±13	
Not Activated Past 12 Months	11	13	74	13	±6	
Activated in the Past 12 Months	13	15	73	12	±10	
Deployed Past 12 Months	17	8	84	8	±13	
ARNG	12	10	75	15	±9	
Non-Hispanic White	9	11	75	14	±14	
Total Minority	18	9	76	15	±11	
Black	20	11	76	14	±15	
Hispanic	16	3	NR	NR	±7	
Asian	14	NR	NR	4	±8	
Other Race/Ethnicity	19	13	NR	NR	±15	
Enlisted	12	9	75	16	±10	
Officers	12	16	78	5	±15	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

f. DoD/DHS civilian employee(s)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	18	73	10	±10	
Non-Hispanic White	10	15	82	3	±16	
Total Minority	14	20	66	15	±11	
Black	16	15	64	NR	±17	
Hispanic	13	NR	NR	8	±15	
Asian	10	13	NR	NR	±17	
Other Race/Ethnicity	12	NR	NR	NR		
Enlisted	12	15	77	8	±10	
Officers	12	NR	NR	NR		
USNR	11	11	80	9	±14	
Non-Hispanic White	9	NR	NR	NR		
Total Minority	13	14	80	7	±9	
Black	14	12	87	NR	±15	
Hispanic	14	13	NR	NR	±16	
Asian	15	20	72	NR	±17	
Other Race/Ethnicity	10	12	81	NR	±17	
Enlisted	13	7	82	11	±16	
Officers	6	NR	NR	NR		
USMCR	7	10	NR	NR	±10	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	5	85	10	±10	
Black	17	3	90	7	±13	
Hispanic	7	5	NR	NR	±13	
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	7	6	NR	NR	±10	
Officers	6	NR	NR	NR		
ANG	7	16	69	14	±8	
Non-Hispanic White	6	18	68	14	±12	
Total Minority	11	14	71	15	±10	
Black	16	12	80	8	±12	
Hispanic	10	11	NR	NR	±12	
Asian	10	13	60	27	±17	
Other Race/Ethnicity	6	26	66	8	±17	
Enlisted	7	17	69	14	±8	
Officers	6	NR	NR	NR		
USAFR	8	23	67	10	±9	
Non-Hispanic White	6	29	60	11	±17	
Total Minority	12	20	71	9	±11	
Black	13	18	75	6	±16	
Hispanic	11	NR	NR	NR		
Asian	6	NR	NR	NR		
Other Race/Ethnicity	15	NR	NR	NR		
Enlisted	9	20	69	11	±10	
Officers	6	NR	NR	3	±5	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

g. DoD/DHS civilian contractor(s)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	5	82	13	±5	
National Guard	11	5	80	15	±8	
Reserve	11	5	84	11	±6	
Enlisted	11	5	82	14	±6	
E1-E4	9	5	77	18	±12	
E5-E9	13	4	85	10	±5	
Officers	10	8	80	12	±10	
O1-O3	9	NR	NR	9	±14	
O4-O6	10	4	83	13	±12	
W1-W5	11	NR	NR	NR		
Male	10	5	82	13	±5	
Female	13	6	79	15	±14	
Non-Hispanic White	8	6	81	13	±8	
Total Minority	15	4	82	14	±6	
Black	17	4	83	14	±10	
Hispanic	13	5	81	14	±13	
AIAN	22	2	95	4	±7	
Asian	12	6	83	11	±8	
NHPI	12	NR	NR	NR		
Two or More Races	14	1	NR	NR	±3	
AGR/FTS/AR	16	1	86	12	±7	
Other Selected Reserve	10	6	81	13	±6	
Reserve Unit	10	6	81	13	±6	
Military Technicians	11	5	77	18	±13	
IMA	5	13	75	11	±14	
Not Activated Past 12 Months	10	5	82	13	±6	
Activated in the Past 12 Months	13	6	81	13	±10	
Deployed Past 12 Months	17	3	87	10	±13	
ARNG	12	5	80	15	±9	
Non-Hispanic White	9	7	78	15	±14	
Total Minority	18	3	82	14	±12	
Black	20	5	83	12	±16	
Hispanic	16	1	NR	NR	±5	
Asian	14	NR	92	4	±14	
Other Race/Ethnicity	19	2	NR	NR	±6	
Enlisted	12	5	79	16	±10	
Officers	12	5	87	9	±12	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

g. DoD/DHS civilian contractor(s)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	5	84	11	±9	
Non-Hispanic White	10	NR	90	5	±14	
Total Minority	14	5	80	15	±11	
Black	15	NR	NR	NR		
Hispanic	13	NR	82	8	±18	
Asian	10	NR	NR	NR		
Other Race/Ethnicity	12	2	NR	NR	±4	
Enlisted	12	3	88	9	±9	
Officers	11	NR	NR	NR		
USNR	11	4	87	9	±14	
Non-Hispanic White	9	0	NR	NR	±2	
Total Minority	13	7	86	7	±8	
Black	14	NR	NR	NR		
Hispanic	14	10	NR	NR	±15	
Asian	15	11	82	NR	±17	
Other Race/Ethnicity	10	4	88	NR	±15	
Enlisted	13	4	86	10	±16	
Officers	6	3	97	NR	±10	
USMCR	6	5	NR	NR	±8	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	2	88	10	±10	
Black	16	NR	90	8	±13	
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	6	2	NR	NR	±4	
Officers	6	NR	NR	NR		
ANG	7	5	80	15	±8	
Non-Hispanic White	6	6	80	14	±11	
Total Minority	11	5	80	15	±11	
Black	16	NR	86	7	±15	
Hispanic	10	NR	NR	NR		
Asian	10	NR	73	27	±17	
Other Race/Ethnicity	6	NR	NR	9	±9	
Enlisted	7	5	81	14	±8	
Officers	6	NR	NR	NR		
USAFR	8	7	83	10	±8	
Non-Hispanic White	6	4	85	11	±14	
Total Minority	12	9	82	9	±10	
Black	13	6	87	6	±14	
Hispanic	11	NR	NR	NR		
Asian	6	NR	NR	NR		
Other Race/Ethnicity	15	2	NR	NR	±4	
Enlisted	9	6	83	11	±9	
Officers	6	NR	NR	3	±5	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

h. A civilian from the local community?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	6	83	12	±5	
National Guard	11	6	82	12	±7	
Reserve	10	5	84	11	±6	
Enlisted	11	5	82	12	±5	
E1–E4	9	5	80	15	±11	
E5–E9	13	6	84	10	±5	
Officers	10	8	84	8	±9	
O1–O3	10	NR	NR	2	±5	
O4–O6	10	6	82	12	±12	
W1–W5	11	NR	NR	NR		
Male	10	6	83	11	±5	
Female	13	6	82	13	±14	
Non-Hispanic White	8	6	84	10	±7	
Total Minority	15	6	81	13	±6	
Black	17	3	85	12	±9	
Hispanic	13	8	77	15	±13	
AIAN	22	NR	NR	3	±6	
Asian	12	8	80	11	±8	
NHPI	12	NR	NR	NR		
Two or More Races	14	3	NR	NR	±10	
AGR/FTS/AR	16	3	84	13	±8	
Other Selected Reserve	10	6	82	12	±6	
Reserve Unit	10	6	82	12	±6	
Military Technicians	12	6	79	15	±13	
IMA	5	12	79	10	±14	
Not Activated Past 12 Months	10	6	82	11	±6	
Activated in the Past 12 Months	13	4	83	13	±10	
Deployed Past 12 Months	17	1	88	10	±13	
ARNG	12	7	81	12	±8	
Non-Hispanic White	9	8	83	9	±13	
Total Minority	18	6	80	14	±11	
Black	20	5	84	11	±16	
Hispanic	16	NR	NR	NR		
Asian	14	NR	92	3	±14	
Other Race/Ethnicity	19	6	NR	NR	±13	
Enlisted	12	7	80	13	±9	
Officers	12	7	88	5	±11	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

h. A civilian from the local community?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	6	84	10	±9	
Non-Hispanic White	10	NR	90	5	±14	
Total Minority	13	7	79	14	±11	
Black	16	1	NR	NR	±7	
Hispanic	11	NR	NR	NR		
Asian	10	14	NR	NR	±17	
Other Race/Ethnicity	12	NR	NR	NR		
Enlisted	12	5	86	10	±10	
Officers	11	NR	NR	13	±16	
USNR	11	3	87	10	±13	
Non-Hispanic White	9	0	NR	NR	±2	
Total Minority	13	5	86	9	±9	
Black	14	NR	NR	NR		
Hispanic	14	NR	NR	NR		
Asian	15	12	84	NR	±17	
Other Race/Ethnicity	10	9	83	8	±15	
Enlisted	13	3	85	12	±15	
Officers	6	3	97	NR	±6	
USMCR	6	6	NR	NR	±9	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	5	85	10	±11	
Black	17	3	89	7	±13	
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	6	4	NR	NR	±7	
Officers	6	NR	NR	NR		
ANG	7	3	84	13	±7	
Non-Hispanic White	6	4	83	13	±11	
Total Minority	11	1	85	14	±10	
Black	16	NR	96	4	±9	
Hispanic	9	2	NR	NR	±5	
Asian	10	2	71	27	±17	
Other Race/Ethnicity	6	3	NR	NR	±7	
Enlisted	7	3	84	13	±8	
Officers	6	1	NR	NR	±4	
USAFR	8	4	87	9	±7	
Non-Hispanic White	6	3	87	11	±13	
Total Minority	12	4	87	9	±9	
Black	13	4	90	6	±13	
Hispanic	11	6	93	NR	±12	
Asian	6	NR	NR	NR		
Other Race/Ethnicity	15	1	NR	NR	±3	
Enlisted	9	4	85	11	±8	
Officers	6	3	95	1	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

i. Unknown person(s)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	8	80	12	±5	
National Guard	11	9	79	11	±8	
Reserve	11	6	82	12	±6	
Enlisted	11	8	80	12	±6	
E1-E4	9	10	76	14	±12	
E5-E9	13	7	83	10	±5	
Officers	10	8	82	9	±10	
O1-O3	10	4	NR	NR	±6	
O4-O6	10	9	80	11	±13	
W1-W5	10	NR	NR	NR		
Male	10	9	80	11	±5	
Female	12	4	82	14	±14	
Non-Hispanic White	8	9	80	11	±8	
Total Minority	15	7	81	12	±6	
Black	17	6	82	12	±9	
Hispanic	13	6	82	12	±13	
AIAN	22	NR	NR	5	±7	
Asian	12	10	78	12	±9	
NHPI	12	7	NR	NR	±9	
Two or More Races	14	NR	NR	8	±8	
AGR/FTS/AR	16	3	84	13	±8	
Other Selected Reserve	10	9	80	11	±6	
Reserve Unit	10	9	80	11	±6	
Military Technicians	12	8	77	16	±13	
IMA	5	11	79	9	±14	
Not Activated Past 12 Months	10	8	80	12	±6	
Activated in the Past 12 Months	13	9	81	10	±10	
Deployed Past 12 Months	17	4	87	10	±13	
ARNG	12	10	79	11	±9	
Non-Hispanic White	9	14	76	10	±15	
Total Minority	18	7	81	12	±11	
Black	20	7	82	11	±16	
Hispanic	16	NR	NR	NR		
Asian	14	NR	85	8	±17	
Other Race/Ethnicity	19	NR	NR	5	±7	
Enlisted	12	10	77	12	±10	
Officers	12	8	87	5	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. Was/were the offender(s)...

i. Unknown person(s)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	7	83	11	±9	
Non-Hispanic White	10	3	88	9	±15	
Total Minority	14	9	79	12	±11	
Black	16	NR	NR	NR		
Hispanic	13	NR	NR	4	±7	
Asian	10	NR	NR	15	±17	
Other Race/Ethnicity	12	NR	NR	NR		
Enlisted	12	7	84	9	±9	
Officers	11	7	NR	NR	±11	
USNR	11	5	85	10	±14	
Non-Hispanic White	9	3	NR	NR	±10	
Total Minority	13	6	87	7	±8	
Black	13	NR	NR	NR		
Hispanic	14	NR	NR	NR		
Asian	15	12	81	7	±17	
Other Race/Ethnicity	10	4	87	8	±15	
Enlisted	13	3	85	11	±15	
Officers	6	NR	NR	NR		
USMCR	6	9	NR	NR	±11	
Non-Hispanic White	4	NR	NR	NR		
Total Minority	9	NR	80	11	±14	
Black	17	NR	NR	7	±12	
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	6	6	NR	NR	±12	
Officers	6	NR	NR	NR		
ANG	7	5	83	13	±7	
Non-Hispanic White	6	6	83	11	±11	
Total Minority	11	3	82	16	±10	
Black	16	NR	93	7	±9	
Hispanic	9	7	NR	NR	±10	
Asian	10	NR	73	25	±17	
Other Race/Ethnicity	6	2	NR	NR	±4	
Enlisted	7	5	82	13	±8	
Officers	6	0	NR	NR	±2	
USAFR	8	6	83	11	±8	
Non-Hispanic White	6	6	81	13	±14	
Total Minority	12	5	85	10	±9	
Black	13	7	86	6	±15	
Hispanic	11	4	91	5	±12	
Asian	6	NR	NR	16	±17	
Other Race/Ethnicity	15	2	NR	NR	±4	
Enlisted	9	5	83	13	±9	
Officers	6	NR	NR	1	±4	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

110. What was the organizational affiliation of the person(s) involved? Constructed from Q110a–g.

1. Military only

2. Both military and civilian/contractor

3. DoD civilian/contractor only

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	9	84	14	2	±4
National Guard	10	87	12	1	±6
Reserve	9	80	17	3	±6
Enlisted	10	86	13	1	±4
E1–E4	7	92	8	0	±11
E5–E9	12	82	16	2	±4
Officers	9	74	20	6	±11
O1–O3	9	NR	NR	8	±13
O4–O6	9	70	25	5	±14
W1–W5	10	NR	NR	NR	
Male	9	85	14	2	±5
Female	11	80	16	3	±8
Non-Hispanic White	7	84	14	2	±7
Total Minority	13	84	15	2	±5
Black	16	85	14	1	±6
Hispanic	11	84	14	2	±9
AIAN	20	91	4	NR	±15
Asian	10	78	21	1	±18
NHPI	8	NR	NR	NR	
Two or More Races	12	82	15	NR	±16
AGR/FTS/AR	15	80	19	1	±8
Other Selected Reserve	9	85	13	2	±5
Reserve Unit	9	85	13	2	±5
Military Technicians	10	76	22	2	±8
IMA	5	55	26	18	±13
Not Activated Past 12 Months	9	84	14	2	±5
Activated in the Past 12 Months	11	83	14	4	±9
Deployed Past 12 Months	14	89	8	3	±9
ARNG	11	88	11	1	±7
Non-Hispanic White	8	86	12	2	±13
Total Minority	16	89	10	1	±6
Black	20	88	12	NR	±10
Hispanic	12	96	4	NR	±9
Asian	12	NR	NR	NR	
Other Race/Ethnicity	16	NR	9	NR	±14
Enlisted	10	89	11	0	±8
Officers	11	81	12	7	±16

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102). Members who indicated "Unknown person(s)" or "A civilian from the local community" without endorsing other items are excluded from this measure.

NR: Not reportable

110. What was the organizational affiliation of the person(s) involved? Constructed from Q110a–g.

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	11	80	18	2	±9
Non-Hispanic White	9	84	15	1	±16
Total Minority	12	77	20	3	±10
Black	14	81	16	3	±14
Hispanic	12	NR	23	NR	±18
Asian	9	NR	NR	NR	
Other Race/Ethnicity	11	NR	NR	1	±2
Enlisted	11	83	14	3	±9
Officers	10	NR	NR	1	±4
USNR	10	87	10	3	±8
Non-Hispanic White	9	NR	NR	NR	
Total Minority	12	83	16	1	±9
Black	13	88	12	NR	±16
Hispanic	11	NR	NR	NR	
Asian	13	71	26	NR	±18
Other Race/Ethnicity	10	87	13	NR	±16
Enlisted	12	91	9	0	±7
Officers	5	NR	NR	NR	
USMCR	4	83	16	1	±14
Non-Hispanic White	2	NR	NR	2	±7
Total Minority	5	91	9	NR	±9
Black	15	97	3	NR	±10
Hispanic	2	NR	NR	NR	
Asian	7	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	
Enlisted	4	88	12	NR	±15
Officers	6	NR	NR	NR	
ANG	6	80	20	0	±7
Non-Hispanic White	5	79	21	NR	±11
Total Minority	10	82	18	0	±8
Black	16	80	20	NR	±15
Hispanic	9	86	14	NR	±12
Asian	9	84	NR	NR	±17
Other Race/Ethnicity	6	73	26	1	±18
Enlisted	6	78	22	0	±8
Officers	7	NR	NR	1	±3
USAFR	8	74	20	6	±9
Non-Hispanic White	5	67	21	12	±17
Total Minority	11	78	19	3	±10
Black	13	79	18	2	±16
Hispanic	11	NR	NR	1	±5
Asian	6	NR	NR	NR	
Other Race/Ethnicity	12	NR	7	NR	±8
Enlisted	8	77	19	5	±10
Officers	6	NR	NR	NR	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102). Members who indicated "Unknown person(s)" or "A civilian from the local community" without endorsing other items are excluded from this measure.

NR: Not reportable

111. As a result of the situation, did you...

a. Request a transfer?

b. Think about getting out of your National Guard/Reserve component?

	% Resp.	Percentages		Max ME
		a	b	
TOTAL DOD	11	11	35	±6
National Guard	11	10	35	±7
Reserve	11	12	36	±9
Enlisted	11	11	35	±6
E1–E4	9	15	37	±13
E5–E9	13	9	34	±6
Officers	10	10	33	±12
O1–O3	10	NR	NR	
O4–O6	10	7	24	±12
W1–W5	11	7	19	±16
Male	11	11	35	±6
Female	13	13	34	±11
Non-Hispanic White	8	11	31	±10
Total Minority	15	11	39	±6
Black	18	16	41	±10
Hispanic	14	7	37	±12
AIAN	22	6	NR	±7
Asian	13	13	28	±9
NHPI	13	7	NR	±10
Two or More Races	14	8	NR	±12
AGR/FTS/AR	17	11	30	±8
Other Selected Reserve	11	11	36	±6
Reserve Unit	11	11	36	±6
Military Technicians	12	11	32	±12
IMA	6	11	27	±12
Not Activated Past 12 Months	11	12	35	±6
Activated in the Past 12 Months	13	8	34	±10
Deployed Past 12 Months	18	6	36	±15
ARNG	13	11	36	±8
Non-Hispanic White	9	12	32	±14
Total Minority	18	10	40	±11
Black	20	NR	51	±16
Hispanic	16	3	NR	±9
Asian	15	14	24	±17
Other Race/Ethnicity	19	3	NR	±6
Enlisted	12	10	35	±9
Officers	13	NR	NR	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q111a–b) and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

111. As a result of the situation, did you...

	% Resp.	Percentages		Max ME
		a	b	
USAR	12	16	43	±13
Non-Hispanic White	10	NR	NR	
Total Minority	14	15	42	±11
Black	17	NR	32	±17
Hispanic	13	12	NR	±17
Asian	12	11	NR	±14
Other Race/Ethnicity	12	NR	NR	
Enlisted	12	19	45	±15
Officers	12	3	NR	±6
USNR	11	5	18	±9
Non-Hispanic White	9	0	5	±12
Total Minority	14	9	30	±10
Black	14	4	NR	±12
Hispanic	14	7	NR	±13
Asian	15	NR	27	±17
Other Race/Ethnicity	11	8	NR	±14
Enlisted	13	4	20	±11
Officers	6	NR	6	±8
USMCR	7	4	17	±11
Non-Hispanic White	5	2	NR	±5
Total Minority	10	5	22	±15
Black	19	11	NR	±15
Hispanic	7	NR	NR	
Asian	13	NR	NR	
Other Race/Ethnicity	4	NR	NR	
Enlisted	7	3	17	±13
Officers	7	7	12	±15
ANG	7	6	28	±7
Non-Hispanic White	6	2	23	±11
Total Minority	12	10	35	±9
Black	17	9	31	±14
Hispanic	11	NR	NR	
Asian	11	10	30	±16
Other Race/Ethnicity	7	5	NR	±6
Enlisted	7	6	28	±8
Officers	7	5	NR	±9
USAFR	9	8	31	±10
Non-Hispanic White	6	1	14	±13
Total Minority	13	12	43	±12
Black	14	19	34	±15
Hispanic	12	8	NR	±10
Asian	6	NR	NR	
Other Race/Ethnicity	16	5	NR	±7
Enlisted	9	9	33	±11
Officers	7	4	NR	±6

Note. Percent responding are Reserve component members who answered at least one item in the question (Q111a–b) and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

112. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations?

- a. Someone in your chain of command b. Someone in the chain of command of the person who did it c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)
- d. Other person or office with responsibility for follow-up

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	11	22	19	8	11	±5
National Guard	11	22	18	9	11	±7
Reserve	11	23	19	8	10	±7
Enlisted	11	23	18	8	10	±5
E1–E4	9	21	18	8	10	±11
E5–E9	13	24	19	8	11	±5
Officers	10	18	19	8	12	±9
O1–O3	10	15	20	8	15	±16
O4–O6	10	22	18	7	9	±11
W1–W5	11	NR	18	14	NR	±18
Male	11	21	18	8	9	±5
Female	13	26	20	8	15	±10
Non-Hispanic White	8	19	18	6	8	±8
Total Minority	15	25	19	10	13	±6
Black	18	31	24	14	15	±10
Hispanic	14	22	15	7	11	±10
AIAN	22	10	8	NR	NR	±9
Asian	13	16	12	6	NR	±8
NHPI	13	NR	NR	NR	NR	
Two or More Races	14	18	14	9	13	±15
AGR/FTS/AR	17	31	21	12	16	±8
Other Selected Reserve	10	21	18	8	10	±5
Reserve Unit	11	21	18	8	10	±5
Military Technicians	12	18	19	5	8	±8
IMA	6	17	13	6	11	±11
Not Activated Past 12 Months	11	23	19	8	10	±5
Activated in the Past 12 Months	13	20	16	8	11	±10
Deployed Past 12 Months	18	26	21	7	8	±17
ARNG	13	23	19	9	12	±8
Non-Hispanic White	9	22	22	9	11	±13
Total Minority	18	23	16	10	13	±10
Black	21	32	25	13	19	±17
Hispanic	16	NR	10	7	7	±11
Asian	15	18	12	6	NR	±17
Other Race/Ethnicity	19	12	11	10	10	±16
Enlisted	13	23	19	9	11	±8
Officers	13	21	18	11	19	±15

Note. Percent responding are Reserve component members who answered at least one item in the question (Q112a–d) and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

112. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations?

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	12	25	23	9	11	±10
Non-Hispanic White	10	NR	NR	0	4	±9
Total Minority	14	31	26	15	16	±11
Black	16	39	NR	22	12	±17
Hispanic	13	24	21	8	19	±16
Asian	11	14	6	6	6	±15
Other Race/Ethnicity	12	NR	NR	NR	NR	
Enlisted	12	28	23	10	12	±12
Officers	12	14	NR	5	5	±14
USNR	11	18	9	4	5	±11
Non-Hispanic White	9	NR	4	NR	NR	±11
Total Minority	14	17	14	5	6	±7
Black	14	20	13	NR	11	±15
Hispanic	14	10	8	NR	NR	±15
Asian	15	23	28	10	5	±17
Other Race/Ethnicity	11	23	18	NR	6	±16
Enlisted	13	18	8	3	3	±13
Officers	6	NR	NR	NR	NR	
USMCR	7	16	8	4	5	±13
Non-Hispanic White	5	NR	NR	NR	NR	
Total Minority	9	14	4	3	2	±13
Black	19	NR	8	NR	1	±12
Hispanic	7	NR	NR	NR	3	±9
Asian	13	NR	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	NR	
Enlisted	7	18	9	4	5	±14
Officers	7	NR	NR	NR	NR	
ANG	7	17	14	4	7	±7
Non-Hispanic White	6	14	14	4	6	±10
Total Minority	12	20	15	4	9	±9
Black	17	13	9	3	10	±11
Hispanic	10	NR	NR	6	NR	±9
Asian	11	9	8	NR	5	±15
Other Race/Ethnicity	7	17	13	5	5	±10
Enlisted	7	16	13	4	7	±7
Officers	7	NR	NR	NR	NR	
USAFR	8	22	19	7	11	±8
Non-Hispanic White	6	21	13	3	8	±16
Total Minority	12	22	22	10	14	±10
Black	14	23	23	10	13	±15
Hispanic	11	NR	NR	9	15	±15
Asian	6	17	15	NR	NR	±17
Other Race/Ethnicity	16	7	3	NR	NR	±8
Enlisted	9	21	18	8	13	±9
Officers	6	NR	NR	2	3	±5

Note. Percent responding are Reserve component members who answered at least one item in the question (Q112a-d) and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

112. Did you report this situation to any National Guard/Reserve/DoD/DHS individuals or organizations? Constructed from Q112.

	% Resp.	Percentages	Max ME	Percentage Reported to a DoD Authority
		Yes		
TOTAL DOD	11	28	±5	
National Guard	11	27	±7	
Reserve	10	29	±7	
Enlisted	11	28	±6	
E1–E4	9	28	±12	
E5–E9	13	28	±5	
Officers	10	26	±9	
O1–O3	10	27	±17	
O4–O6	10	26	±12	
W1–W5	11	21	±18	
Male	10	26	±6	
Female	13	32	±10	
Non-Hispanic White	8	25	±8	
Total Minority	15	30	±6	
Black	18	37	±10	
Hispanic	14	24	±10	
AIAN	22	NR		
Asian	12	26	±14	
NHPI	13	NR		
Two or More Races	14	22	±15	
AGR/FTS/AR	17	37	±8	
Other Selected Reserve	10	26	±6	
Reserve Unit	10	26	±6	
Military Technicians	12	24	±9	
IMA	6	23	±11	
Not Activated Past 12 Months	10	28	±6	
Activated in the Past 12 Months	13	28	±10	
Deployed Past 12 Months	18	32	±17	
ARNG	12	28	±8	
Non-Hispanic White	9	27	±13	
Total Minority	18	29	±11	
Black	21	38	±16	
Hispanic	16	NR		
Asian	14	NR		
Other Race/Ethnicity	19	19	±18	
Enlisted	12	28	±9	
Officers	12	30	±15	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102). *Percentage Reported to a DoD Authority* includes respondents who indicated "Yes" to any item (Q112a–d).
NR: Not reportable

112. Did you report this situation to any National Guard/Reserve/DoD/DHS individuals or organizations? Constructed from Q112.

	% Resp.	Percentages	Max ME	Percentage Reported to a DoD Authority
		Yes		
USAR	12	32	±10	
Non-Hispanic White	9	NR		
Total Minority	14	36	±11	
Black	16	45	±16	
Hispanic	13	27	±16	
Asian	11	17	±16	
Other Race/Ethnicity	12	NR		
Enlisted	11	34	±12	
Officers	12	NR		
USNR	11	21	±12	
Non-Hispanic White	9	NR		
Total Minority	14	22	±8	
Black	14	27	±16	
Hispanic	14	12	±15	
Asian	15	31	±17	
Other Race/Ethnicity	11	28	±17	
Enlisted	13	21	±13	
Officers	6	NR		
USMCR	7	18	±12	
Non-Hispanic White	5	NR		
Total Minority	9	16	±13	
Black	19	NR		
Hispanic	7	4	±10	
Asian	13	NR		
Other Race/Ethnicity	4	NR		
Enlisted	7	19	±14	
Officers	7	7	±14	
ANG	7	20	±7	
Non-Hispanic White	6	18	±11	
Total Minority	12	23	±9	
Black	17	15	±11	
Hispanic	10	NR		
Asian	11	15	±14	
Other Race/Ethnicity	7	17	±10	
Enlisted	7	19	±8	
Officers	7	NR		
USAFR	8	29	±9	
Non-Hispanic White	5	26	±17	
Total Minority	12	31	±11	
Black	14	28	±15	
Hispanic	11	NR		
Asian	6	NR		
Other Race/Ethnicity	16	NR		
Enlisted	9	29	±10	
Officers	6	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102). *Percentage Reported to a DoD Authority* includes respondents who indicated "Yes" to any item (Q112a–d).

NR: Not reportable

113. What were your reasons for reporting the situation?

- a. To prevent it from happening again b. To prevent it from happening to someone else c. To punish the person
- d. To make your chain of command situationally aware e. To reduce any impact on your evaluation or promotion f. To make your military work environment a better place
- g. To transfer yourself or the offender out of your unit h. Other reason

	% Resp.	Percentages								Max ME
		a	b	c	d	e	f	g	h	
TOTAL DOD	3	92	87	30	21	90	31	92	24	±10
National Guard	3	NR	84	29	24	91	30	92	27	±15
Reserve	3	93	90	32	16	89	32	93	20	±13
Enlisted	3	93	88	28	21	91	33	93	25	±11
E1-E4	2	NR	NR	NR	NR	93	NR	NR	NR	±12
E5-E9	4	94	92	28	18	91	32	95	23	±9
Officers	3	89	NR	NR	16	83	16	88	21	±15
O1-O3	3	NR	NR	NR	NR	NR	NR	NR	NR	
O4-O6	2	NR	NR	NR	10	NR	NR	NR	NR	±15
W1-W5	2	NR	NR	NR	NR	NR	NR	NR	NR	
Male	3	90	86	34	18	92	31	94	23	±12
Female	4	98	NR	20	28	84	NR	NR	27	±15
Non-Hispanic White	2	92	87	NR	NR	94	NR	94	NR	±12
Total Minority	4	93	87	27	25	88	37	91	28	±14
Black	7	97	87	20	22	88	NR	NR	25	±16
Hispanic	3	NR	NR	35	26	96	35	100	27	±18
AIAN	6	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	3	NR	NR	NR	NR	NR	NR	NR	NR	
NHPI	4	99	99	NR	NR	NR	NR	NR	NR	±7
Two or More Races	3	96	NR	NR	NR	NR	NR	97	NR	±11
AGR/FTS/AR	6	90	84	28	19	83	30	91	20	±13
Other Selected Reserve	3	93	87	31	21	92	31	93	25	±12
Reserve Unit	3	93	87	31	21	92	31	93	25	±12
Military Technicians	3	93	NR	NR	22	91	29	96	22	±15
IMA	1	NR	NR	NR	NR	NR	NR	NR	NR	
Not Activated Past 12 Months	3	95	89	29	22	91	32	92	24	±11
Activated in the Past 12 Months	4	NR	NR	NR	15	88	26	94	26	±18
Deployed Past 12 Months	5	NR	NR	NR	NR	NR	NR	NR	NR	
ARNG	3	NR	83	27	24	91	31	91	28	±17
Non-Hispanic White	2	96	90	NR	NR	94	NR	97	NR	±15
Total Minority	5	NR	NR	25	28	89	NR	NR	30	±17
Black	8	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	3	NR	NR	NR	NR	NR	NR	100	NR	±2
Asian	5	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	3	NR	NR	26	NR	94	NR	NR	29	±18
Officers	4	NR	NR	NR	NR	NR	12	NR	NR	±16

Note. Percent responding are Reserve component members who answered at least one item in the question (Q113a-h), who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

113. What were your reasons for reporting the situation?

	% Resp.	Percentages								Max ME
		a	b	c	d	e	f	g	h	
USAR	4	98	93	NR	16	91	38	96	20	±17
Non-Hispanic White	2	NR	NR	NR	NR	NR	NR	NR	NR	
Total Minority	5	99	97	28	23	89	NR	96	28	±16
Black	7	NR	NR	NR	NR	NR	NR	94	NR	±14
Hispanic	4	100	100	NR	NR	NR	NR	NR	NR	±2
Asian	2	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	5	98	98	NR	NR	NR	NR	98	NR	±6
Enlisted	4	97	97	NR	16	90	NR	96	20	±14
Officers	3	100	NR	NR	NR	NR	NR	NR	NR	±2
USNR	2	NR	NR	15	5	NR	16	NR	12	±14
Non-Hispanic White	2	NR	NR	NR	1	NR	1	NR	1	±6
Total Minority	3	91	89	23	9	80	28	NR	20	±18
Black	4	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	2	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	5	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	3	NR	NR	16	5	87	17	NR	13	±16
Officers	1	NR	NR	NR	NR	NR	NR	NR	NR	
USMCR	1	NR	NR	NR	NR	NR	NR	NR	3	±10
Non-Hispanic White	1	NR	NR	NR	NR	NR	NR	NR	NR	
Total Minority	2	NR	NR	NR	NR	NR	NR	NR	NR	
Black	5	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	0	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	1	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	3	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	1	NR	NR	NR	NR	NR	NR	NR	3	±10
Officers	0	NR	NR	NR	NR	NR	NR	NR	NR	
ANG	1	98	98	NR	25	94	23	98	NR	±18
Non-Hispanic White	1	NR	NR	NR	NR	NR	NR	NR	NR	
Total Minority	3	96	95	NR	NR	92	31	95	NR	±17
Black	3	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	4	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	2	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	1	97	97	NR	NR	NR	NR	97	NR	±11
Enlisted	1	98	97	NR	NR	92	26	97	NR	±17
Officers	2	99	99	NR	1	NR	5	99	NR	±12
USAFR	2	88	89	32	22	89	28	93	28	±16
Non-Hispanic White	1	NR	NR	NR	NR	NR	5	NR	5	±10
Total Minority	4	98	98	NR	26	90	NR	99	NR	±18
Black	4	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	5	96	96	NR	NR	NR	NR	NR	NR	±12
Asian	2	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	2	NR	NR	32	24	88	29	NR	NR	±18
Officers	2	NR	NR	NR	NR	94	NR	95	NR	±14

Note. Percent responding are Reserve component members who answered at least one item in the question (Q113a–h), who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

a. Availability of information about how to follow-up on a report

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	3	10	7	35	30	18	±10	48.0	±10.0	
National Guard	3	12	6	32	33	16	±15	49.0	±14.0	
Reserve	3	7	9	37	26	21	±15	47.0	±13.0	
Enlisted	3	10	6	36	30	18	±12	48.0	±11.0	
E1–E4	2	10	NR	NR	NR	NR	±13	NR		
E5–E9	4	10	8	41	25	16	±9	41.0	±9.0	
Officers	3	10	NR	28	NR	18	±17	NR		
O1–O3	3	NR	NR	NR	NR	NR		NR		
O4–O6	2	NR	NR	NR	NR	NR		NR		
W1–W5	2	NR	NR	NR	NR	NR		NR		
Male	3	12	7	31	30	19	±13	50.0	±11.0	
Female	4	4	8	NR	NR	15	±13	NR		
Non-Hispanic White	2	11	4	30	NR	NR	±15	NR		
Total Minority	4	9	10	38	29	15	±12	43.0	±11.0	
Black	6	7	9	NR	NR	15	±11	NR		
Hispanic	3	NR	6	NR	19	17	±17	NR		
AIAN	6	NR	NR	NR	NR	NR		NR		
Asian	3	8	NR	NR	15	NR	±17	NR		
NHPI	4	NR	NR	NR	NR	NR		NR		
Two or More Races	3	NR	NR	NR	NR	NR		NR		
AGR/FTS/AR	6	3	14	37	26	19	±13	45.0	±13.0	
Other Selected Reserve	3	12	6	34	31	18	±13	49.0	±12.0	
Reserve Unit	3	11	6	34	31	18	±13	49.0	±12.0	
Military Technicians	3	NR	2	39	NR	12	±16	NR		
IMA	1	NR	NR	NR	NR	NR		NR		
Not Activated Past 12 Months	3	10	7	33	30	20	±12	50.0	±11.0	
Activated in the Past 12 Months	4	12	NR	NR	NR	10	±16	NR		
Deployed Past 12 Months	5	NR	0	NR	NR	3	±11	NR		
ARNG	3	12	7	31	34	16	±17	50.0	±15.0	
Non-Hispanic White	2	NR	3	NR	NR	NR	±10	NR		
Total Minority	5	13	NR	NR	NR	9	±13	NR		
Black	8	9	NR	NR	NR	5	±15	NR		
Hispanic	3	NR	4	NR	NR	NR	±12	NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	1	NR	NR	NR	±4	NR		
Enlisted	3	12	4	NR	NR	NR	±11	NR		
Officers	4	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

a. Availability of information about how to follow-up on a report

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	4	6	10	34	28	NR	±18	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	NR	11	NR	NR	19	±16	NR		
Black	7	NR	NR	NR	NR	NR		NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	0	NR	NR	4	NR	±9	NR		
Enlisted	4	NR	10	34	NR	NR	±18	NR		
Officers	3	1	NR	NR	NR	NR	±5	NR		
USNR	2	4	4	NR	NR	NR	±8	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	3	6	7	NR	21	22	±17	NR		
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	2	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	3	3	2	NR	NR	NR	±6	NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USMCR	1	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	5	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	NR	NR	NR	NR		NR		
Officers	0	NR	NR	NR	NR	NR		NR		
ANG	1	NR	3	NR	21	14	±15	35.0	±17.0	
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	3	10	5	NR	NR	8	±13	NR		
Black	3	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	10	NR	±14	NR		
Enlisted	1	NR	3	NR	24	12	±17	NR		
Officers	2	NR	NR	NR	NR	NR		NR		
USAFR	2	9	7	NR	18	17	±16	35.0	±16.0	
Non-Hispanic White	1	NR	3	NR	NR	1	±8	NR		
Total Minority	4	12	8	NR	6	24	±18	30.0	±18.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	4	NR	±11	NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	2	9	6	NR	21	13	±18	34.0	±18.0	
Officers	2	NR	10	NR	NR	NR	±15	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

b. Treatment by personnel handling your report

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	3	11	9	31	35	15	±11	49.0	±10.0	
National Guard	3	12	9	28	38	13	±16	51.0	±14.0	
Reserve	3	9	9	35	31	17	±16	48.0	±13.0	
Enlisted	3	11	7	31	35	15	±12	51.0	±11.0	
E1-E4	2	6	1	NR	NR	NR	±12	NR		
E5-E9	4	14	12	40	22	12	±9	34.0	±9.0	
Officers	3	10	17	NR	NR	11	±17	NR		
O1-O3	3	NR	NR	NR	NR	NR		NR		
O4-O6	2	NR	NR	NR	NR	NR		NR		
W1-W5	2	NR	NR	NR	NR	NR		NR		
Male	3	12	7	27	38	16	±14	54.0	±11.0	
Female	4	6	14	NR	NR	11	±13	NR		
Non-Hispanic White	2	12	10	26	NR	NR	±14	NR		
Total Minority	4	10	8	34	38	11	±12	48.0	±11.0	
Black	6	9	6	29	NR	11	±17	56.0	±16.0	
Hispanic	3	NR	14	30	NR	11	±16	NR		
AIAN	6	4	NR	NR	NR	NR	±10	NR		
Asian	3	NR	3	NR	NR	4	±11	NR		
NHPI	4	NR	1	NR	NR	NR	±4	NR		
Two or More Races	3	7	NR	NR	NR	NR	±8	NR		
AGR/FTS/AR	6	3	15	40	25	18	±13	43.0	±13.0	
Other Selected Reserve	3	13	7	29	37	14	±14	51.0	±11.0	
Reserve Unit	3	13	7	29	37	14	±14	51.0	±12.0	
Military Technicians	3	NR	5	33	NR	9	±15	NR		
IMA	1	NR	NR	NR	NR	NR		NR		
Not Activated Past 12 Months	3	11	10	30	32	17	±13	49.0	±11.0	
Activated in the Past 12 Months	4	12	4	NR	NR	3	±16	NR		
Deployed Past 12 Months	5	NR	0	13	NR	3	±16	NR		
ARNG	3	13	10	27	37	NR	±17	50.0	±15.0	
Non-Hispanic White	2	NR	13	NR	NR	NR	±17	NR		
Total Minority	5	11	7	NR	NR	6	±12	NR		
Black	8	13	NR	NR	NR	5	±16	NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	1	NR	NR	NR	±4	NR		
Enlisted	3	13	7	27	NR	NR	±17	NR		
Officers	4	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

b. Treatment by personnel handling your report

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	4	9	7	31	NR	NR	±14	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	7	7	35	NR	14	±16	NR		
Black	7	NR	NR	NR	NR	NR		NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	0	NR	NR	5	NR	±10	NR		
Enlisted	4	10	7	31	NR	NR	±16	NR		
Officers	3	NR	NR	NR	NR	NR		NR		
USNR	2	7	2	NR	NR	11	±12	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	3	11	3	55	11	19	±16	30.0	±16.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	2	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	3	5	2	NR	NR	12	±14	NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USMCR	1	6	NR	NR	NR	NR	±13	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	5	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	1	6	NR	NR	NR	NR	±13	NR		
Officers	0	NR	NR	NR	NR	NR		NR		
ANG	1	7	2	NR	NR	11	±15	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	3	8	3	NR	NR	8	±12	NR		
Black	3	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	13	NR	±15	NR		
Enlisted	1	8	2	NR	NR	8	±13	NR		
Officers	2	2	NR	NR	NR	NR	±8	NR		
USAFR	2	11	18	41	17	14	±17	30.0	±16.0	
Non-Hispanic White	1	3	2	NR	NR	NR	±11	NR		
Total Minority	4	14	NR	NR	8	19	±18	26.0	±17.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	2	10	NR	NR	19	12	±18	31.0	±18.0	
Officers	2	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

c. Amount of time it took/is taking to resolve your report

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	3	16	8	34	29	14	±11	42.0	±10.0	
National Guard	3	15	10	35	30	NR	±15	41.0	±15.0	
Reserve	3	17	7	33	27	16	±16	44.0	±13.0	
Enlisted	3	17	7	33	29	15	±13	43.0	±11.0	
E1-E4	2	NR	2	NR	NR	NR	±5	NR		
E5-E9	4	19	11	39	20	11	±9	31.0	±9.0	
Officers	3	9	NR	NR	NR	6	±14	NR		
O1-O3	3	NR	NR	NR	NR	NR		NR		
O4-O6	2	NR	NR	NR	NR	NR		NR		
W1-W5	2	NR	NR	NR	NR	NR		NR		
Male	3	17	6	32	30	15	±14	44.0	±12.0	
Female	4	11	15	NR	NR	10	±14	NR		
Non-Hispanic White	2	14	9	30	NR	NR	±15	NR		
Total Minority	4	17	8	36	30	9	±12	39.0	±11.0	
Black	6	16	5	30	NR	8	±17	NR		
Hispanic	3	16	15	NR	16	12	±17	28.0	±17.0	
AIAN	6	NR	NR	NR	NR	NR		NR		
Asian	3	NR	2	NR	NR	2	±7	NR		
NHPI	4	NR	1	NR	NR	NR	±4	NR		
Two or More Races	3	NR	NR	NR	NR	NR		NR		
AGR/FTS/AR	6	9	13	41	24	14	±13	38.0	±13.0	
Other Selected Reserve	3	17	7	32	30	13	±14	43.0	±12.0	
Reserve Unit	3	17	7	32	30	14	±14	44.0	±12.0	
Military Technicians	3	NR	5	36	NR	9	±16	NR		
IMA	1	NR	NR	NR	NR	NR		NR		
Not Activated Past 12 Months	3	15	10	31	28	16	±13	44.0	±12.0	
Activated in the Past 12 Months	4	18	3	NR	NR	3	±17	NR		
Deployed Past 12 Months	5	NR	0	NR	NR	NR	±2	NR		
ARNG	3	16	10	33	29	NR	±17	41.0	±17.0	
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	16	8	NR	NR	5	±14	NR		
Black	8	NR	NR	NR	NR	3	±9	NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	3	16	7	NR	NR	NR	±12	NR		
Officers	4	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

c. Amount of time it took/is taking to resolve your report

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	4	NR	5	27	31	NR	±18	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	NR	6	30	NR	13	±16	NR		
Black	7	NR	NR	NR	NR	NR		NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	3	NR	NR	7	NR	±12	NR		
Enlisted	4	NR	6	26	NR	NR	±15	NR		
Officers	3	NR	0	NR	NR	NR	±2	NR		
USNR	2	9	NR	NR	NR	10	±12	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	3	14	NR	NR	12	17	±16	29.0	±16.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	2	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	3	7	NR	NR	NR	11	±14	NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USMCR	1	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	5	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	NR	NR	NR	NR		NR		
Officers	0	NR	NR	NR	NR	NR		NR		
ANG	1	7	NR	NR	36	5	±18	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	3	9	3	NR	NR	NR	±11	NR		
Black	3	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	NR	NR		NR		
Enlisted	1	8	NR	NR	NR	NR	±11	NR		
Officers	2	2	NR	NR	NR	1	±8	NR		
USAFR	2	14	NR	53	11	13	±16	24.0	±16.0	
Non-Hispanic White	1	3	2	NR	NR	NR	±9	NR		
Total Minority	4	19	NR	NR	6	19	±18	25.0	±17.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	2	14	NR	NR	14	12	±17	25.0	±17.0	
Officers	2	NR	4	NR	NR	NR	±12	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

d. How well you were/are kept informed about the progress of your report

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	3	12	10	36	29	13	±11	42.0	±10.0	
National Guard	3	13	8	36	32	NR	±15	43.0	±15.0	
Reserve	3	11	13	36	25	16	±17	41.0	±14.0	
Enlisted	3	12	10	34	29	14	±13	43.0	±11.0	
E1-E4	2	10	NR	NR	NR	NR	±13	NR		
E5-E9	4	14	13	42	21	10	±9	31.0	±9.0	
Officers	2	9	11	NR	NR	7	±16	NR		
O1-O3	3	NR	NR	NR	NR	NR		NR		
O4-O6	2	NR	NR	NR	NR	NR		NR		
W1-W5	2	NR	NR	NR	NR	NR		NR		
Male	3	13	9	33	30	15	±14	45.0	±12.0	
Female	4	7	15	NR	NR	9	±14	NR		
Non-Hispanic White	2	13	8	32	NR	NR	±15	NR		
Total Minority	4	11	12	38	30	9	±12	39.0	±11.0	
Black	6	8	NR	34	NR	10	±17	NR		
Hispanic	3	NR	11	NR	26	NR	±17	NR		
AIAN	6	NR	NR	NR	NR	NR		NR		
Asian	3	NR	6	NR	NR	NR	±9	NR		
NHPI	4	NR	1	NR	NR	NR	±4	NR		
Two or More Races	3	6	NR	NR	4	NR	±8	NR		
AGR/FTS/AR	6	5	14	44	22	15	±13	37.0	±13.0	
Other Selected Reserve	3	13	10	34	30	13	±14	43.0	±12.0	
Reserve Unit	3	13	10	34	31	13	±14	44.0	±12.0	
Military Technicians	3	NR	6	43	NR	5	±16	NR		
IMA	1	NR	NR	NR	NR	NR		NR		
Not Activated Past 12 Months	3	11	12	33	27	16	±13	43.0	±12.0	
Activated in the Past 12 Months	4	13	3	NR	NR	2	±15	NR		
Deployed Past 12 Months	5	NR	1	NR	NR	NR	±3	NR		
ARNG	3	12	9	35	31	NR	±17	43.0	±16.0	
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	13	7	NR	NR	5	±13	NR		
Black	8	11	4	NR	NR	3	±16	NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	3	12	8	NR	NR	NR	±11	NR		
Officers	4	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

d. How well you were/are kept informed about the progress of your report

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	4	9	NR	31	28	NR	±18	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	7	NR	34	NR	13	±16	NR		
Black	7	NR	NR	NR	NR	NR		NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	2	NR	NR	4	NR	±9	NR		
Enlisted	4	11	NR	29	NR	NR	±15	NR		
Officers	3	NR	1	NR	NR	NR	±5	NR		
USNR	2	9	NR	NR	NR	10	±12	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	3	15	NR	NR	10	18	±16	29.0	±16.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	2	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	2	NR	NR	NR	±8	NR		
Enlisted	3	8	NR	NR	NR	12	±14	NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USMCR	1	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	5	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	NR	NR	NR	NR		NR		
Officers	0	NR	NR	NR	NR	NR		NR		
ANG	1	NR	3	39	NR	6	±17	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	3	11	5	30	NR	6	±17	NR		
Black	3	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	3	32	NR	7	±18	NR		
Officers	2	2	NR	NR	NR	1	±8	NR		
USAFR	2	14	10	54	14	8	±16	22.0	±16.0	
Non-Hispanic White	1	3	2	NR	NR	NR	±9	NR		
Total Minority	4	19	NR	NR	10	12	±16	23.0	±17.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	2	14	NR	NR	16	9	±17	26.0	±17.0	
Officers	1	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

e. Degree to which your privacy was/is being protected

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	3	13	8	34	31	15	±11	46.0	±10.0	
National Guard	3	14	6	35	32	14	±16	46.0	±14.0	
Reserve	3	12	10	33	30	16	±16	46.0	±13.0	
Enlisted	3	13	6	33	31	16	±12	48.0	±11.0	
E1-E4	2	NR	0	NR	NR	NR	±2	NR		
E5-E9	4	12	9	41	24	13	±9	38.0	±9.0	
Officers	2	10	NR	36	NR	6	±17	NR		
O1-O3	3	NR	NR	NR	NR	NR		NR		
O4-O6	2	NR	NR	NR	NR	NR		NR		
W1-W5	2	NR	NR	NR	NR	NR		NR		
Male	3	15	6	31	32	16	±14	48.0	±12.0	
Female	4	7	12	NR	NR	11	±13	NR		
Non-Hispanic White	2	10	7	31	NR	NR	±15	NR		
Total Minority	4	15	8	36	32	10	±12	42.0	±11.0	
Black	6	NR	5	34	NR	8	±17	NR		
Hispanic	3	19	5	NR	24	11	±18	NR		
AIAN	6	NR	NR	NR	NR	NR		NR		
Asian	3	NR	NR	NR	11	NR	±16	NR		
NHPI	4	NR	1	NR	NR	NR	±4	NR		
Two or More Races	3	6	NR	NR	NR	NR	±8	NR		
AGR/FTS/AR	6	4	9	42	28	17	±13	45.0	±13.0	
Other Selected Reserve	3	15	7	32	32	14	±14	46.0	±12.0	
Reserve Unit	3	15	7	32	32	14	±14	46.0	±12.0	
Military Technicians	3	NR	8	34	NR	10	±16	NR		
IMA	1	NR	NR	NR	NR	NR		NR		
Not Activated Past 12 Months	3	13	7	33	30	17	±13	47.0	±11.0	
Activated in the Past 12 Months	4	12	NR	NR	NR	NR	±15	NR		
Deployed Past 12 Months	5	NR	NR	NR	NR	NR		NR		
ARNG	3	14	6	34	31	NR	±17	46.0	±16.0	
Non-Hispanic White	2	NR	6	NR	NR	NR	±14	NR		
Total Minority	5	16	NR	NR	NR	7	±14	NR		
Black	8	11	3	NR	NR	4	±16	NR		
Hispanic	3	NR	1	NR	NR	NR	±5	NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	1	NR	NR	NR	±4	NR		
Enlisted	3	14	2	NR	NR	NR	±12	NR		
Officers	4	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

e. Degree to which your privacy was/is being protected

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	4	NR	10	27	34	NR	±17	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	NR	10	30	NR	11	±16	NR		
Black	7	NR	NR	NR	NR	NR		NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	2	NR	NR	4	NR	±9	NR		
Enlisted	4	NR	11	24	NR	NR	±14	NR		
Officers	3	NR	0	NR	NR	NR	±2	NR		
USNR	2	6	NR	NR	NR	13	±13	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	3	10	NR	40	14	22	±17	36.0	±16.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	2	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	2	NR	NR	NR	±8	NR		
Enlisted	3	5	NR	NR	NR	12	±14	NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USMCR	1	9	4	NR	NR	NR	±14	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	5	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	1	9	NR	NR	NR	NR	±14	NR		
Officers	0	NR	NR	NR	NR	NR		NR		
ANG	1	8	4	NR	NR	7	±11	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	3	11	8	NR	NR	7	±13	NR		
Black	3	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	14	NR	±17	NR		
Enlisted	1	9	3	NR	NR	8	±13	NR		
Officers	2	2	NR	NR	NR	1	±8	NR		
USAFR	2	10	5	53	17	15	±16	32.0	±16.0	
Non-Hispanic White	1	3	2	NR	NR	NR	±9	NR		
Total Minority	4	13	7	NR	15	17	±17	32.0	±18.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	2	9	5	NR	17	14	±17	31.0	±18.0	
Officers	2	NR	7	NR	NR	NR	±14	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

f. The reporting process overall

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	3	15	8	34	29	14	±11	43.0	±10.0	
National Guard	3	14	7	34	33	NR	±15	45.0	±14.0	
Reserve	3	15	9	34	25	16	±16	41.0	±14.0	
Enlisted	3	15	6	33	30	15	±12	45.0	±11.0	
E1-E4	2	NR	1	NR	NR	NR	±3	NR		
E5-E9	4	16	10	40	22	12	±9	34.0	±9.0	
Officers	2	12	18	NR	NR	5	±17	NR		
O1-O3	3	NR	NR	NR	NR	NR		NR		
O4-O6	2	NR	NR	NR	NR	NR		NR		
W1-W5	2	NR	NR	NR	NR	NR		NR		
Male	3	17	6	33	30	15	±14	45.0	±12.0	
Female	4	10	14	NR	NR	12	±13	NR		
Non-Hispanic White	2	13	7	33	NR	NR	±15	NR		
Total Minority	4	16	9	35	30	10	±12	40.0	±11.0	
Black	6	NR	7	29	NR	9	±17	NR		
Hispanic	3	20	12	NR	15	12	±18	26.0	±17.0	
AIAN	6	NR	NR	NR	NR	NR		NR		
Asian	3	NR	NR	NR	14	NR	±17	NR		
NHPI	4	NR	1	NR	NR	NR	±4	NR		
Two or More Races	3	NR	NR	NR	NR	NR		NR		
AGR/FTS/AR	6	7	17	34	27	16	±13	43.0	±13.0	
Other Selected Reserve	3	17	6	34	30	13	±14	43.0	±12.0	
Reserve Unit	3	17	6	34	30	13	±14	44.0	±12.0	
Military Technicians	3	NR	7	36	NR	7	±16	NR		
IMA	1	NR	NR	NR	NR	NR		NR		
Not Activated Past 12 Months	3	15	9	31	29	17	±13	45.0	±11.0	
Activated in the Past 12 Months	4	16	4	NR	NR	3	±17	NR		
Deployed Past 12 Months	5	NR	NR	NR	NR	3	±11	NR		
ARNG	3	15	7	33	33	NR	±16	45.0	±16.0	
Non-Hispanic White	2	NR	8	NR	NR	NR	±14	NR		
Total Minority	5	17	7	NR	NR	6	±14	NR		
Black	8	11	3	NR	NR	4	±16	NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	1	9	NR	NR	±14	NR		
Enlisted	3	14	3	NR	NR	NR	±12	NR		
Officers	4	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

114. How satisfied are you with the following aspects of the reporting process?

f. The reporting process overall

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	4	NR	9	27	28	NR	±18	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	5	NR	9	31	NR	13	±16	NR		
Black	7	NR	NR	NR	NR	NR		NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	NR	NR	NR	5	NR	±10	NR		
Enlisted	4	NR	10	27	NR	NR	±15	NR		
Officers	3	NR	0	NR	NR	NR	±2	NR		
USNR	2	7	8	NR	NR	13	±13	NR		
Non-Hispanic White	2	NR	NR	NR	NR	NR		NR		
Total Minority	3	10	NR	40	14	22	±17	36.0	±17.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	2	NR	NR	NR	NR	NR		NR		
Asian	5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	3	5	NR	NR	NR	14	±15	NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USMCR	1	8	NR	NR	NR	NR	±14	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	5	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	NR	NR	NR	NR	NR		NR		
Enlisted	1	8	NR	NR	NR	NR	±14	NR		
Officers	0	NR	NR	NR	NR	NR		NR		
ANG	1	NR	3	NR	35	7	±18	NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	3	9	6	NR	NR	7	±12	NR		
Black	3	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	4	NR	NR	8	±13	NR		
Officers	2	2	NR	NR	NR	1	±8	NR		
USAFR	2	12	10	51	18	10	±16	27.0	±16.0	
Non-Hispanic White	1	3	2	NR	NR	NR	±9	NR		
Total Minority	4	16	13	NR	11	14	±17	25.0	±17.0	
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	4	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	4	NR	NR	NR	NR	NR		NR		
Enlisted	2	11	7	NR	20	8	±18	29.0	±18.0	
Officers	2	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

115. Do you know the outcome of your report?

1. Yes

2. No

3. Does not apply; it is still in process

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	3	34	47	19	±11	
National Guard	3	35	42	23	±18	
Reserve	3	33	52	15	±12	
Enlisted	3	34	46	20	±13	
E1–E4	2	NR	NR	NR		
E5–E9	4	40	46	14	±10	
Officers	3	NR	NR	15	±12	
O1–O3	3	NR	NR	5	±8	
O4–O6	2	NR	NR	NR		
W1–W5	2	NR	NR	NR		
Male	3	30	47	23	±14	
Female	4	NR	NR	8	±7	
Non-Hispanic White	2	30	NR	NR	±15	
Total Minority	4	37	48	15	±11	
Black	6	42	NR	NR	±16	
Hispanic	3	32	NR	14	±17	
AIAN	6	NR	NR	NR		
Asian	3	NR	NR	NR		
NHPI	4	NR	NR	NR		
Two or More Races	3	NR	NR	NR		
AGR/FTS/AR	6	36	47	17	±13	
Other Selected Reserve	3	34	46	20	±14	
Reserve Unit	3	34	46	20	±14	
Military Technicians	3	NR	40	16	±16	
IMA	1	NR	NR	NR		
Not Activated Past 12 Months	3	31	47	22	±13	
Activated in the Past 12 Months	4	NR	NR	9	±13	
Deployed Past 12 Months	5	NR	NR	4	±9	
ARNG	3	35	41	NR	±15	
Non-Hispanic White	2	NR	NR	NR		
Total Minority	5	NR	NR	10	±13	
Black	8	NR	NR	NR		
Hispanic	3	NR	NR	NR		
Asian	5	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	3	37	NR	NR	±16	
Officers	4	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

115. Do you know the outcome of your report?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	4	35	NR	NR	±16	
Non-Hispanic White	2	NR	NR	NR		
Total Minority	5	31	NR	NR	±16	
Black	7	NR	NR	NR		
Hispanic	4	NR	NR	NR		
Asian	2	NR	NR	NR		
Other Race/Ethnicity	5	NR	NR	NR		
Enlisted	4	34	NR	NR	±17	
Officers	3	NR	NR	NR		
USNR	2	NR	NR	10	±12	
Non-Hispanic White	2	NR	NR	1	±6	
Total Minority	3	33	NR	17	±16	
Black	4	NR	NR	NR		
Hispanic	2	NR	NR	NR		
Asian	5	NR	NR	NR		
Other Race/Ethnicity	3	NR	NR	NR		
Enlisted	3	20	NR	10	±16	
Officers	1	NR	NR	NR		
USMCR	1	NR	NR	NR		
Non-Hispanic White	1	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	5	NR	NR	NR		
Hispanic	0	NR	NR	NR		
Asian	1	NR	NR	NR		
Other Race/Ethnicity	3	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	0	NR	NR	NR		
ANG	1	36	NR	15	±18	
Non-Hispanic White	1	NR	NR	NR		
Total Minority	3	NR	27	10	±16	
Black	3	NR	NR	NR		
Hispanic	4	NR	NR	NR		
Asian	2	NR	NR	NR		
Other Race/Ethnicity	1	NR	NR	12	±17	
Enlisted	1	NR	NR	11	±16	
Officers	2	NR	NR	NR		
USAFR	2	28	44	28	±17	
Non-Hispanic White	1	NR	NR	NR		
Total Minority	4	29	NR	NR	±17	
Black	4	NR	NR	NR		
Hispanic	4	NR	NR	NR		
Asian	2	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	2	23	NR	NR	±17	
Officers	2	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

116. Was your report found to be true?

1. Yes

2. No

3. They were unable to determine whether your report was true or not

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	1	68	2	30	±13	
National Guard	1	71	1	28	±18	
Reserve	1	NR	4	33	±18	
Enlisted	1	67	3	31	±14	
E1-E4	1	NR	NR	NR		
E5-E9	1	63	2	35	±16	
Officers	1	NR	NR	NR		
O1-O3	1	NR	NR	NR		
O4-O6	1	NR	NR	NR		
W1-W5	1	NR	NR	NR		
Male	1	67	2	31	±15	
Female	2	NR	3	NR	±9	
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	66	2	32	±14	
Black	3	NR	3	NR	±8	
Hispanic	1	NR	NR	NR		
AIAN	1	NR	NR	NR		
Asian	1	NR	NR	NR		
NHPI	2	NR	NR	NR		
Two or More Races	1	NR	NR	NR		
AGR/FTS/AR	2	NR	1	NR	±5	
Other Selected Reserve	1	69	3	28	±15	
Reserve Unit	1	69	3	28	±15	
Military Technicians	1	NR	NR	NR		
IMA	0	NR	NR	NR		
Not Activated Past 12 Months	1	67	3	30	±15	
Activated in the Past 12 Months	2	NR	0	NR	±3	
Deployed Past 12 Months	3	NR	1	NR	±4	
ARNG	1	NR	0	NR	±1	
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	NR	0	NR	±1	
Black	4	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	1	NR	NR	NR		
Other Race/Ethnicity	1	NR	NR	NR		
Enlisted	1	NR	0	NR	±1	
Officers	1	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115).

NR: Not reportable

116. Was your report found to be true?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	1	NR	NR	NR		
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	NR	1	NR	±6	
Black	2	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	2	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		
USNR	0	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	1	NR	NR	NR		
Hispanic	0	NR	NR	NR		
Asian	2	NR	NR	NR		
Other Race/Ethnicity	1	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	0	NR	NR	NR		
USMCR	0	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	0	NR	NR	NR		
Asian	NA	NA	NA	NA		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	0	NR	NR	NR		
Officers	NA	NA	NA	NA		
ANG	0	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	2	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	3	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	0	NR	NR	NR		
USAFR	1	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115).

NR: Not reportable

NA: Not applicable

117. How satisfied were you with the outcome of your report?

1. Very dissatisfied

2. Dissatisfied

3. Neither satisfied nor dissatisfied

4. Satisfied

5. Very satisfied

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
TOTAL DOD	1	18	9	28	27	18	±15	45.0	±14.0	
National Guard	1	25	6	NR	NR	10	±18	NR		
Reserve	1	10	NR	26	NR	NR	±17	NR		
Enlisted	1	21	8	29	25	17	±16	42.0	±15.0	
E1-E4	1	NR	NR	NR	NR	4	±11	NR		
E5-E9	1	23	11	31	13	23	±17	35.0	±15.0	
Officers	1	3	NR	NR	NR	NR	±9	NR		
O1-O3	1	NR	NR	NR	NR	NR		NR		
O4-O6	1	NR	NR	NR	NR	NR		NR		
W1-W5	1	NR	NR	NR	NR	NR		NR		
Male	1	25	6	31	20	19	±17	38.0	±15.0	
Female	2	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	2	16	10	24	33	16	±18	49.0	±15.0	
Black	3	13	8	NR	NR	NR	±17	NR		
Hispanic	1	NR	8	NR	NR	NR	±13	NR		
AIAN	1	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
NHPI	2	NR	NR	NR	NR	NR		NR		
Two or More Races	1	NR	NR	NR	NR	NR		NR		
AGR/FTS/AR	2	3	17	NR	NR	NR	±18	NR		
Other Selected Reserve	1	23	7	29	28	13	±18	41.0	±16.0	
Reserve Unit	1	23	7	30	28	13	±18	41.0	±16.0	
Military Technicians	1	NR	NR	NR	NR	NR		NR		
IMA	0	NR	NR	NR	NR	NR		NR		
Not Activated Past 12 Months	1	16	6	32	26	21	±18	47.0	±16.0	
Activated in the Past 12 Months	2	NR	NR	NR	NR	NR		NR		
Deployed Past 12 Months	3	NR	NR	NR	NR	NR		NR		
ARNG	1	NR	6	NR	NR	11	±11	NR		
Non-Hispanic White	1	NR	0	NR	NR	NR	±2	NR		
Total Minority	2	NR	9	NR	NR	6	±13	NR		
Black	4	NR	NR	NR	NR	NR		NR		
Hispanic	1	NR	NR	NR	NR	NR		NR		
Asian	1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	4	NR	NR	9	±11	NR		
Officers	1	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

117. How satisfied were you with the outcome of your report?

	% Resp.	Percentages					Max ME	Percentage Reporting Satisfied		
		1	2	3	4	5				
USAR	1	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	1	NR	NR	NR	NR	NR		NR		
Total Minority	2	NR	NR	NR	NR	NR		NR		
Black	2	NR	NR	NR	NR	NR		NR		
Hispanic	1	NR	NR	NR	1	NR	±6	NR		
Asian	0	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	2	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	NR	NR	NR	NR		NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USNR	1	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	0	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	1	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	NR	NR	NR	NR		NR		
Officers	1	NR	NR	NR	NR	NR		NR		
USMCR	0	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	0	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	2	NR	NR	NR	NR	NR		NR		
Hispanic	0	NR	NR	NR	NR	NR		NR		
Asian	NA	NA	NA	NA	NA	NA		NA		
Other Race/Ethnicity	0	NR	NR	NR	NR	NR		NR		
Enlisted	0	NR	NR	NR	NR	NR		NR		
Officers	NA	NA	NA	NA	NA	NA		NA		
ANG	0	NR	NR	NR	NR	4	±11	NR		
Non-Hispanic White	0	NR	NR	NR	NR	NR		NR		
Total Minority	2	NR	NR	NR	NR	4	±12	NR		
Black	2	NR	NR	NR	NR	NR		NR		
Hispanic	3	NR	NR	NR	NR	NR		NR		
Asian	0	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	0	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	NR	NR	NR	4	±11	NR		
Officers	0	NR	NR	NR	NR	NR		NR		
USAFR	1	NR	NR	NR	NR	NR		NR		
Non-Hispanic White	0	NR	NR	NR	NR	NR		NR		
Total Minority	1	NR	NR	NR	NR	NR		NR		
Black	2	NR	NR	NR	NR	NR		NR		
Hispanic	1	NR	NR	NR	NR	NR		NR		
Asian	0	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	0	NR	NR	NR	NR	NR		NR		
Enlisted	1	NR	NR	NR	NR	NR		NR		
Officers	1	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115). *Percentage Reporting Satisfied* includes members who indicated "Satisfied" or "Very satisfied."

NR: Not reportable

NA: Not applicable

118. In response to your report, was official action taken against...

a. You?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	1	4	87	9	±15	
National Guard	1	2	NR	NR	±4	
Reserve	1	8	88	4	±14	
Enlisted	1	4	85	NR	±16	
E1-E4	1	NR	NR	NR		
E5-E9	1	3	91	5	±8	
Officers	1	NR	NR	NR		
O1-O3	1	NR	NR	NR		
O4-O6	1	1	99	NR	±7	
W1-W5	1	NR	NR	NR		
Male	1	5	89	6	±10	
Female	2	2	NR	NR	±6	
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	5	NR	NR	±8	
Black	3	NR	NR	NR		
Hispanic	1	3	95	NR	±11	
AIAN	1	NR	NR	NR		
Asian	1	NR	NR	NR		
NHPI	3	NR	NR	NR		
Two or More Races	1	NR	NR	NR		
AGR/FTS/AR	2	NR	NR	NR		
Other Selected Reserve	1	3	NR	NR	±5	
Reserve Unit	1	3	NR	NR	±5	
Military Technicians	1	NR	NR	2	±9	
IMA	0	NR	NR	NR		
Not Activated Past 12 Months	1	4	NR	NR	±5	
Activated in the Past 12 Months	2	NR	NR	NR		
Deployed Past 12 Months	3	NR	NR	NR		
ARNG	1	1	NR	NR	±4	
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	2	NR	NR	±6	
Black	4	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	1	NR	NR	NR		
Other Race/Ethnicity	1	NR	NR	NR		
Enlisted	1	0	NR	NR	±3	
Officers	1	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115).

NR: Not reportable

118. In response to your report, was official action taken against...

a. You?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	1	NR	NR	NR		
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	2	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		
USNR	1	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	1	NR	NR	NR		
Hispanic	0	NR	NR	NR		
Asian	2	NR	NR	NR		
Other Race/Ethnicity	1	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		
USMCR	0	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	0	NR	NR	NR		
Asian	NA	NA	NA	NA		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	0	NR	NR	NR		
Officers	NA	NA	NA	NA		
ANG	0	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	2	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	3	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	0	NR	NR	NR		
USAFR	1	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	1	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	0	NR	NR	NR		
Officers	1	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115).

NR: Not reportable

NA: Not applicable

118. In response to your report, was official action taken against...

b. One or more of the person(s) who bothered you?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	1	19	63	17	±14	
National Guard	1	NR	NR	NR		
Reserve	1	21	62	17	±17	
Enlisted	1	19	62	18	±15	
E1-E4	1	NR	NR	NR		
E5-E9	1	16	73	12	±13	
Officers	1	NR	NR	NR		
O1-O3	1	NR	NR	NR		
O4-O6	1	NR	NR	NR		
W1-W5	1	NR	NR	NR		
Male	1	14	73	14	±13	
Female	2	NR	NR	NR		
Non-Hispanic White	1	10	83	7	±16	
Total Minority	2	25	52	23	±18	
Black	3	NR	NR	NR		
Hispanic	1	NR	NR	NR		
AIAN	1	NR	NR	NR		
Asian	1	NR	NR	NR		
NHPI	3	NR	NR	NR		
Two or More Races	1	NR	NR	NR		
AGR/FTS/AR	2	NR	NR	10	±16	
Other Selected Reserve	1	12	69	19	±17	
Reserve Unit	1	12	69	19	±17	
Military Technicians	1	NR	NR	NR		
IMA	0	NR	NR	NR		
Not Activated Past 12 Months	1	23	60	16	±17	
Activated in the Past 12 Months	2	NR	NR	NR		
Deployed Past 12 Months	3	NR	NR	NR		
ARNG	1	NR	NR	NR		
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	NR	NR	NR		
Black	4	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	1	NR	NR	NR		
Other Race/Ethnicity	1	2	NR	NR	±8	
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115).

NR: Not reportable

118. In response to your report, was official action taken against...

b. One or more of the person(s) who bothered you?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	1	NR	NR	NR		
Non-Hispanic White	1	NR	NR	NR		
Total Minority	2	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	2	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		
USNR	1	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	1	NR	NR	NR		
Hispanic	0	NR	NR	NR		
Asian	2	NR	NR	NR		
Other Race/Ethnicity	1	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		
USMCR	0	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	0	NR	NR	NR		
Asian	NA	NA	NA	NA		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	0	NR	NR	NR		
Officers	NA	NA	NA	NA		
ANG	0	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	2	7	NR	NR	±11	
Black	2	NR	NR	NR		
Hispanic	3	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	0	NR	NR	NR		
USAFR	1	NR	NR	NR		
Non-Hispanic White	0	NR	NR	NR		
Total Minority	1	NR	NR	NR		
Black	2	NR	NR	NR		
Hispanic	1	NR	NR	NR		
Asian	0	NR	NR	NR		
Other Race/Ethnicity	0	NR	NR	NR		
Enlisted	1	NR	NR	NR		
Officers	1	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112), and who knew the outcome of their report (Q115).

NR: Not reportable

NA: Not applicable

119. Was the situation corrected?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	11	48	±6	
National Guard	11	51	±7	
Reserve	11	44	±8	
Enlisted	11	50	±6	
E1–E4	9	57	±12	
E5–E9	13	46	±6	
Officers	10	35	±10	
O1–O3	9	NR		
O4–O6	10	38	±13	
W1–W5	11	NR		
Male	11	49	±6	
Female	12	47	±11	
Non-Hispanic White	8	52	±9	
Total Minority	15	45	±7	
Black	17	40	±9	
Hispanic	13	51	±12	
AIAN	22	NR		
Asian	12	36	±10	
NHPI	13	NR		
Two or More Races	14	NR		
AGR/FTS/AR	16	42	±8	
Other Selected Reserve	10	49	±6	
Reserve Unit	10	49	±6	
Military Technicians	12	48	±11	
IMA	5	28	±14	
Not Activated Past 12 Months	11	49	±6	
Activated in the Past 12 Months	13	44	±11	
Deployed Past 12 Months	17	52	±15	
ARNG	12	52	±8	
Non-Hispanic White	9	58	±12	
Total Minority	18	47	±11	
Black	20	38	±16	
Hispanic	16	NR		
Asian	15	NR		
Other Race/Ethnicity	19	NR		
Enlisted	12	55	±9	
Officers	12	33	±16	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

119. Was the situation corrected?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	12	43	±11	
Non-Hispanic White	10	NR		
Total Minority	14	44	±11	
Black	17	39	±16	
Hispanic	13	NR		
Asian	11	NR		
Other Race/Ethnicity	13	NR		
Enlisted	12	43	±13	
Officers	11	NR		
USNR	11	57	±14	
Non-Hispanic White	9	NR		
Total Minority	14	46	±10	
Black	14	40	±17	
Hispanic	14	NR		
Asian	15	NR		
Other Race/Ethnicity	11	NR		
Enlisted	13	59	±16	
Officers	6	NR		
USMCR	7	62	±15	
Non-Hispanic White	5	NR		
Total Minority	9	60	±16	
Black	18	NR		
Hispanic	7	NR		
Asian	13	NR		
Other Race/Ethnicity	4	NR		
Enlisted	7	66	±16	
Officers	6	NR		
ANG	7	44	±8	
Non-Hispanic White	6	46	±12	
Total Minority	12	41	±10	
Black	17	51	±13	
Hispanic	10	NR		
Asian	10	21	±15	
Other Race/Ethnicity	7	NR		
Enlisted	7	45	±9	
Officers	7	NR		
USAFR	8	30	±9	
Non-Hispanic White	5	26	±16	
Total Minority	12	33	±11	
Black	14	40	±15	
Hispanic	11	NR		
Asian	6	NR		
Other Race/Ethnicity	16	12	±12	
Enlisted	9	31	±10	
Officers	6	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

120. As a result of the situation, did you experience any...

a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	12	73	15	±6	
National Guard	11	12	73	15	±7	
Reserve	11	12	72	15	±9	
Enlisted	11	13	73	14	±6	
E1-E4	9	14	70	15	±13	
E5-E9	13	12	75	13	±6	
Officers	10	8	71	21	±13	
O1-O3	10	5	NR	NR	±9	
O4-O6	10	9	80	11	±10	
W1-W5	11	17	80	NR	±17	
Male	10	13	72	15	±6	
Female	12	9	77	14	±12	
Non-Hispanic White	8	12	76	12	±10	
Total Minority	15	12	70	18	±7	
Black	17	12	73	15	±10	
Hispanic	13	10	69	21	±14	
AIAN	22	NR	NR	4	±5	
Asian	12	10	66	24	±14	
NHPI	13	9	79	12	±14	
Two or More Races	14	NR	NR	15	±13	
AGR/FTS/AR	16	12	73	15	±8	
Other Selected Reserve	10	12	73	15	±6	
Reserve Unit	10	12	73	15	±6	
Military Technicians	11	9	81	9	±9	
IMA	5	12	75	14	±14	
Not Activated Past 12 Months	10	13	73	14	±6	
Activated in the Past 12 Months	13	10	72	18	±11	
Deployed Past 12 Months	17	5	71	24	±18	
ARNG	12	13	72	14	±9	
Non-Hispanic White	9	11	81	9	±13	
Total Minority	17	16	65	20	±12	
Black	19	NR	NR	NR		
Hispanic	16	12	NR	NR	±15	
Asian	14	8	NR	NR	±14	
Other Race/Ethnicity	19	NR	NR	7	±13	
Enlisted	12	14	74	12	±9	
Officers	12	10	NR	NR	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

120. As a result of the situation, did you experience any...

- a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	16	70	14	±13	
Non-Hispanic White	10	NR	NR	NR		
Total Minority	14	11	77	13	±13	
Black	16	10	84	7	±12	
Hispanic	13	9	NR	NR	±12	
Asian	12	10	74	NR	±18	
Other Race/Ethnicity	13	NR	NR	NR		
Enlisted	12	18	68	14	±16	
Officers	12	7	NR	NR	±12	
USNR	11	5	80	15	±10	
Non-Hispanic White	9	NR	NR	NR		
Total Minority	14	10	71	19	±10	
Black	14	10	81	9	±15	
Hispanic	13	4	NR	NR	±9	
Asian	15	13	NR	NR	±13	
Other Race/Ethnicity	11	NR	NR	17	±15	
Enlisted	13	5	79	15	±12	
Officers	6	6	NR	NR	±11	
USMCR	7	5	NR	NR	±7	
Non-Hispanic White	5	NR	NR	NR		
Total Minority	9	5	79	16	±13	
Black	18	NR	NR	NR		
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	7	6	NR	NR	±8	
Officers	7	NR	94	3	±14	
ANG	7	6	76	17	±8	
Non-Hispanic White	5	3	79	18	±12	
Total Minority	12	10	73	17	±9	
Black	17	6	78	16	±13	
Hispanic	10	13	NR	NR	±12	
Asian	10	9	75	16	±17	
Other Race/Ethnicity	7	18	66	16	±15	
Enlisted	7	6	77	16	±8	
Officers	7	5	NR	NR	±7	
USAFR	8	7	77	16	±8	
Non-Hispanic White	5	4	93	NR	±10	
Total Minority	12	9	68	23	±11	
Black	14	10	77	13	±15	
Hispanic	11	8	NR	NR	±11	
Asian	6	NR	NR	NR		
Other Race/Ethnicity	16	4	NR	NR	±5	
Enlisted	9	7	77	16	±9	
Officers	6	5	NR	NR	±6	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

120. As a result of the situation, did you experience any...

b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	11	15	69	16	±6	
National Guard	11	15	69	16	±7	
Reserve	11	15	67	17	±8	
Enlisted	11	15	68	17	±6	
E1-E4	9	17	64	19	±13	
E5-E9	13	14	70	16	±6	
Officers	10	13	73	13	±10	
O1-O3	10	16	68	NR	±18	
O4-O6	10	11	79	11	±11	
W1-W5	11	12	77	NR	±18	
Male	10	14	70	16	±6	
Female	12	17	63	19	±13	
Non-Hispanic White	8	14	72	14	±10	
Total Minority	15	16	66	19	±7	
Black	17	18	67	15	±10	
Hispanic	13	9	65	25	±14	
AIAN	22	NR	NR	5	±6	
Asian	12	15	68	16	±10	
NHPI	13	6	NR	NR	±8	
Two or More Races	14	NR	NR	14	±12	
AGR/FTS/AR	16	18	67	15	±8	
Other Selected Reserve	10	15	69	17	±6	
Reserve Unit	10	15	69	17	±6	
Military Technicians	11	15	68	17	±12	
IMA	5	5	78	17	±14	
Not Activated Past 12 Months	10	15	68	17	±6	
Activated in the Past 12 Months	13	13	71	16	±11	
Deployed Past 12 Months	17	11	65	24	±18	
ARNG	12	15	69	16	±9	
Non-Hispanic White	9	13	74	13	±13	
Total Minority	18	17	65	18	±12	
Black	19	NR	67	14	±17	
Hispanic	16	7	NR	NR	±9	
Asian	13	NR	NR	15	±16	
Other Race/Ethnicity	19	NR	NR	6	±10	
Enlisted	12	15	68	17	±10	
Officers	12	13	78	9	±14	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

120. As a result of the situation, did you experience any...

b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	12	18	66	16	±13	
Non-Hispanic White	10	NR	NR	NR		
Total Minority	14	16	68	17	±14	
Black	16	20	64	NR	±17	
Hispanic	13	11	NR	NR	±13	
Asian	12	22	69	9	±18	
Other Race/Ethnicity	13	5	NR	NR	±5	
Enlisted	12	18	65	17	±15	
Officers	12	NR	NR	NR		
USNR	11	13	70	17	±13	
Non-Hispanic White	9	NR	NR	NR		
Total Minority	14	17	64	19	±10	
Black	14	18	72	10	±16	
Hispanic	13	NR	NR	NR		
Asian	15	14	NR	NR	±14	
Other Race/Ethnicity	11	NR	NR	21	±17	
Enlisted	13	14	70	16	±15	
Officers	6	9	NR	NR	±13	
USMCR	7	3	NR	NR	±7	
Non-Hispanic White	5	1	NR	NR	±4	
Total Minority	9	5	84	11	±12	
Black	18	NR	NR	8	±12	
Hispanic	7	NR	NR	NR		
Asian	13	NR	NR	NR		
Other Race/Ethnicity	4	NR	NR	NR		
Enlisted	7	3	NR	NR	±9	
Officers	7	4	NR	NR	±9	
ANG	7	13	70	17	±8	
Non-Hispanic White	5	12	75	13	±12	
Total Minority	12	15	63	22	±10	
Black	17	13	71	16	±13	
Hispanic	10	14	NR	NR	±12	
Asian	10	14	65	22	±17	
Other Race/Ethnicity	7	NR	NR	18	±12	
Enlisted	7	15	70	15	±8	
Officers	7	3	NR	NR	±6	
USAFR	8	11	71	18	±9	
Non-Hispanic White	5	NR	86	6	±17	
Total Minority	12	12	62	25	±11	
Black	14	13	68	19	±16	
Hispanic	11	NR	NR	NR		
Asian	6	NR	NR	NR		
Other Race/Ethnicity	16	4	NR	NR	±5	
Enlisted	9	11	72	17	±10	
Officers	6	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102).

NR: Not reportable

120. What types of retaliation did you experience as a result of the situation? Constructed from Q120.

1. Professional retaliation only 2. Both professional and social retaliation 3. Social retaliation only
 4. Neither professional nor social retaliation

	% Resp.	Percentages				Max ME
		1	2	3	4	
TOTAL DOD	11	2	9	5	84	±5
National Guard	11	2	9	4	85	±6
Reserve	11	3	9	5	83	±9
Enlisted	11	2	10	4	84	±6
E1–E4	9	1	14	3	83	±13
E5–E9	13	3	7	6	84	±5
Officers	10	3	4	7	86	±8
O1–O3	10	0	4	8	87	±14
O4–O6	10	4	3	6	86	±11
W1–W5	11	NR	9	NR	80	±17
Male	10	2	10	4	84	±6
Female	12	2	7	9	82	±9
Non-Hispanic White	8	2	9	5	84	±11
Total Minority	15	2	9	5	84	±5
Black	17	2	10	7	81	±9
Hispanic	13	2	6	2	90	±5
AIAN	22	1	NR	2	NR	±5
Asian	12	1	7	4	87	±7
NHPI	13	3	5	1	91	±10
Two or More Races	14	NR	NR	7	NR	±11
AGR/FTS/AR	16	2	8	7	83	±8
Other Selected Reserve	10	2	9	4	84	±6
Reserve Unit	10	2	9	4	84	±6
Military Technicians	11	1	8	6	85	±10
IMA	5	5	4	1	90	±8
Not Activated Past 12 Months	10	2	9	5	83	±6
Activated in the Past 12 Months	13	2	8	5	86	±8
Deployed Past 12 Months	17	1	4	6	90	±9
ARNG	12	2	10	4	84	±7
Non-Hispanic White	9	2	8	5	85	±14
Total Minority	17	2	12	4	83	±10
Black	19	2	NR	NR	80	±18
Hispanic	16	2	5	0	93	±8
Asian	13	NR	8	NR	NR	±15
Other Race/Ethnicity	19	0	NR	7	NR	±13
Enlisted	12	2	11	4	83	±8
Officers	12	3	7	3	87	±10

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102). Reserve component members who indicated that they did not experience or did not know if they experienced professional and/or social retaliation are included in the "Neither professional nor social retaliation" category.
 NR: Not reportable

120. What types of retaliation did you experience as a result of the situation? Constructed from Q120.

	% Resp.	Percentages				Max ME
		1	2	3	4	
USAR	12	4	12	5	79	±15
Non-Hispanic White	10	NR	NR	3	NR	±10
Total Minority	14	3	7	7	83	±8
Black	16	4	6	11	79	±14
Hispanic	13	1	9	2	88	±13
Asian	12	NR	6	7	85	±15
Other Race/Ethnicity	13	NR	3	2	NR	±4
Enlisted	12	4	13	3	79	±17
Officers	12	4	NR	NR	NR	±12
USNR	11	0	5	8	87	±14
Non-Hispanic White	9	NR	NR	NR	NR	
Total Minority	14	1	9	7	83	±8
Black	14	NR	10	6	84	±15
Hispanic	13	NR	2	NR	84	±17
Asian	15	NR	9	2	87	±13
Other Race/Ethnicity	11	NR	NR	3	NR	±9
Enlisted	13	0	4	NR	86	±14
Officers	6	NR	5	NR	92	±13
USMCR	7	3	1	1	96	±5
Non-Hispanic White	5	1	1	NR	98	±7
Total Minority	9	4	1	1	95	±8
Black	18	NR	NR	1	NR	±5
Hispanic	7	NR	NR	NR	NR	
Asian	13	NR	NR	NR	NR	
Other Race/Ethnicity	4	NR	NR	NR	NR	
Enlisted	7	3	1	0	96	±6
Officers	7	NR	NR	3	94	±13
ANG	7	1	5	6	89	±5
Non-Hispanic White	5	1	2	4	93	±8
Total Minority	12	2	7	7	84	±7
Black	17	NR	5	8	87	±11
Hispanic	10	4	7	6	83	±13
Asian	10	NR	9	3	88	±15
Other Race/Ethnicity	7	3	13	NR	NR	±14
Enlisted	7	1	5	6	88	±6
Officers	7	0	3	NR	97	±6
USAFR	8	1	5	5	89	±7
Non-Hispanic White	5	2	1	NR	89	±16
Total Minority	12	1	7	3	89	±7
Black	14	NR	8	NR	87	±15
Hispanic	11	NR	7	2	91	±11
Asian	6	NR	NR	NR	NR	
Other Race/Ethnicity	16	2	2	2	94	±7
Enlisted	9	1	5	4	89	±9
Officers	6	2	1	NR	NR	±4

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102). Reserve component members who indicated that they did not experience or did not know if they experienced professional and/or social retaliation are included in the "Neither professional nor social retaliation" category.

NR: Not reportable

121. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems a–h}

- a. You thought it was not important enough to report. b. You did not know how to report. c. You felt uncomfortable making the report.
- d. You took care of the problem yourself. e. You did not think anything would be done. f. You thought you would not be believed.
- g. You thought reporting would take too much time and effort. h. You thought you would be labeled a troublemaker.

	% Resp.	Percentages								Max ME
		a	b	c	d	e	f	g	h	
TOTAL DOD	8	49	18	37	47	41	27	29	37	±7
National Guard	8	48	15	34	46	38	23	26	33	±9
Reserve	8	50	21	40	48	46	32	33	41	±12
Enlisted	8	48	19	36	49	39	27	29	35	±8
E1–E4	7	59	19	37	46	31	27	36	29	±17
E5–E9	9	40	18	36	51	45	26	24	40	±7
Officers	7	53	14	40	35	52	29	27	46	±14
O1–O3	7	NR	13	NR	NR	NR	NR	16	NR	±14
O4–O6	7	41	12	50	41	55	24	38	48	±16
W1–W5	9	NR	NR	NR	NR	NR	NR	NR	NR	
Male	8	50	18	37	50	41	27	30	36	±8
Female	8	43	18	38	35	44	27	25	39	±15
Non-Hispanic White	6	44	13	32	43	38	25	24	32	±12
Total Minority	10	53	23	41	50	44	29	33	41	±8
Black	11	48	17	40	44	46	31	28	42	±11
Hispanic	10	53	27	42	53	42	29	38	42	±16
AIAN	16	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	9	55	20	50	51	45	26	37	45	±11
NHPI	8	NR	10	NR	NR	NR	NR	NR	NR	±11
Two or More Races	11	NR	NR	NR	NR	NR	NR	NR	NR	
AGR/FTS/AR	10	36	13	40	43	48	22	18	42	±10
Other Selected Reserve	8	50	18	36	48	40	27	30	36	±8
Reserve Unit	8	50	19	36	48	40	28	30	36	±8
Military Technicians	9	31	13	39	34	40	22	24	37	±12
IMA	4	53	6	36	40	51	13	32	45	±16
Not Activated Past 12 Months	8	48	18	40	47	42	27	29	38	±8
Activated in the Past 12 Months	9	54	15	23	46	39	26	28	31	±13
Deployed Past 12 Months	11	NR	18	28	NR	NR	NR	22	NR	±15
ARNG	9	49	15	32	47	36	23	26	32	±10
Non-Hispanic White	6	40	4	22	37	29	12	11	23	±15
Total Minority	13	58	25	42	56	43	32	39	41	±15
Black	12	NR	10	NR	NR	NR	NR	NR	NR	±13
Hispanic	13	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	9	NR	NR	NR	NR	NR	NR	21	NR	±18
Other Race/Ethnicity	15	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	9	47	16	31	50	34	22	27	30	±11
Officers	9	NR	7	NR	23	NR	NR	15	NR	±15

Note. Percent responding are Reserve component members who answered at least one item in the question (Q121a–h), who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who did not report the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

121. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems a–h}

	% Resp.	Percentages								Max ME
		a	b	c	d	e	f	g	h	
USAR	8	53	26	45	50	49	41	41	46	±17
Non-Hispanic White	8	NR	NR	NR	NR	NR	NR	NR	NR	
Total Minority	9	51	23	34	47	43	24	28	40	±14
Black	9	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	9	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	9	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	7	NR	NR	NR	NR	NR	9	NR	NR	±12
Enlisted	8	56	NR	NR	NR	NR	NR	NR	NR	±16
Officers	9	NR	21	NR	NR	NR	NR	NR	NR	±18
USNR	8	NR	13	29	59	NR	19	19	30	±17
Non-Hispanic White	7	NR	NR	NR	NR	NR	NR	NR	NR	
Total Minority	10	49	17	42	50	50	31	33	39	±13
Black	11	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	10	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	10	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	7	NR	4	NR	NR	NR	NR	NR	NR	±10
Enlisted	10	NR	13	29	NR	NR	18	18	NR	±16
Officers	4	NR	NR	NR	NR	NR	NR	NR	NR	
USMCR	5	37	10	22	34	18	5	11	15	±17
Non-Hispanic White	4	NR	NR	NR	NR	NR	NR	NR	NR	
Total Minority	8	NR	12	25	NR	21	7	16	17	±17
Black	13	NR	NR	NR	NR	NR	5	NR	NR	±11
Hispanic	6	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	13	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	5	34	9	20	NR	16	6	12	12	±18
Officers	6	NR	NR	NR	NR	NR	4	7	NR	±13
ANG	6	39	17	43	42	44	25	26	38	±9
Non-Hispanic White	5	32	17	34	40	39	18	21	27	±14
Total Minority	9	50	18	56	44	50	34	33	54	±11
Black	13	45	9	52	42	45	33	30	45	±16
Hispanic	6	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	9	78	9	NR	NR	NR	25	NR	NR	±18
Other Race/Ethnicity	5	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	6	39	17	43	40	43	25	23	38	±10
Officers	5	NR	NR	NR	NR	NR	NR	NR	NR	
USAFR	6	43	15	43	34	56	24	29	47	±13
Non-Hispanic White	4	NR	6	NR	NR	NR	NR	NR	NR	±12
Total Minority	8	40	21	52	36	56	28	27	49	±17
Black	10	28	NR	NR	NR	NR	NR	23	NR	±18
Hispanic	7	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	4	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	12	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	6	41	16	39	36	54	23	24	44	±14
Officers	4	NR	4	NR	NR	NR	NR	NR	NR	±7

Note. Percent responding are Reserve component members who answered at least one item in the question (Q121a–h), who experienced race/ethnicity-related behaviors (Q31–Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who did not report the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

121. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems i-p}

- i. You thought it would make your work situation unpleasant. j. You thought your performance evaluation or chance for promotion would suffer. k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.
- l. You were afraid of retaliation/reprisals from your chain of command. m. You were encouraged to withdraw your report. n. You did not know the identity of the person(s) who did it.
- o. Situation only involved civilian(s) off an installation. p. Other reason(s)

	% Resp.	Percentages								Max ME
		i	j	k	l	m	n	o	p	
TOTAL DOD	8	45	28	29	26	3	6	3	16	±7
National Guard	8	41	22	22	21	3	5	3	15	±9
Reserve	8	51	37	37	33	3	6	3	19	±11
Enlisted	8	45	28	28	25	3	6	3	16	±8
E1–E4	7	42	26	24	18	3	4	3	14	±16
E5–E9	9	47	30	31	30	3	7	3	17	±7
Officers	7	48	30	33	32	3	7	4	20	±12
O1–O3	7	NR	NR	NR	NR	NR	4	NR	NR	±11
O4–O6	7	51	29	35	29	NR	6	5	19	±17
W1–W5	9	NR	NR	NR	NR	NR	NR	NR	NR	
Male	8	45	29	29	26	3	6	3	17	±8
Female	8	49	25	25	27	2	4	4	13	±13
Non-Hispanic White	6	41	28	29	25	3	5	2	16	±12
Total Minority	10	50	28	28	27	3	7	4	17	±8
Black	11	50	33	29	32	3	9	3	21	±11
Hispanic	10	53	24	25	25	3	5	4	12	±14
AIAN	16	NR	14	NR	10	0	NR	1	10	±15
Asian	9	53	34	38	30	4	10	2	18	±11
NHPI	8	NR	NR	NR	NR	1	7	NR	NR	±11
Two or More Races	11	NR	NR	19	NR	2	2	NR	NR	±17
AGR/FTS/AR	10	50	31	27	32	3	4	4	16	±11
Other Selected Reserve	8	45	28	29	25	3	6	3	17	±8
Reserve Unit	8	45	28	29	25	3	6	3	16	±8
Military Technicians	9	46	24	34	28	4	10	4	20	±13
IMA	4	54	23	22	20	1	7	2	28	±17
Not Activated Past 12 Months	8	47	28	29	26	3	6	2	16	±8
Activated in the Past 12 Months	9	37	29	28	27	3	7	7	17	±12
Deployed Past 12 Months	11	NR	NR	NR	NR	1	9	0	17	±14
ARNG	9	39	20	20	19	2	5	4	13	±10
Non-Hispanic White	6	28	16	15	16	2	4	2	12	±13
Total Minority	13	49	24	25	22	2	5	5	13	±13
Black	12	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	13	NR	NR	NR	NR	NR	3	3	8	±12
Asian	9	NR	NR	NR	24	6	NR	NR	8	±18
Other Race/Ethnicity	15	NR	NR	NR	NR	2	3	NR	NR	±7
Enlisted	9	38	19	20	17	2	5	4	12	±11
Officers	9	NR	NR	20	NR	1	3	4	17	±18

Note. Percent responding are Reserve component members who answered at least one item in the question (Q121i-p), who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/Q94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

121. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems i-p}

	% Resp.	Percentages								Max ME
		i	j	k	l	m	n	o	p	
USAR	8	56	46	44	40	4	7	4	21	±17
Non-Hispanic White	8	NR	NR	NR	NR	NR	6	NR	NR	±13
Total Minority	9	45	31	27	33	3	7	6	18	±14
Black	9	NR	NR	NR	NR	NR	NR	NR	NR	
Hispanic	9	NR	NR	NR	NR	NR	2	NR	NR	±7
Asian	9	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	7	NR	NR	NR	NR	NR	NR	0	7	±11
Enlisted	8	58	NR	NR	NR	3	5	4	NR	±16
Officers	9	NR	NR	NR	NR	NR	NR	NR	NR	
USNR	8	NR	20	24	20	1	7	1	11	±13
Non-Hispanic White	7	NR	NR	NR	NR	NR	NR	NR	NR	
Total Minority	10	54	30	41	30	3	10	1	15	±13
Black	11	NR	NR	NR	NR	4	NR	NR	NR	±11
Hispanic	10	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	10	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	7	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	10	NR	19	23	19	2	7	1	9	±14
Officers	4	NR	NR	NR	NR	NR	NR	NR	NR	
USMCR	5	21	14	8	7	2	2	2	13	±13
Non-Hispanic White	4	NR	NR	NR	NR	NR	1	NR	NR	±4
Total Minority	8	24	17	5	5	3	4	3	11	±16
Black	13	NR	NR	4	7	NR	5	4	NR	±12
Hispanic	6	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	13	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	1	NR	NR	NR	NR	NR	NR	NR	NR	
Enlisted	5	18	14	6	7	2	3	2	10	±14
Officers	6	NR	11	NR	4	NR	NR	NR	NR	±16
ANG	6	52	29	30	29	5	9	2	25	±9
Non-Hispanic White	5	43	25	27	23	6	7	2	20	±13
Total Minority	9	67	35	35	37	4	13	3	31	±12
Black	13	56	30	31	33	NR	11	2	32	±16
Hispanic	6	85	NR	NR	NR	NR	NR	NR	NR	±16
Asian	9	NR	NR	NR	28	NR	NR	NR	30	±18
Other Race/Ethnicity	5	NR	NR	NR	NR	3	4	3	23	±14
Enlisted	6	53	30	30	29	6	11	3	27	±10
Officers	5	NR	NR	NR	NR	NR	2	1	NR	±6
USAFR	6	54	32	40	34	2	6	2	21	±12
Non-Hispanic White	4	NR	NR	NR	NR	NR	2	0	11	±15
Total Minority	8	59	40	41	35	0	9	3	28	±15
Black	10	NR	NR	32	35	NR	NR	4	NR	±18
Hispanic	7	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	4	NR	NR	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	12	NR	NR	NR	NR	NR	NR	NR	5	±7
Enlisted	6	53	32	39	32	2	6	2	21	±14
Officers	4	NR	NR	NR	NR	1	7	1	NR	±9

Note. Percent responding are Reserve component members who answered at least one item in the question (Q121i-p), who experienced race/ethnicity-related behaviors (Q31-Q43/Q80/Q82/Q84/Q86/Q88/Q90/Q92/94/Q96/Q98/Q100/Q102), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q112).

NR: Not reportable

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially?

a. Senior leadership of my National Guard/Reserve component

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	97	77	5	18	±2	
National Guard	96	78	5	17	±3	
Reserve	97	75	5	19	±3	
Enlisted	96	76	6	18	±2	
E1-E4	96	76	6	18	±4	
E5-E9	97	76	6	18	±2	
Officers	98	79	3	17	±3	
O1-O3	97	78	3	19	±5	
O4-O6	98	81	3	16	±3	
W1-W5	98	77	5	18	±7	
Male	97	79	5	16	±2	
Female	96	69	6	25	±5	
Non-Hispanic White	97	80	4	15	±3	
Total Minority	95	71	7	22	±3	
Black	92	66	8	26	±5	
Hispanic	97	76	5	19	±4	
AIAN	98	75	9	15	±10	
Asian	98	66	8	26	±5	
NHPI	93	77	6	17	±10	
Two or More Races	98	72	7	22	±9	
AGR/FTS/AR	96	75	6	19	±3	
Other Selected Reserve	97	77	5	18	±2	
Reserve Unit	97	77	5	18	±2	
Military Technicians	97	75	5	20	±4	
IMA	98	69	2	29	±4	
Not Activated Past 12 Months	97	77	5	17	±2	
Activated in the Past 12 Months	95	73	6	21	±5	
Deployed Past 12 Months	96	75	6	19	±6	
ARNG	96	78	6	16	±3	
Non-Hispanic White	96	82	5	14	±4	
Total Minority	95	72	7	21	±5	
Black	89	63	9	28	±9	
Hispanic	98	80	6	15	±7	
Asian	98	68	6	27	±13	
Other Race/Ethnicity	98	72	8	20	±14	
Enlisted	95	77	6	17	±4	
Officers	98	82	4	14	±5	

Note. Percent responding are Reserve component members who answered the question.

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially?

a. Senior leadership of my National Guard/Reserve component

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	96	73	6	20	±5	
Non-Hispanic White	97	76	6	18	±8	
Total Minority	95	71	7	22	±5	
Black	93	70	8	22	±8	
Hispanic	96	73	5	21	±9	
Asian	97	63	11	26	±7	
Other Race/Ethnicity	97	70	8	22	±14	
Enlisted	96	73	7	19	±5	
Officers	96	74	3	23	±7	
USNR	98	78	5	17	±4	
Non-Hispanic White	99	83	4	12	±6	
Total Minority	96	70	6	23	±4	
Black	96	65	6	29	±8	
Hispanic	96	70	8	23	±8	
Asian	97	73	6	21	±7	
Other Race/Ethnicity	95	81	5	15	±9	
Enlisted	97	76	7	17	±5	
Officers	99	83	1	16	±6	
USMCR	98	84	4	12	±4	
Non-Hispanic White	99	88	2	10	±6	
Total Minority	97	79	6	16	±6	
Black	95	75	6	19	±9	
Hispanic	97	82	4	14	±9	
Asian	99	62	NR	22	±17	
Other Race/Ethnicity	97	86	2	12	±13	
Enlisted	98	84	4	12	±5	
Officers	98	82	1	17	±5	
ANG	98	78	4	18	±3	
Non-Hispanic White	98	81	3	16	±3	
Total Minority	96	70	5	25	±4	
Black	95	64	7	28	±7	
Hispanic	95	74	4	22	±8	
Asian	98	71	4	25	±7	
Other Race/Ethnicity	97	70	6	24	±9	
Enlisted	97	77	4	19	±3	
Officers	100	84	3	13	±6	
USAFR	99	74	4	23	±4	
Non-Hispanic White	99	78	3	19	±5	
Total Minority	98	67	5	28	±7	
Black	98	64	6	30	±7	
Hispanic	99	71	3	25	±17	
Asian	97	63	5	32	±17	
Other Race/Ethnicity	99	70	5	25	±10	
Enlisted	98	73	4	23	±5	
Officers	100	75	3	22	±6	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially?

b. Senior leadership of my installation/ship

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	96	77	5	18	±2	
National Guard	96	78	5	17	±3	
Reserve	97	75	5	19	±3	
Enlisted	96	76	6	18	±2	
E1-E4	96	76	5	19	±4	
E5-E9	96	76	6	18	±2	
Officers	98	81	3	15	±3	
O1-O3	97	81	3	16	±5	
O4-O6	98	83	3	14	±3	
W1-W5	98	78	4	17	±7	
Male	97	79	5	16	±2	
Female	96	68	6	26	±5	
Non-Hispanic White	97	81	4	15	±3	
Total Minority	95	71	6	23	±3	
Black	92	66	7	27	±5	
Hispanic	97	76	5	19	±5	
AIAN	97	77	8	15	±9	
Asian	97	65	8	27	±5	
NHPI	93	76	6	18	±10	
Two or More Races	98	71	6	22	±9	
AGR/FTS/AR	96	77	6	17	±3	
Other Selected Reserve	96	77	5	18	±2	
Reserve Unit	96	77	5	18	±2	
Military Technicians	97	75	5	20	±4	
IMA	98	72	2	27	±4	
Not Activated Past 12 Months	97	77	5	17	±2	
Activated in the Past 12 Months	95	74	5	21	±5	
Deployed Past 12 Months	96	74	7	19	±7	
ARNG	96	78	6	17	±3	
Non-Hispanic White	96	82	5	14	±4	
Total Minority	95	71	7	22	±5	
Black	89	61	8	30	±9	
Hispanic	98	80	6	14	±7	
Asian	98	65	6	29	±13	
Other Race/Ethnicity	98	72	7	20	±14	
Enlisted	95	77	6	17	±4	
Officers	97	83	4	13	±5	

Note. Percent responding are Reserve component members who answered the question.

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially?

b. Senior leadership of my installation/ship

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	96	74	6	20	±5	
Non-Hispanic White	97	77	6	17	±8	
Total Minority	95	71	6	23	±5	
Black	93	72	6	23	±8	
Hispanic	96	73	5	23	±10	
Asian	96	63	11	26	±7	
Other Race/Ethnicity	98	69	8	23	±14	
Enlisted	96	73	7	20	±5	
Officers	96	77	2	20	±7	
USNR	98	77	5	17	±4	
Non-Hispanic White	99	83	4	13	±6	
Total Minority	96	69	7	24	±4	
Black	96	62	6	32	±8	
Hispanic	96	70	9	21	±8	
Asian	97	73	6	21	±7	
Other Race/Ethnicity	95	78	5	16	±10	
Enlisted	97	76	7	18	±5	
Officers	99	82	1	17	±6	
USMCR	98	82	4	14	±5	
Non-Hispanic White	99	86	3	12	±7	
Total Minority	97	78	6	17	±6	
Black	95	76	6	18	±8	
Hispanic	97	82	4	14	±9	
Asian	99	52	NR	32	±17	
Other Race/Ethnicity	97	86	1	12	±13	
Enlisted	98	83	4	13	±5	
Officers	98	81	1	18	±5	
ANG	97	79	4	17	±3	
Non-Hispanic White	98	83	3	14	±3	
Total Minority	95	70	5	24	±4	
Black	95	65	7	28	±7	
Hispanic	94	75	4	21	±8	
Asian	98	70	5	25	±7	
Other Race/Ethnicity	97	70	5	25	±9	
Enlisted	97	78	4	18	±3	
Officers	100	88	3	9	±5	
USAFR	98	74	4	22	±4	
Non-Hispanic White	99	79	3	18	±5	
Total Minority	98	67	4	29	±7	
Black	98	65	5	30	±7	
Hispanic	99	68	4	28	±16	
Asian	97	64	4	32	±17	
Other Race/Ethnicity	98	74	2	24	±9	
Enlisted	98	73	4	24	±5	
Officers	100	79	3	17	±5	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially?

c. My immediate military supervisor

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	96	80	5	15	±2	
National Guard	96	80	5	14	±3	
Reserve	97	79	5	16	±3	
Enlisted	96	79	6	15	±2	
E1-E4	96	78	6	16	±4	
E5-E9	96	79	6	15	±2	
Officers	98	85	3	13	±3	
O1-O3	97	83	3	14	±5	
O4-O6	98	87	2	10	±3	
W1-W5	98	80	4	16	±7	
Male	96	81	5	14	±2	
Female	96	73	6	22	±4	
Non-Hispanic White	97	84	4	12	±3	
Total Minority	95	73	7	20	±3	
Black	92	70	7	22	±4	
Hispanic	97	76	6	18	±5	
AIAN	97	79	8	13	±9	
Asian	97	66	8	26	±6	
NHPI	93	78	8	14	±10	
Two or More Races	98	77	6	17	±9	
AGR/FTS/AR	96	80	7	13	±3	
Other Selected Reserve	96	79	5	15	±2	
Reserve Unit	96	80	5	15	±2	
Military Technicians	96	78	5	16	±4	
IMA	98	76	2	22	±3	
Not Activated Past 12 Months	96	80	5	15	±2	
Activated in the Past 12 Months	95	78	5	17	±5	
Deployed Past 12 Months	96	80	7	13	±5	
ARNG	95	80	6	14	±3	
Non-Hispanic White	96	83	5	12	±4	
Total Minority	94	74	8	18	±5	
Black	89	68	9	23	±8	
Hispanic	98	80	7	13	±7	
Asian	97	63	7	30	±13	
Other Race/Ethnicity	98	77	8	15	±14	
Enlisted	95	79	6	14	±4	
Officers	98	83	4	13	±5	

Note. Percent responding are Reserve component members who answered the question.

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially?

c. My immediate military supervisor

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	96	77	6	16	±5	
Non-Hispanic White	96	83	6	12	±7	
Total Minority	95	72	7	21	±6	
Black	93	73	7	20	±8	
Hispanic	96	71	6	23	±11	
Asian	95	67	10	23	±7	
Other Race/Ethnicity	97	75	7	18	±14	
Enlisted	96	76	7	17	±5	
Officers	96	84	3	14	±6	
USNR	98	80	5	15	±4	
Non-Hispanic White	99	85	4	11	±6	
Total Minority	96	72	7	21	±4	
Black	95	69	4	27	±8	
Hispanic	96	71	9	20	±8	
Asian	97	75	6	19	±7	
Other Race/Ethnicity	95	80	6	14	±9	
Enlisted	97	78	7	16	±5	
Officers	98	85	2	13	±6	
USMCR	98	84	4	12	±5	
Non-Hispanic White	99	87	2	10	±7	
Total Minority	97	79	6	15	±6	
Black	95	77	7	16	±9	
Hispanic	97	81	5	14	±9	
Asian	99	62	NR	20	±17	
Other Race/Ethnicity	97	87	1	12	±13	
Enlisted	98	84	4	12	±5	
Officers	98	82	2	16	±6	
ANG	97	81	4	15	±3	
Non-Hispanic White	98	84	4	12	±3	
Total Minority	95	73	6	21	±4	
Black	95	70	7	23	±6	
Hispanic	95	76	5	20	±8	
Asian	98	71	6	23	±7	
Other Race/Ethnicity	96	76	5	19	±8	
Enlisted	97	79	5	16	±3	
Officers	100	91	1	8	±4	
USAFR	98	80	3	17	±4	
Non-Hispanic White	98	85	2	13	±4	
Total Minority	98	72	5	23	±7	
Black	97	70	6	25	±7	
Hispanic	99	74	4	22	±17	
Asian	97	65	4	31	±17	
Other Race/Ethnicity	99	78	5	18	±9	
Enlisted	98	78	4	18	±5	
Officers	100	86	2	13	±4	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

123. Has the military paid too much or too little attention to...

a. Racial/ethnic harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	96	23	70	8	±2
National Guard	96	24	69	7	±3
Reserve	96	21	71	8	±3
Enlisted	96	21	71	8	±2
E1-E4	95	18	74	8	±4
E5-E9	97	24	68	8	±2
Officers	97	32	63	5	±4
O1-O3	97	32	62	5	±6
O4-O6	98	31	64	5	±4
W1-W5	98	34	60	6	±8
Male	96	25	68	7	±2
Female	95	13	77	10	±4
Non-Hispanic White	97	28	68	4	±3
Total Minority	95	14	72	14	±3
Black	91	5	73	22	±4
Hispanic	97	20	72	8	±5
AIAN	98	29	57	14	±13
Asian	97	15	75	10	±6
NHPI	93	11	81	7	±9
Two or More Races	98	19	70	11	±9
AGR/FTS/AR	96	27	63	10	±4
Other Selected Reserve	96	22	70	7	±2
Reserve Unit	96	22	70	7	±2
Military Technicians	97	23	70	7	±4
IMA	98	28	67	4	±4
Not Activated Past 12 Months	96	23	70	8	±2
Activated in the Past 12 Months	94	23	70	7	±5
Deployed Past 12 Months	96	30	63	7	±8
ARNG	95	25	68	8	±4
Non-Hispanic White	96	30	66	4	±5
Total Minority	94	15	71	14	±5
Black	87	4	71	25	±9
Hispanic	98	20	72	8	±7
Asian	97	20	69	10	±15
Other Race/Ethnicity	98	22	67	11	±13
Enlisted	95	23	69	8	±4
Officers	97	35	59	5	±6

Note. Percent responding are Reserve component members who answered the question.

123. Has the military paid too much or too little attention to...

a. Racial/ethnic harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	20	70	10	±5
Non-Hispanic White	97	26	68	5	±8
Total Minority	94	14	71	15	±5
Black	92	7	72	21	±8
Hispanic	95	21	68	11	±10
Asian	97	11	77	12	±6
Other Race/Ethnicity	97	16	74	10	±12
Enlisted	95	18	71	10	±5
Officers	96	28	64	8	±8
USNR	98	19	72	9	±5
Non-Hispanic White	99	23	71	5	±8
Total Minority	96	13	73	13	±5
Black	95	4	76	20	±8
Hispanic	96	19	73	8	±8
Asian	98	18	72	10	±7
Other Race/Ethnicity	96	16	70	NR	±15
Enlisted	98	16	73	11	±6
Officers	99	29	70	2	±8
USMCR	97	25	73	2	±6
Non-Hispanic White	97	30	69	1	±9
Total Minority	97	18	78	4	±5
Black	94	11	78	11	±9
Hispanic	97	19	80	1	±7
Asian	99	13	80	7	±11
Other Race/Ethnicity	97	NR	NR	4	±6
Enlisted	97	23	74	2	±7
Officers	97	40	58	2	±8
ANG	97	23	72	5	±3
Non-Hispanic White	98	27	71	2	±3
Total Minority	95	14	74	13	±4
Black	95	5	72	24	±6
Hispanic	94	18	75	7	±8
Asian	97	13	80	7	±6
Other Race/Ethnicity	96	19	71	10	±8
Enlisted	97	22	73	5	±3
Officers	100	31	65	5	±7
USAFR	98	22	72	7	±4
Non-Hispanic White	98	28	70	2	±5
Total Minority	97	12	75	13	±8
Black	96	2	78	20	±6
Hispanic	99	20	70	10	±18
Asian	96	11	83	6	±6
Other Race/Ethnicity	99	16	74	10	±17
Enlisted	98	19	74	7	±5
Officers	99	33	63	4	±7

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

123. Has the military paid too much or too little attention to...

b. Sexual harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	96	29	65	6	±2
National Guard	96	30	64	6	±3
Reserve	96	28	66	6	±3
Enlisted	96	28	66	6	±3
E1-E4	95	26	69	5	±4
E5-E9	96	30	63	7	±2
Officers	97	35	60	5	±4
O1-O3	96	33	61	6	±6
O4-O6	98	35	60	5	±4
W1-W5	97	39	56	6	±8
Male	96	31	63	5	±3
Female	95	18	72	10	±4
Non-Hispanic White	97	32	63	5	±3
Total Minority	95	24	68	8	±3
Black	91	16	71	12	±5
Hispanic	96	29	65	7	±5
AIAN	98	29	63	8	±12
Asian	97	26	69	5	±6
NHPI	93	23	70	7	±12
Two or More Races	98	27	69	4	±8
AGR/FTS/AR	96	31	62	7	±4
Other Selected Reserve	96	29	65	6	±3
Reserve Unit	96	29	65	6	±3
Military Technicians	97	32	62	6	±5
IMA	98	32	62	7	±4
Not Activated Past 12 Months	96	28	66	6	±2
Activated in the Past 12 Months	94	34	61	5	±5
Deployed Past 12 Months	95	40	56	4	±8
ARNG	95	29	65	7	±4
Non-Hispanic White	96	31	63	6	±5
Total Minority	94	24	67	9	±5
Black	87	15	71	15	±9
Hispanic	97	29	65	6	±8
Asian	97	29	65	6	±13
Other Race/Ethnicity	98	26	69	5	±13
Enlisted	95	28	65	7	±4
Officers	96	34	61	5	±6

Note. Percent responding are Reserve component members who answered the question.

123. Has the military paid too much or too little attention to...

b. Sexual harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	29	63	7	±5
Non-Hispanic White	97	34	62	5	±8
Total Minority	94	25	65	10	±6
Black	92	20	67	14	±9
Hispanic	95	31	60	9	±10
Asian	98	20	74	6	±7
Other Race/Ethnicity	97	25	70	5	±13
Enlisted	95	29	64	7	±6
Officers	96	31	61	8	±8
USNR	98	23	72	5	±5
Non-Hispanic White	99	25	72	3	±7
Total Minority	96	21	72	6	±4
Black	95	13	80	7	±7
Hispanic	96	25	67	8	±8
Asian	98	25	69	6	±7
Other Race/Ethnicity	96	26	72	2	±11
Enlisted	98	20	75	5	±5
Officers	99	32	65	3	±9
USMCR	97	25	73	2	±6
Non-Hispanic White	97	27	71	2	±9
Total Minority	96	23	75	2	±6
Black	94	15	79	6	±9
Hispanic	97	19	80	1	±7
Asian	99	NR	NR	3	±6
Other Race/Ethnicity	97	NR	NR	2	±3
Enlisted	97	24	74	2	±6
Officers	96	37	59	4	±8
ANG	97	33	63	4	±3
Non-Hispanic White	98	36	60	4	±4
Total Minority	95	25	70	5	±4
Black	95	16	78	6	±6
Hispanic	94	29	66	5	±8
Asian	97	24	72	4	±7
Other Race/Ethnicity	96	29	65	7	±8
Enlisted	97	32	64	4	±3
Officers	99	39	56	5	±7
USAFR	98	31	65	5	±4
Non-Hispanic White	98	36	61	3	±5
Total Minority	97	23	70	7	±7
Black	96	14	78	8	±6
Hispanic	99	28	65	7	±16
Asian	96	24	73	4	±9
Other Race/Ethnicity	98	32	62	6	±14
Enlisted	97	28	67	5	±5
Officers	99	41	55	4	±7

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

123. Has the military paid too much or too little attention to...

c. Religious harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	96	16	71	13	±2
National Guard	96	17	71	12	±3
Reserve	96	15	70	15	±3
Enlisted	96	15	72	13	±3
E1-E4	95	14	73	13	±4
E5-E9	96	17	70	13	±2
Officers	97	20	66	14	±3
O1-O3	97	21	66	13	±6
O4-O6	98	18	66	15	±4
W1-W5	98	22	65	13	±8
Male	96	18	70	12	±3
Female	94	8	75	17	±5
Non-Hispanic White	97	19	70	12	±3
Total Minority	94	12	72	16	±3
Black	91	6	73	22	±5
Hispanic	96	17	72	12	±5
AIAN	98	20	62	19	±13
Asian	97	13	76	11	±6
NHPI	93	10	82	8	±9
Two or More Races	98	17	67	16	±9
AGR/FTS/AR	96	19	64	17	±4
Other Selected Reserve	96	16	71	13	±2
Reserve Unit	96	16	71	13	±2
Military Technicians	97	15	72	13	±5
IMA	98	20	69	11	±4
Not Activated Past 12 Months	96	16	71	13	±2
Activated in the Past 12 Months	94	15	71	14	±5
Deployed Past 12 Months	96	18	71	11	±7
ARNG	95	18	70	13	±4
Non-Hispanic White	96	20	69	11	±5
Total Minority	94	13	71	16	±5
Black	87	4	73	23	±9
Hispanic	98	17	69	14	±8
Asian	97	17	73	10	±16
Other Race/Ethnicity	98	19	69	11	±13
Enlisted	95	17	70	13	±4
Officers	97	25	65	10	±6

Note. Percent responding are Reserve component members who answered the question.

123. Has the military paid too much or too little attention to...

c. Religious harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	15	67	18	±5
Non-Hispanic White	97	17	64	18	±8
Total Minority	93	13	69	18	±6
Black	91	7	68	25	±8
Hispanic	94	19	70	11	±9
Asian	97	9	79	12	±6
Other Race/Ethnicity	97	16	56	28	±18
Enlisted	95	15	67	18	±6
Officers	96	15	66	19	±8
USNR	98	11	76	13	±4
Non-Hispanic White	99	11	77	11	±7
Total Minority	96	10	75	15	±4
Black	95	5	76	19	±7
Hispanic	95	13	76	12	±7
Asian	98	14	71	15	±8
Other Race/Ethnicity	96	11	74	14	±12
Enlisted	98	9	78	13	±5
Officers	98	16	73	12	±8
USMCR	96	15	77	8	±5
Non-Hispanic White	97	16	78	6	±7
Total Minority	96	13	77	11	±6
Black	93	8	79	13	±9
Hispanic	97	14	78	8	±9
Asian	99	12	NR	NR	±10
Other Race/Ethnicity	97	14	NR	NR	±14
Enlisted	96	14	79	8	±6
Officers	97	23	65	11	±7
ANG	97	16	74	9	±3
Non-Hispanic White	98	18	74	8	±3
Total Minority	95	11	76	13	±4
Black	95	6	76	18	±7
Hispanic	93	15	74	11	±7
Asian	97	10	80	10	±6
Other Race/Ethnicity	96	10	77	13	±7
Enlisted	97	17	75	8	±3
Officers	100	15	70	15	±7
USAFR	98	16	73	11	±4
Non-Hispanic White	98	21	69	10	±5
Total Minority	97	9	79	12	±5
Black	96	3	83	14	±6
Hispanic	99	12	77	12	±10
Asian	96	10	82	9	±7
Other Race/Ethnicity	98	15	74	11	±18
Enlisted	97	14	76	10	±4
Officers	99	26	60	14	±7

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

123. Has the military paid too much or too little attention to...

d. Other harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	96	16	74	10	±2
National Guard	95	17	74	9	±3
Reserve	96	14	75	10	±3
Enlisted	96	15	75	10	±2
E1-E4	95	14	76	10	±4
E5-E9	96	16	73	10	±2
Officers	97	21	72	8	±3
O1-O3	96	21	71	8	±6
O4-O6	98	19	74	7	±4
W1-W5	98	27	65	9	±8
Male	96	18	73	9	±2
Female	95	8	78	14	±4
Non-Hispanic White	97	19	74	7	±3
Total Minority	94	12	75	14	±3
Black	91	4	76	20	±4
Hispanic	96	16	73	11	±5
AIAN	97	21	69	10	±13
Asian	97	14	77	9	±6
NHPI	93	13	77	10	±10
Two or More Races	98	15	75	9	±8
AGR/FTS/AR	96	18	70	13	±4
Other Selected Reserve	96	16	75	9	±2
Reserve Unit	96	16	75	10	±2
Military Technicians	97	16	72	12	±5
IMA	98	17	75	8	±3
Not Activated Past 12 Months	96	16	74	10	±2
Activated in the Past 12 Months	94	16	74	10	±5
Deployed Past 12 Months	96	20	73	7	±7
ARNG	95	18	73	10	±4
Non-Hispanic White	96	20	72	8	±4
Total Minority	93	13	74	14	±5
Black	87	3	77	20	±9
Hispanic	97	17	72	11	±8
Asian	98	19	73	8	±15
Other Race/Ethnicity	98	19	71	10	±13
Enlisted	95	16	73	10	±4
Officers	96	25	68	7	±6

Note. Percent responding are Reserve component members who answered the question.

123. Has the military paid too much or too little attention to...

d. Other harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	15	72	13	±5
Non-Hispanic White	97	18	71	11	±8
Total Minority	94	12	72	16	±5
Black	92	5	73	22	±8
Hispanic	94	19	68	13	±10
Asian	97	9	80	12	±6
Other Race/Ethnicity	98	15	78	7	±11
Enlisted	95	15	72	14	±6
Officers	96	17	72	11	±8
USNR	98	11	80	8	±4
Non-Hispanic White	99	12	83	5	±6
Total Minority	96	10	78	12	±4
Black	95	3	80	17	±7
Hispanic	95	14	77	10	±7
Asian	98	14	71	15	±8
Other Race/Ethnicity	96	12	81	8	±10
Enlisted	98	9	81	10	±5
Officers	97	17	78	4	±7
USMCR	96	16	81	3	±5
Non-Hispanic White	97	16	82	2	±7
Total Minority	96	14	81	5	±5
Black	92	8	79	13	±9
Hispanic	97	15	82	3	±7
Asian	99	NR	NR	5	±7
Other Race/Ethnicity	97	12	85	2	±14
Enlisted	97	14	83	3	±5
Officers	95	27	68	5	±7
ANG	97	15	78	7	±3
Non-Hispanic White	98	17	77	5	±3
Total Minority	94	9	78	13	±4
Black	95	6	76	18	±7
Hispanic	93	11	80	9	±7
Asian	97	9	84	7	±5
Other Race/Ethnicity	95	11	75	14	±8
Enlisted	97	16	78	7	±3
Officers	99	14	77	9	±6
USAFR	98	14	78	8	±3
Non-Hispanic White	98	18	76	5	±5
Total Minority	97	8	80	12	±5
Black	95	4	80	16	±6
Hispanic	99	9	81	10	±8
Asian	96	9	84	7	±6
Other Race/Ethnicity	98	NR	74	12	±14
Enlisted	97	12	79	9	±4
Officers	99	24	71	5	±7

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

124. Does your immediate military supervisor pay too much or too little attention to...

a. Racial/ethnic harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	95	6	89	5	±2
National Guard	95	6	89	5	±2
Reserve	96	7	88	5	±2
Enlisted	95	6	89	5	±2
E1-E4	95	6	89	5	±3
E5-E9	95	6	88	6	±2
Officers	97	7	90	3	±3
O1-O3	97	8	88	4	±5
O4-O6	97	6	93	1	±3
W1-W5	96	8	88	4	±6
Male	96	7	88	5	±2
Female	94	3	92	6	±3
Non-Hispanic White	96	6	91	3	±2
Total Minority	94	7	85	8	±2
Black	90	4	84	12	±4
Hispanic	96	8	86	6	±3
AIAN	97	10	78	13	±14
Asian	97	9	83	8	±6
NHPI	92	7	86	8	±8
Two or More Races	98	8	85	7	±9
AGR/FTS/AR	94	6	87	7	±3
Other Selected Reserve	96	6	89	5	±2
Reserve Unit	96	6	89	5	±2
Military Technicians	96	7	89	4	±3
IMA	97	3	95	2	±2
Not Activated Past 12 Months	96	6	89	5	±2
Activated in the Past 12 Months	93	7	87	6	±4
Deployed Past 12 Months	95	7	86	7	±6
ARNG	95	7	88	5	±3
Non-Hispanic White	96	7	91	3	±3
Total Minority	94	8	83	10	±5
Black	87	2	83	14	±7
Hispanic	98	8	85	7	±7
Asian	96	NR	75	10	±14
Other Race/Ethnicity	97	13	78	9	±14
Enlisted	95	7	88	6	±3
Officers	97	9	87	3	±5

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

124. Does your immediate military supervisor pay too much or too little attention to...

a. Racial/ethnic harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	8	86	6	±4
Non-Hispanic White	96	8	88	4	±7
Total Minority	93	8	83	9	±4
Black	90	7	81	12	±8
Hispanic	95	10	83	7	±6
Asian	97	7	84	9	±5
Other Race/Ethnicity	97	5	89	5	±9
Enlisted	95	8	85	7	±5
Officers	95	9	88	4	±6
USNR	97	5	92	4	±3
Non-Hispanic White	98	4	94	1	±4
Total Minority	95	5	88	7	±3
Black	94	3	89	8	±5
Hispanic	94	7	88	6	±6
Asian	98	8	86	6	±5
Other Race/Ethnicity	96	5	88	7	±9
Enlisted	96	5	91	5	±3
Officers	98	5	94	0	±4
USMCR	96	8	91	1	±4
Non-Hispanic White	97	7	93	0	±8
Total Minority	95	9	89	2	±4
Black	91	6	89	5	±8
Hispanic	96	12	88	0	±6
Asian	99	5	93	2	±7
Other Race/Ethnicity	96	6	93	1	±12
Enlisted	96	8	91	1	±5
Officers	96	8	91	1	±6
ANG	96	3	94	3	±2
Non-Hispanic White	97	3	96	2	±2
Total Minority	94	4	88	8	±3
Black	94	3	85	11	±6
Hispanic	93	5	89	5	±5
Asian	96	4	90	7	±8
Other Race/Ethnicity	95	3	90	7	±7
Enlisted	95	3	93	4	±2
Officers	98	3	95	2	±3
USAFR	97	3	93	4	±2
Non-Hispanic White	96	4	94	1	±3
Total Minority	97	2	90	7	±3
Black	94	1	90	9	±5
Hispanic	99	3	92	5	±6
Asian	96	5	90	5	±5
Other Race/Ethnicity	99	2	88	10	±9
Enlisted	96	4	92	4	±3
Officers	99	2	96	2	±3

Note. Percent responding are Reserve component members who answered the question.

124. Does your immediate military supervisor pay too much or too little attention to...

b. Sexual harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	95	9	87	4	±2
National Guard	95	9	87	4	±2
Reserve	96	9	88	4	±3
Enlisted	95	9	87	4	±2
E1-E4	95	9	87	3	±3
E5-E9	95	8	87	5	±2
Officers	97	9	89	3	±3
O1-O3	97	8	88	3	±4
O4-O6	97	9	90	2	±3
W1-W5	97	9	88	3	±6
Male	96	10	86	4	±2
Female	94	4	91	5	±3
Non-Hispanic White	96	8	89	3	±2
Total Minority	94	10	85	5	±2
Black	90	7	86	6	±4
Hispanic	96	12	84	4	±4
AIAN	97	11	81	8	±11
Asian	96	12	82	5	±6
NHPI	92	12	81	6	±10
Two or More Races	98	9	87	4	±8
AGR/FTS/AR	95	8	87	5	±3
Other Selected Reserve	96	9	87	4	±2
Reserve Unit	96	9	87	4	±2
Military Technicians	96	10	85	5	±5
IMA	98	4	94	2	±2
Not Activated Past 12 Months	96	8	88	4	±2
Activated in the Past 12 Months	93	11	84	5	±5
Deployed Past 12 Months	95	11	83	6	±6
ARNG	95	10	86	4	±3
Non-Hispanic White	96	9	88	3	±4
Total Minority	93	10	83	6	±4
Black	87	6	86	8	±7
Hispanic	98	11	83	6	±7
Asian	95	18	75	7	±16
Other Race/Ethnicity	97	14	82	4	±13
Enlisted	95	10	86	4	±3
Officers	98	10	87	3	±5

Note. Percent responding are Reserve component members who answered the question.

124. Does your immediate military supervisor pay too much or too little attention to...

b. Sexual harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	10	85	5	±4
Non-Hispanic White	96	10	86	4	±7
Total Minority	93	11	84	5	±4
Black	90	9	84	7	±8
Hispanic	95	15	82	4	±7
Asian	97	11	84	6	±6
Other Race/Ethnicity	97	5	91	5	±7
Enlisted	95	10	85	5	±5
Officers	95	10	87	3	±6
USNR	97	6	91	2	±2
Non-Hispanic White	98	4	95	1	±3
Total Minority	95	9	87	4	±3
Black	94	7	90	4	±6
Hispanic	94	9	87	3	±6
Asian	98	14	82	4	±6
Other Race/Ethnicity	96	11	85	5	±10
Enlisted	96	7	91	2	±3
Officers	98	5	93	2	±5
USMCR	96	10	88	2	±5
Non-Hispanic White	97	9	89	2	±8
Total Minority	95	13	86	1	±5
Black	91	7	89	4	±8
Hispanic	96	15	85	0	±7
Asian	99	7	92	1	±7
Other Race/Ethnicity	96	NR	NR	1	±3
Enlisted	96	11	88	2	±6
Officers	96	9	90	1	±6
ANG	96	6	91	3	±2
Non-Hispanic White	97	5	92	3	±2
Total Minority	93	8	87	5	±3
Black	94	6	89	5	±6
Hispanic	91	12	83	5	±6
Asian	96	6	89	4	±7
Other Race/Ethnicity	95	5	89	6	±7
Enlisted	95	6	91	4	±2
Officers	98	8	90	1	±5
USAFR	97	6	92	3	±2
Non-Hispanic White	97	7	92	1	±4
Total Minority	97	4	91	5	±3
Black	94	4	92	4	±4
Hispanic	99	3	92	5	±6
Asian	96	8	90	2	±5
Other Race/Ethnicity	99	3	87	10	±9
Enlisted	96	6	91	3	±3
Officers	99	4	94	2	±3

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

124. Does your immediate military supervisor pay too much or too little attention to...

c. Religious harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	95	6	88	6	±2
National Guard	95	6	89	6	±2
Reserve	95	6	88	7	±3
Enlisted	95	6	88	7	±2
E1-E4	95	6	87	7	±4
E5-E9	95	5	88	7	±2
Officers	97	5	91	4	±2
O1-O3	97	6	90	4	±4
O4-O6	97	4	93	3	±3
W1-W5	97	5	88	6	±7
Male	95	6	88	6	±2
Female	94	2	89	9	±4
Non-Hispanic White	96	5	90	4	±2
Total Minority	94	6	85	9	±3
Black	90	4	85	12	±4
Hispanic	96	7	85	8	±4
AIAN	97	6	85	9	±10
Asian	96	9	83	8	±6
NHPI	93	8	84	8	±8
Two or More Races	98	6	86	7	±8
AGR/FTS/AR	94	5	88	7	±3
Other Selected Reserve	95	6	88	6	±2
Reserve Unit	95	6	88	6	±2
Military Technicians	96	6	90	4	±3
IMA	98	3	95	2	±2
Not Activated Past 12 Months	96	5	89	6	±2
Activated in the Past 12 Months	93	7	86	7	±4
Deployed Past 12 Months	95	8	86	7	±6
ARNG	95	6	87	6	±3
Non-Hispanic White	96	6	90	5	±4
Total Minority	93	7	83	10	±5
Black	87	3	85	11	±7
Hispanic	97	8	82	11	±8
Asian	95	NR	74	11	±14
Other Race/Ethnicity	97	11	83	6	±13
Enlisted	95	6	87	7	±3
Officers	97	7	89	4	±4

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

124. Does your immediate military supervisor pay too much or too little attention to...

c. Religious harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	94	7	84	9	±4
Non-Hispanic White	95	7	85	7	±7
Total Minority	93	6	83	11	±4
Black	90	5	80	14	±8
Hispanic	95	8	85	7	±6
Asian	97	6	85	8	±5
Other Race/Ethnicity	97	2	84	14	±15
Enlisted	94	7	83	10	±5
Officers	95	5	89	6	±6
USNR	97	4	92	5	±3
Non-Hispanic White	98	3	94	3	±4
Total Minority	95	4	88	8	±3
Black	94	3	88	9	±6
Hispanic	94	5	90	6	±6
Asian	97	7	84	9	±6
Other Race/Ethnicity	96	5	88	7	±9
Enlisted	96	4	90	6	±3
Officers	98	4	95	1	±4
USMCR	96	6	90	3	±4
Non-Hispanic White	97	5	92	4	±7
Total Minority	95	8	89	3	±4
Black	91	4	86	10	±9
Hispanic	96	11	88	1	±6
Asian	99	3	95	1	±5
Other Race/Ethnicity	96	6	91	3	±12
Enlisted	96	6	90	3	±5
Officers	96	6	91	3	±6
ANG	96	3	93	4	±2
Non-Hispanic White	96	3	95	2	±2
Total Minority	94	4	89	7	±3
Black	94	3	87	10	±6
Hispanic	92	5	89	6	±5
Asian	96	4	90	7	±8
Other Race/Ethnicity	95	2	92	6	±7
Enlisted	95	3	93	4	±2
Officers	98	3	95	2	±3
USAFR	97	3	93	4	±3
Non-Hispanic White	97	4	94	3	±4
Total Minority	97	2	92	5	±3
Black	94	1	93	6	±4
Hispanic	99	3	93	5	±6
Asian	96	5	90	5	±5
Other Race/Ethnicity	99	2	91	8	±8
Enlisted	96	4	92	4	±3
Officers	99	2	96	2	±3

Note. Percent responding are Reserve component members who answered the question.

124. Does your immediate military supervisor pay too much or too little attention to...

d. Other harassment and discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	95	5	89	6	±2
National Guard	95	6	89	6	±2
Reserve	95	5	89	6	±3
Enlisted	95	6	88	6	±2
E1-E4	95	6	88	6	±3
E5-E9	95	5	88	7	±2
Officers	97	5	92	3	±2
O1-O3	97	6	91	3	±4
O4-O6	97	3	93	3	±3
W1-W5	97	5	90	5	±6
Male	96	6	88	5	±2
Female	94	2	90	8	±3
Non-Hispanic White	96	5	91	4	±2
Total Minority	94	6	86	9	±2
Black	90	2	87	11	±3
Hispanic	96	8	84	8	±4
AIAN	97	7	85	9	±11
Asian	96	8	83	9	±7
NHPI	93	10	83	8	±9
Two or More Races	97	5	89	5	±8
AGR/FTS/AR	95	5	87	8	±3
Other Selected Reserve	95	5	89	6	±2
Reserve Unit	95	6	89	6	±2
Military Technicians	96	6	88	6	±4
IMA	97	3	95	3	±2
Not Activated Past 12 Months	96	6	89	6	±2
Activated in the Past 12 Months	93	5	88	7	±3
Deployed Past 12 Months	95	7	86	7	±6
ARNG	95	6	88	6	±3
Non-Hispanic White	96	6	90	4	±3
Total Minority	93	6	84	10	±5
Black	87	1	88	11	±6
Hispanic	98	8	82	10	±8
Asian	95	NR	75	11	±14
Other Race/Ethnicity	97	9	85	6	±13
Enlisted	95	6	87	6	±3
Officers	98	7	89	3	±4

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

124. Does your immediate military supervisor pay too much or too little attention to...

d. Other harassment and discrimination?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	6	86	8	±4
Non-Hispanic White	96	7	86	7	±8
Total Minority	93	6	86	9	±4
Black	90	3	86	11	±6
Hispanic	94	10	84	7	±6
Asian	97	5	85	10	±5
Other Race/Ethnicity	98	2	92	6	±7
Enlisted	95	7	85	9	±5
Officers	95	5	91	4	±6
USNR	96	4	91	5	±3
Non-Hispanic White	97	3	95	2	±4
Total Minority	95	5	86	9	±3
Black	94	3	87	10	±6
Hispanic	94	6	86	7	±7
Asian	98	8	82	10	±6
Other Race/Ethnicity	96	5	87	8	±9
Enlisted	96	4	90	6	±3
Officers	98	4	94	2	±5
USMCR	96	6	92	2	±4
Non-Hispanic White	97	5	94	1	±6
Total Minority	95	9	88	3	±4
Black	90	5	85	11	±9
Hispanic	95	12	87	1	±7
Asian	99	3	94	3	±6
Other Race/Ethnicity	96	7	92	1	±12
Enlisted	96	6	92	2	±4
Officers	96	7	91	2	±6
ANG	96	2	93	5	±2
Non-Hispanic White	96	2	95	3	±2
Total Minority	94	4	88	9	±3
Black	94	4	84	12	±6
Hispanic	91	5	88	7	±5
Asian	96	2	91	7	±5
Other Race/Ethnicity	95	3	90	7	±7
Enlisted	95	3	92	5	±2
Officers	98	2	95	3	±3
USAFR	96	3	93	4	±2
Non-Hispanic White	96	4	95	2	±3
Total Minority	96	2	91	7	±3
Black	93	2	90	8	±5
Hispanic	99	3	92	5	±6
Asian	96	5	90	5	±5
Other Race/Ethnicity	99	2	89	9	±8
Enlisted	96	4	92	4	±3
Officers	99	1	97	2	±1

Note. Percent responding are Reserve component members who answered the question.

125. In your opinion, if someone in the military reported racial/ethnic harassment and discrimination, would their chances of getting promoted be...

1. Better

2. The same

3. Worse

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	96	7	79	15	±2
National Guard	96	7	79	14	±3
Reserve	96	6	79	16	±3
Enlisted	96	7	78	15	±2
E1–E4	95	6	78	15	±4
E5–E9	96	7	78	15	±2
Officers	97	6	82	11	±3
O1–O3	97	6	82	13	±5
O4–O6	98	7	84	10	±3
W1–W5	98	7	81	12	±7
Male	96	7	79	14	±2
Female	95	4	77	19	±4
Non-Hispanic White	97	7	83	10	±3
Total Minority	95	6	72	22	±3
Black	92	5	68	27	±5
Hispanic	96	5	75	20	±5
AIAN	98	7	75	18	±9
Asian	98	8	73	19	±4
NHPI	93	9	74	17	±11
Two or More Races	98	7	72	21	±9
AGR/FTS/AR	95	7	77	16	±3
Other Selected Reserve	96	7	79	14	±2
Reserve Unit	96	7	79	14	±2
Military Technicians	97	10	76	14	±4
IMA	98	6	82	12	±3
Not Activated Past 12 Months	96	7	79	14	±2
Activated in the Past 12 Months	94	6	78	16	±5
Deployed Past 12 Months	96	7	80	13	±6
ARNG	95	7	79	14	±3
Non-Hispanic White	96	7	83	10	±4
Total Minority	95	7	70	23	±5
Black	89	7	65	28	±9
Hispanic	98	6	75	19	±8
Asian	98	9	70	21	±10
Other Race/Ethnicity	98	8	68	24	±14
Enlisted	95	7	78	15	±3
Officers	97	8	80	13	±5

Note. Percent responding are Reserve component members who answered the question.

125. In your opinion, if someone in the military reported racial/ethnic harassment and discrimination, would their chances of getting promoted be...

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	95	5	77	18	±5
Non-Hispanic White	96	7	80	13	±8
Total Minority	95	4	74	22	±5
Black	93	3	72	25	±8
Hispanic	95	3	74	23	±10
Asian	97	6	77	17	±6
Other Race/Ethnicity	97	6	81	13	±10
Enlisted	95	6	76	19	±5
Officers	96	4	84	12	±6
USNR	98	5	81	14	±4
Non-Hispanic White	99	5	87	8	±6
Total Minority	96	6	72	22	±5
Black	95	4	69	26	±7
Hispanic	96	8	73	19	±8
Asian	99	7	74	19	±7
Other Race/Ethnicity	97	5	74	21	±11
Enlisted	97	5	79	15	±5
Officers	99	6	84	10	±6
USMCR	96	7	85	8	±5
Non-Hispanic White	97	6	89	5	±7
Total Minority	96	7	81	12	±6
Black	93	5	81	14	±9
Hispanic	96	6	81	13	±8
Asian	99	NR	NR	16	±11
Other Race/Ethnicity	97	1	97	3	±4
Enlisted	96	7	85	8	±5
Officers	97	3	89	8	±5
ANG	97	8	79	12	±2
Non-Hispanic White	98	9	83	8	±3
Total Minority	95	7	70	23	±4
Black	94	5	63	32	±7
Hispanic	94	8	73	18	±7
Asian	98	6	72	21	±6
Other Race/Ethnicity	96	9	71	21	±9
Enlisted	97	8	79	13	±3
Officers	99	9	84	7	±6
USAFR	98	6	79	15	±4
Non-Hispanic White	98	8	83	10	±5
Total Minority	97	4	73	23	±5
Black	96	3	70	27	±7
Hispanic	99	3	77	20	±11
Asian	96	5	81	14	±7
Other Race/Ethnicity	98	7	67	26	±11
Enlisted	98	6	78	16	±4
Officers	99	7	82	11	±5

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

126. In your military work group, to what extent...

a. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	95	11	8	25	28	28	±2	56.0	±2.0	
National Guard	95	11	8	26	28	27	±3	55.0	±3.0	
Reserve	95	11	8	24	28	29	±3	57.0	±3.0	
Enlisted	94	12	8	27	27	27	±3	54.0	±3.0	
E1-E4	94	12	7	30	25	26	±4	50.0	±4.0	
E5-E9	95	11	9	23	29	29	±2	57.0	±2.0	
Officers	97	6	8	18	36	32	±4	68.0	±4.0	
O1-O3	96	6	9	18	35	31	±6	66.0	±6.0	
O4-O6	97	5	6	18	39	32	±4	71.0	±4.0	
W1-W5	97	8	10	20	28	34	±8	62.0	±8.0	
Male	95	11	8	24	27	30	±2	57.0	±3.0	
Female	93	9	9	32	31	19	±5	50.0	±5.0	
Non-Hispanic White	96	9	6	22	31	31	±3	63.0	±3.0	
Total Minority	93	13	11	30	23	22	±3	46.0	±3.0	
Black	89	13	12	32	24	19	±5	43.0	±5.0	
Hispanic	94	13	11	29	24	23	±5	47.0	±5.0	
AIAN	96	17	9	25	21	29	±12	49.0	±11.0	
Asian	97	14	11	28	24	23	±6	47.0	±5.0	
NHPI	90	NR	13	22	18	17	±10	35.0	±13.0	
Two or More Races	98	12	8	30	21	29	±11	50.0	±10.0	
AGR/FTS/AR	94	11	9	23	30	27	±3	57.0	±4.0	
Other Selected Reserve	95	11	8	25	28	28	±2	56.0	±3.0	
Reserve Unit	95	11	8	26	28	28	±2	56.0	±3.0	
Military Technicians	95	10	7	27	29	26	±5	56.0	±5.0	
IMA	97	6	6	18	36	34	±4	70.0	±4.0	
Not Activated Past 12 Months	95	11	8	25	28	28	±2	56.0	±3.0	
Activated in the Past 12 Months	93	11	9	24	29	27	±5	56.0	±5.0	
Deployed Past 12 Months	95	8	11	20	32	29	±8	61.0	±8.0	
ARNG	94	11	7	27	27	27	±4	54.0	±4.0	
Non-Hispanic White	95	9	6	24	31	30	±5	61.0	±5.0	
Total Minority	93	15	10	33	20	21	±5	41.0	±5.0	
Black	86	19	8	35	20	18	±9	38.0	±8.0	
Hispanic	96	11	12	32	22	23	±9	45.0	±8.0	
Asian	97	16	11	27	23	24	±15	47.0	±11.0	
Other Race/Ethnicity	97	17	11	35	14	23	±16	37.0	±13.0	
Enlisted	94	12	7	28	26	26	±4	53.0	±4.0	
Officers	97	6	11	19	34	30	±7	64.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

126. In your military work group, to what extent...

- a. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	94	13	9	25	26	27	±5	53.0	±5.0	
Non-Hispanic White	96	14	5	23	27	31	±8	58.0	±8.0	
Total Minority	92	13	12	27	25	23	±5	48.0	±6.0	
Black	90	8	16	29	27	20	±9	47.0	±9.0	
Hispanic	93	17	11	25	24	23	±9	47.0	±10.0	
Asian	96	14	13	30	21	22	±7	43.0	±7.0	
Other Race/Ethnicity	96	12	3	26	20	39	±16	59.0	±15.0	
Enlisted	94	15	9	26	24	27	±6	51.0	±6.0	
Officers	95	7	8	22	34	29	±8	63.0	±8.0	
USNR	95	7	8	22	29	34	±5	62.0	±5.0	
Non-Hispanic White	97	4	6	19	30	43	±8	72.0	±7.0	
Total Minority	93	13	12	27	27	22	±5	48.0	±5.0	
Black	92	8	15	32	27	18	±8	45.0	±8.0	
Hispanic	91	14	10	29	25	21	±8	46.0	±8.0	
Asian	98	14	13	26	22	26	±7	48.0	±8.0	
Other Race/Ethnicity	96	18	7	16	33	26	±17	59.0	±13.0	
Enlisted	95	8	9	25	25	33	±7	58.0	±6.0	
Officers	97	5	6	15	38	37	±9	74.0	±7.0	
USMCR	96	9	6	26	28	32	±6	59.0	±6.0	
Non-Hispanic White	97	7	5	24	30	34	±9	65.0	±9.0	
Total Minority	95	13	6	29	24	28	±7	52.0	±7.0	
Black	92	8	6	34	22	29	±11	51.0	±11.0	
Hispanic	94	16	6	31	20	28	±9	48.0	±9.0	
Asian	97	7	11	33	NR	14	±14	50.0	±15.0	
Other Race/Ethnicity	97	13	3	11	NR	NR	±15	NR		
Enlisted	96	10	6	27	26	31	±7	57.0	±7.0	
Officers	96	3	2	17	36	42	±8	78.0	±7.0	
ANG	96	8	8	24	32	27	±3	60.0	±3.0	
Non-Hispanic White	96	7	7	21	35	30	±4	65.0	±4.0	
Total Minority	94	11	12	31	25	20	±4	45.0	±4.0	
Black	93	13	13	30	25	18	±7	43.0	±7.0	
Hispanic	93	11	11	33	24	21	±8	45.0	±8.0	
Asian	95	12	14	28	26	21	±7	47.0	±7.0	
Other Race/Ethnicity	96	9	13	30	27	22	±8	49.0	±8.0	
Enlisted	95	9	9	25	31	27	±3	57.0	±3.0	
Officers	99	5	5	18	41	32	±7	72.0	±6.0	
USAFR	96	9	8	20	34	30	±4	63.0	±4.0	
Non-Hispanic White	97	7	7	16	37	34	±6	71.0	±5.0	
Total Minority	94	11	9	27	29	23	±7	52.0	±6.0	
Black	92	13	12	30	24	21	±7	45.0	±8.0	
Hispanic	95	10	7	28	33	23	±16	55.0	±13.0	
Asian	95	11	5	26	34	24	±17	58.0	±11.0	
Other Race/Ethnicity	96	11	13	20	26	30	±14	56.0	±11.0	
Enlisted	95	10	8	23	32	28	±5	60.0	±5.0	
Officers	99	5	6	12	39	37	±7	76.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

126. In your military work group, to what extent...

b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	94	7	6	18	29	40	±2	70.0	±2.0	
National Guard	94	7	5	19	30	39	±3	69.0	±3.0	
Reserve	95	7	6	16	29	42	±3	71.0	±3.0	
Enlisted	94	7	6	19	29	39	±3	67.0	±3.0	
E1-E4	93	8	6	22	26	37	±4	64.0	±4.0	
E5-E9	94	6	6	17	31	40	±2	71.0	±2.0	
Officers	97	3	4	12	33	48	±4	81.0	±3.0	
O1-O3	96	4	4	13	32	47	±6	79.0	±5.0	
O4-O6	97	2	3	11	35	50	±4	85.0	±3.0	
W1-W5	97	4	7	13	29	47	±8	76.0	±7.0	
Male	95	7	6	17	28	43	±3	71.0	±3.0	
Female	92	5	6	25	34	29	±5	63.0	±5.0	
Non-Hispanic White	95	5	4	15	31	45	±3	76.0	±3.0	
Total Minority	93	9	9	22	27	33	±3	60.0	±3.0	
Black	89	8	11	23	27	30	±5	58.0	±5.0	
Hispanic	94	9	8	22	28	33	±5	61.0	±5.0	
AIAN	96	10	8	21	20	41	±14	61.0	±11.0	
Asian	97	9	9	25	27	30	±5	57.0	±5.0	
NHPI	90	12	9	21	22	NR	±10	58.0	±15.0	
Two or More Races	98	7	9	23	24	38	±11	61.0	±11.0	
AGR/FTS/AR	94	7	6	16	30	41	±4	71.0	±3.0	
Other Selected Reserve	94	6	6	18	29	40	±3	69.0	±3.0	
Reserve Unit	94	7	6	18	29	40	±3	69.0	±3.0	
Military Technicians	95	6	5	21	33	35	±5	68.0	±5.0	
IMA	96	3	3	12	36	46	±4	82.0	±3.0	
Not Activated Past 12 Months	95	7	5	18	30	40	±3	70.0	±3.0	
Activated in the Past 12 Months	93	5	7	18	28	42	±5	70.0	±5.0	
Deployed Past 12 Months	95	3	6	18	28	46	±8	73.0	±7.0	
ARNG	94	7	5	21	29	38	±4	67.0	±4.0	
Non-Hispanic White	95	5	4	18	31	42	±5	73.0	±5.0	
Total Minority	92	11	8	25	26	30	±5	56.0	±6.0	
Black	86	11	8	25	28	28	±8	56.0	±9.0	
Hispanic	95	10	7	23	29	31	±8	60.0	±9.0	
Asian	97	11	7	28	25	29	±13	54.0	±10.0	
Other Race/Ethnicity	97	NR	11	31	15	33	±17	49.0	±14.0	
Enlisted	93	8	6	22	29	36	±4	65.0	±4.0	
Officers	96	4	4	13	31	48	±6	79.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

126. In your military work group, to what extent...

b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	94	8	8	17	26	41	±5	67.0	±5.0	
Non-Hispanic White	96	8	4	15	26	47	±8	73.0	±8.0	
Total Minority	93	8	13	20	26	34	±6	60.0	±6.0	
Black	90	5	16	20	27	33	±9	59.0	±9.0	
Hispanic	93	11	11	20	24	34	±11	58.0	±10.0	
Asian	97	7	12	25	27	29	±7	56.0	±7.0	
Other Race/Ethnicity	96	6	6	13	28	47	±16	75.0	±11.0	
Enlisted	94	9	9	17	24	41	±6	64.0	±6.0	
Officers	96	3	4	16	37	40	±8	77.0	±7.0	
USNR	95	4	3	15	29	49	±5	77.0	±4.0	
Non-Hispanic White	97	2	1	10	29	58	±8	87.0	±6.0	
Total Minority	93	8	6	23	28	35	±5	63.0	±5.0	
Black	92	5	7	31	25	31	±8	57.0	±8.0	
Hispanic	91	7	5	22	28	38	±8	66.0	±9.0	
Asian	97	10	9	21	26	35	±8	60.0	±8.0	
Other Race/Ethnicity	96	11	3	12	38	36	±15	74.0	±10.0	
Enlisted	95	5	4	18	29	44	±6	73.0	±5.0	
Officers	97	3	3	7	28	60	±8	88.0	±5.0	
USMCR	95	7	4	20	29	40	±6	69.0	±6.0	
Non-Hispanic White	96	6	3	17	33	41	±9	74.0	±9.0	
Total Minority	94	9	6	22	25	38	±7	63.0	±7.0	
Black	91	6	5	23	29	37	±11	66.0	±10.0	
Hispanic	94	10	6	23	21	39	±9	60.0	±9.0	
Asian	97	7	9	31	NR	17	±14	53.0	±15.0	
Other Race/Ethnicity	97	11	0	10	NR	NR	±15	78.0	±18.0	
Enlisted	95	8	4	21	29	38	±7	67.0	±7.0	
Officers	96	2	1	10	34	52	±8	86.0	±6.0	
ANG	95	4	5	16	32	42	±3	74.0	±3.0	
Non-Hispanic White	96	4	3	14	34	46	±4	79.0	±3.0	
Total Minority	93	6	9	23	28	33	±4	61.0	±4.0	
Black	93	10	11	22	29	29	±7	57.0	±7.0	
Hispanic	92	5	9	25	27	35	±8	62.0	±8.0	
Asian	95	9	10	22	28	31	±7	59.0	±7.0	
Other Race/Ethnicity	96	3	7	23	30	37	±8	67.0	±8.0	
Enlisted	95	5	5	18	32	40	±3	72.0	±3.0	
Officers	97	2	4	7	33	54	±7	87.0	±5.0	
USAFR	95	5	4	13	36	42	±5	78.0	±3.0	
Non-Hispanic White	96	3	3	10	37	48	±6	85.0	±5.0	
Total Minority	94	6	7	19	35	33	±7	68.0	±5.0	
Black	91	8	9	21	29	33	±8	62.0	±7.0	
Hispanic	95	5	3	17	44	30	±13	75.0	±9.0	
Asian	95	9	3	19	37	32	±16	69.0	±10.0	
Other Race/Ethnicity	96	4	14	19	25	38	±13	64.0	±11.0	
Enlisted	94	5	5	14	37	39	±5	76.0	±4.0	
Officers	99	2	4	9	34	51	±7	85.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

126. In your military work group, to what extent...

c. Would people be able to get away with racial/ethnic harassment and discrimination?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	94	49	19	16	8	8	±2	16.0	±2.0	
National Guard	94	49	19	17	7	8	±3	15.0	±2.0	
Reserve	95	49	18	16	8	9	±3	17.0	±3.0	
Enlisted	94	49	18	17	8	9	±3	16.0	±2.0	
E1-E4	93	47	16	21	7	9	±4	16.0	±4.0	
E5-E9	95	50	20	14	8	8	±2	16.0	±2.0	
Officers	96	53	21	11	8	8	±4	15.0	±3.0	
O1-O3	96	51	19	12	9	9	±6	18.0	±5.0	
O4-O6	97	55	23	10	7	6	±4	13.0	±3.0	
W1-W5	97	52	22	11	5	10	±8	15.0	±7.0	
Male	95	51	19	15	7	9	±3	16.0	±2.0	
Female	92	43	16	23	12	6	±5	17.0	±4.0	
Non-Hispanic White	96	52	18	14	7	9	±3	15.0	±3.0	
Total Minority	93	44	19	20	9	8	±3	17.0	±2.0	
Black	89	39	22	20	10	9	±5	19.0	±4.0	
Hispanic	94	48	17	20	8	8	±5	16.0	±4.0	
AIAN	96	39	16	15	12	18	±16	30.0	±14.0	
Asian	97	38	20	22	10	10	±6	20.0	±6.0	
NHPI	90	52	16	19	7	6	±16	13.0	±7.0	
Two or More Races	98	53	15	18	7	7	±9	14.0	±6.0	
AGR/FTS/AR	94	50	20	15	8	7	±4	15.0	±3.0	
Other Selected Reserve	94	49	18	16	7	9	±3	16.0	±2.0	
Reserve Unit	94	49	18	16	7	9	±3	16.0	±2.0	
Military Technicians	95	49	18	16	7	9	±5	16.0	±4.0	
IMA	97	53	23	10	7	7	±4	14.0	±3.0	
Not Activated Past 12 Months	95	50	18	17	7	9	±3	16.0	±2.0	
Activated in the Past 12 Months	93	47	21	15	9	8	±5	17.0	±4.0	
Deployed Past 12 Months	95	49	21	14	8	9	±8	17.0	±6.0	
ARNG	94	48	20	18	7	8	±4	15.0	±3.0	
Non-Hispanic White	95	50	20	16	7	8	±5	15.0	±4.0	
Total Minority	92	43	19	21	7	9	±6	16.0	±4.0	
Black	85	37	23	22	9	9	±8	18.0	±8.0	
Hispanic	95	47	18	21	6	8	±8	14.0	±6.0	
Asian	97	37	18	24	7	NR	±10	21.0	±15.0	
Other Race/Ethnicity	97	48	16	20	7	9	±15	16.0	±10.0	
Enlisted	93	47	19	18	7	8	±4	15.0	±3.0	
Officers	96	48	23	12	8	9	±6	17.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

126. In your military work group, to what extent...

c. Would people be able to get away with racial/ethnic harassment and discrimination?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	94	46	18	17	8	11	±5	19.0	±5.0	
Non-Hispanic White	96	47	18	15	6	14	±8	20.0	±8.0	
Total Minority	93	45	17	20	11	8	±6	18.0	±4.0	
Black	90	39	22	18	12	9	±9	21.0	±8.0	
Hispanic	93	47	15	21	10	7	±10	17.0	±6.0	
Asian	97	38	19	21	12	10	±7	22.0	±6.0	
Other Race/Ethnicity	96	61	8	20	6	5	±13	11.0	±8.0	
Enlisted	94	44	18	18	8	12	±6	20.0	±5.0	
Officers	95	51	19	15	8	7	±8	15.0	±6.0	
USNR	95	56	18	13	6	7	±5	13.0	±4.0	
Non-Hispanic White	97	60	18	10	6	6	±8	12.0	±6.0	
Total Minority	93	48	18	18	6	8	±5	15.0	±4.0	
Black	92	38	22	23	7	10	±9	17.0	±8.0	
Hispanic	91	54	15	17	7	7	±8	14.0	±7.0	
Asian	98	38	24	21	7	9	±8	16.0	±6.0	
Other Race/Ethnicity	96	67	13	9	5	6	±11	11.0	±6.0	
Enlisted	95	56	16	16	6	7	±6	13.0	±4.0	
Officers	97	55	25	5	6	8	±10	14.0	±6.0	
USMCR	96	50	17	19	6	7	±6	14.0	±4.0	
Non-Hispanic White	97	52	15	20	7	6	±9	13.0	±7.0	
Total Minority	94	48	20	16	6	9	±7	15.0	±5.0	
Black	91	44	24	19	5	8	±12	14.0	±7.0	
Hispanic	94	50	17	17	5	11	±9	17.0	±7.0	
Asian	97	29	NR	23	7	3	±13	10.0	±8.0	
Other Race/Ethnicity	96	NR	15	5	NR	5	±16	NR		
Enlisted	95	49	16	20	7	8	±7	14.0	±5.0	
Officers	96	58	23	6	6	7	±7	13.0	±6.0	
ANG	96	55	19	13	7	6	±3	13.0	±2.0	
Non-Hispanic White	96	58	18	11	7	6	±4	13.0	±3.0	
Total Minority	93	46	21	18	9	6	±4	15.0	±3.0	
Black	93	47	19	18	11	5	±7	16.0	±5.0	
Hispanic	92	46	23	17	7	8	±8	14.0	±6.0	
Asian	95	47	21	19	8	4	±7	13.0	±5.0	
Other Race/Ethnicity	96	44	20	21	9	6	±8	15.0	±8.0	
Enlisted	95	54	18	14	7	6	±3	14.0	±3.0	
Officers	98	61	22	7	5	5	±7	10.0	±5.0	
USAFR	95	54	16	12	9	8	±4	18.0	±4.0	
Non-Hispanic White	96	61	17	8	6	8	±6	14.0	±4.0	
Total Minority	94	44	16	17	14	9	±8	23.0	±7.0	
Black	92	45	17	18	12	9	±7	21.0	±7.0	
Hispanic	95	49	12	16	NR	6	±13	22.0	±18.0	
Asian	95	38	19	18	NR	7	±11	NR		
Other Race/Ethnicity	96	36	22	13	13	NR	±12	29.0	±15.0	
Enlisted	94	53	16	13	10	8	±5	17.0	±5.0	
Officers	99	59	17	6	9	9	±7	18.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

126. In your military work group, to what extent...

d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	94	10	7	24	25	34	±2	59.0	±2.0	
National Guard	94	10	7	25	25	34	±3	59.0	±3.0	
Reserve	95	10	7	23	25	35	±3	60.0	±3.0	
Enlisted	94	11	7	25	24	33	±3	57.0	±3.0	
E1-E4	94	12	8	29	21	29	±4	51.0	±4.0	
E5-E9	95	9	7	21	27	36	±2	62.0	±2.0	
Officers	96	5	4	17	32	42	±4	74.0	±3.0	
O1-O3	96	6	4	18	31	41	±6	72.0	±5.0	
O4-O6	97	3	4	16	34	43	±4	76.0	±4.0	
W1-W5	98	6	6	15	26	47	±8	73.0	±7.0	
Male	95	10	6	23	25	36	±3	61.0	±3.0	
Female	92	9	9	30	27	25	±5	51.0	±5.0	
Non-Hispanic White	96	8	5	21	27	38	±3	66.0	±3.0	
Total Minority	93	13	9	28	22	27	±3	49.0	±3.0	
Black	89	14	12	26	22	27	±4	49.0	±5.0	
Hispanic	94	12	8	31	22	27	±5	49.0	±5.0	
AIAN	96	13	4	23	25	35	±12	60.0	±11.0	
Asian	96	15	10	30	21	24	±5	45.0	±5.0	
NHPI	90	NR	11	19	21	17	±10	38.0	±14.0	
Two or More Races	98	9	7	27	23	34	±10	57.0	±10.0	
AGR/FTS/AR	94	10	6	21	27	37	±3	64.0	±4.0	
Other Selected Reserve	95	10	7	24	25	34	±2	59.0	±3.0	
Reserve Unit	94	10	7	25	25	34	±3	59.0	±3.0	
Military Technicians	95	8	8	23	29	33	±5	61.0	±5.0	
IMA	97	5	5	19	34	37	±5	71.0	±3.0	
Not Activated Past 12 Months	95	9	7	25	25	34	±2	60.0	±3.0	
Activated in the Past 12 Months	93	11	9	22	23	35	±5	58.0	±5.0	
Deployed Past 12 Months	95	7	6	22	26	39	±8	65.0	±7.0	
ARNG	94	10	7	25	24	34	±4	58.0	±4.0	
Non-Hispanic White	95	7	6	23	27	37	±5	64.0	±5.0	
Total Minority	92	15	8	30	19	28	±5	47.0	±5.0	
Black	86	19	6	27	20	27	±8	47.0	±8.0	
Hispanic	95	11	9	35	19	27	±9	46.0	±8.0	
Asian	97	16	10	31	16	27	±14	43.0	±11.0	
Other Race/Ethnicity	97	15	8	24	21	32	±17	53.0	±15.0	
Enlisted	94	11	7	27	23	32	±4	55.0	±4.0	
Officers	96	4	4	16	33	42	±6	76.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

126. In your military work group, to what extent...

d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	94	10	8	25	24	33	±5	57.0	±5.0	
Non-Hispanic White	96	10	5	21	25	39	±8	65.0	±9.0	
Total Minority	92	11	11	29	23	26	±6	49.0	±6.0	
Black	90	10	18	25	21	26	±9	47.0	±9.0	
Hispanic	93	13	6	31	25	25	±10	50.0	±10.0	
Asian	97	15	10	32	21	22	±7	43.0	±7.0	
Other Race/Ethnicity	97	7	5	29	25	34	±16	59.0	±14.0	
Enlisted	94	12	9	26	23	31	±6	54.0	±6.0	
Officers	95	6	4	21	30	40	±8	70.0	±7.0	
USNR	95	8	6	20	26	40	±5	66.0	±5.0	
Non-Hispanic White	97	5	4	15	26	49	±8	75.0	±7.0	
Total Minority	93	13	8	26	25	27	±5	53.0	±5.0	
Black	93	12	9	28	23	28	±8	51.0	±8.0	
Hispanic	90	12	8	26	30	24	±9	54.0	±8.0	
Asian	98	15	12	26	22	25	±8	47.0	±8.0	
Other Race/Ethnicity	96	16	3	23	24	34	±15	58.0	±13.0	
Enlisted	95	10	7	22	25	37	±7	62.0	±6.0	
Officers	97	4	4	15	29	48	±8	78.0	±6.0	
USMCR	96	10	7	26	21	36	±6	57.0	±6.0	
Non-Hispanic White	97	8	6	26	22	39	±9	61.0	±9.0	
Total Minority	94	13	9	25	21	32	±7	53.0	±7.0	
Black	91	6	7	26	25	37	±12	61.0	±11.0	
Hispanic	94	15	9	27	20	30	±9	50.0	±9.0	
Asian	97	14	NR	30	NR	15	±13	38.0	±17.0	
Other Race/Ethnicity	97	14	NR	14	NR	NR	±15	NR		
Enlisted	95	11	8	27	20	35	±7	54.0	±7.0	
Officers	96	3	1	15	33	49	±8	81.0	±6.0	
ANG	96	8	7	23	28	34	±3	62.0	±3.0	
Non-Hispanic White	96	7	5	21	29	38	±4	67.0	±4.0	
Total Minority	94	13	11	27	23	25	±4	49.0	±4.0	
Black	93	16	14	23	21	27	±7	48.0	±7.0	
Hispanic	92	11	11	28	25	25	±8	50.0	±8.0	
Asian	95	15	10	31	22	22	±7	44.0	±7.0	
Other Race/Ethnicity	96	11	9	31	24	26	±9	50.0	±8.0	
Enlisted	95	9	7	24	27	33	±3	60.0	±3.0	
Officers	99	6	4	16	34	40	±7	74.0	±6.0	
USAFR	96	9	7	20	30	35	±4	65.0	±4.0	
Non-Hispanic White	97	6	5	17	32	39	±6	71.0	±6.0	
Total Minority	94	13	8	24	27	28	±7	55.0	±6.0	
Black	92	13	10	23	28	27	±8	54.0	±7.0	
Hispanic	95	16	6	24	26	29	±16	55.0	±12.0	
Asian	95	12	5	27	31	25	±18	57.0	±12.0	
Other Race/Ethnicity	95	9	14	23	23	31	±14	54.0	±12.0	
Enlisted	95	10	7	21	29	33	±5	62.0	±5.0	
Officers	99	3	6	16	33	42	±7	74.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

127. At your National Guard/Reserve installation/duty station...

a. Would you know how to report experiences of racial/ethnic harassment?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	95	94	±1	
National Guard	94	94	±2	
Reserve	95	95	±2	
Enlisted	94	94	±2	
E1-E4	94	94	±2	
E5-E9	95	94	±2	
Officers	97	96	±2	
O1-O3	96	94	±3	
O4-O6	97	98	±2	
W1-W5	97	98	±4	
Male	95	95	±1	
Female	93	91	±4	
Non-Hispanic White	96	96	±2	
Total Minority	93	92	±2	
Black	90	91	±3	
Hispanic	94	93	±3	
AIAN	97	87	±14	
Asian	97	89	±4	
NHPI	91	94	±5	
Two or More Races	98	94	±4	
AGR/FTS/AR	94	93	±2	
Other Selected Reserve	95	94	±2	
Reserve Unit	95	94	±2	
Military Technicians	96	94	±3	
IMA	97	95	±2	
Not Activated Past 12 Months	95	94	±2	
Activated in the Past 12 Months	93	93	±3	
Deployed Past 12 Months	96	93	±5	
ARNG	94	94	±2	
Non-Hispanic White	95	95	±3	
Total Minority	93	92	±4	
Black	86	92	±7	
Hispanic	95	92	±7	
Asian	98	91	±5	
Other Race/Ethnicity	97	94	±6	
Enlisted	94	93	±3	
Officers	96	95	±4	

Note. Percent responding are Reserve component members who answered the question.

127. At your National Guard/Reserve installation/duty station...

a. Would you know how to report experiences of racial/ethnic harassment?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	94	95	±2	
Non-Hispanic White	96	97	±3	
Total Minority	93	92	±4	
Black	91	92	±7	
Hispanic	93	94	±6	
Asian	97	85	±6	
Other Race/Ethnicity	97	95	±7	
Enlisted	94	95	±3	
Officers	95	95	±4	
USNR	96	93	±3	
Non-Hispanic White	98	94	±5	
Total Minority	93	92	±3	
Black	92	90	±6	
Hispanic	92	91	±6	
Asian	98	92	±5	
Other Race/Ethnicity	96	95	±5	
Enlisted	95	92	±4	
Officers	98	96	±3	
USMCR	95	97	±3	
Non-Hispanic White	96	97	±5	
Total Minority	94	97	±2	
Black	91	92	±9	
Hispanic	94	99	±2	
Asian	98	98	±4	
Other Race/Ethnicity	97	NR		
Enlisted	95	97	±3	
Officers	96	98	±2	
ANG	96	95	±2	
Non-Hispanic White	96	96	±2	
Total Minority	94	91	±3	
Black	94	91	±5	
Hispanic	93	93	±6	
Asian	95	91	±4	
Other Race/Ethnicity	96	89	±8	
Enlisted	95	94	±2	
Officers	99	98	±3	
USAFR	96	94	±2	
Non-Hispanic White	97	96	±3	
Total Minority	96	91	±4	
Black	94	91	±5	
Hispanic	98	94	±5	
Asian	95	NR		
Other Race/Ethnicity	97	89	±12	
Enlisted	96	93	±3	
Officers	99	96	±3	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

127. At your National Guard/Reserve installation/duty station...

b. Would you know how to report experiences of racial/ethnic discrimination?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	95	94	±1	
National Guard	94	94	±2	
Reserve	95	94	±2	
Enlisted	94	94	±2	
E1-E4	94	94	±2	
E5-E9	95	94	±1	
Officers	97	96	±2	
O1-O3	96	93	±4	
O4-O6	97	98	±2	
W1-W5	98	98	±4	
Male	95	95	±1	
Female	93	91	±4	
Non-Hispanic White	96	96	±2	
Total Minority	93	92	±2	
Black	90	91	±4	
Hispanic	94	93	±3	
AIAN	97	87	±14	
Asian	97	89	±4	
NHPI	91	94	±5	
Two or More Races	98	93	±4	
AGR/FTS/AR	94	93	±2	
Other Selected Reserve	95	94	±1	
Reserve Unit	95	94	±2	
Military Technicians	96	94	±3	
IMA	97	95	±2	
Not Activated Past 12 Months	95	94	±1	
Activated in the Past 12 Months	93	92	±3	
Deployed Past 12 Months	95	92	±5	
ARNG	94	94	±2	
Non-Hispanic White	95	95	±3	
Total Minority	92	92	±4	
Black	86	90	±7	
Hispanic	95	92	±6	
Asian	97	91	±5	
Other Race/Ethnicity	97	93	±7	
Enlisted	94	93	±3	
Officers	96	95	±4	

Note. Percent responding are Reserve component members who answered the question.

127. At your National Guard/Reserve installation/duty station...

b. Would you know how to report experiences of racial/ethnic discrimination?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	94	95	±2	
Non-Hispanic White	96	98	±2	
Total Minority	93	92	±4	
Black	91	91	±7	
Hispanic	93	94	±6	
Asian	97	85	±6	
Other Race/Ethnicity	97	95	±7	
Enlisted	94	95	±2	
Officers	95	95	±4	
USNR	96	92	±3	
Non-Hispanic White	98	93	±6	
Total Minority	93	91	±3	
Black	92	91	±6	
Hispanic	92	91	±6	
Asian	98	89	±6	
Other Race/Ethnicity	95	94	±5	
Enlisted	95	91	±4	
Officers	98	96	±3	
USMCR	95	97	±3	
Non-Hispanic White	96	97	±5	
Total Minority	94	97	±3	
Black	91	92	±9	
Hispanic	93	98	±3	
Asian	98	98	±4	
Other Race/Ethnicity	97	NR		
Enlisted	95	97	±3	
Officers	96	98	±2	
ANG	96	95	±2	
Non-Hispanic White	96	96	±2	
Total Minority	94	92	±3	
Black	94	91	±5	
Hispanic	93	94	±6	
Asian	95	92	±4	
Other Race/Ethnicity	96	89	±9	
Enlisted	95	94	±2	
Officers	99	98	±3	
USAFR	96	94	±2	
Non-Hispanic White	97	96	±3	
Total Minority	96	91	±4	
Black	94	91	±5	
Hispanic	98	94	±5	
Asian	95	NR		
Other Race/Ethnicity	96	89	±12	
Enlisted	96	93	±3	
Officers	99	96	±3	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

127. At your National Guard/Reserve installation/duty station...

c. Is the availability of reporting hotlines publicized enough?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	94	86	±2	
National Guard	94	86	±3	
Reserve	95	86	±3	
Enlisted	94	86	±2	
E1-E4	93	86	±4	
E5-E9	95	85	±2	
Officers	96	88	±3	
O1-O3	96	87	±4	
O4-O6	97	89	±3	
W1-W5	97	86	±6	
Male	95	88	±2	
Female	92	79	±4	
Non-Hispanic White	95	89	±2	
Total Minority	93	81	±3	
Black	89	79	±4	
Hispanic	93	84	±4	
AIAN	96	82	±12	
Asian	97	79	±4	
NHPI	89	83	±8	
Two or More Races	97	83	±11	
AGR/FTS/AR	94	83	±3	
Other Selected Reserve	94	86	±2	
Reserve Unit	94	86	±2	
Military Technicians	95	86	±4	
IMA	97	85	±4	
Not Activated Past 12 Months	94	86	±2	
Activated in the Past 12 Months	93	86	±4	
Deployed Past 12 Months	96	89	±4	
ARNG	93	86	±3	
Non-Hispanic White	94	88	±4	
Total Minority	91	82	±5	
Black	85	80	±7	
Hispanic	93	86	±7	
Asian	97	79	±9	
Other Race/Ethnicity	96	81	±18	
Enlisted	93	86	±3	
Officers	95	87	±5	

Note. Percent responding are Reserve component members who answered the question.

127. At your National Guard/Reserve installation/duty station...

c. Is the availability of reporting hotlines publicized enough?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	94	85	±4	
Non-Hispanic White	96	90	±6	
Total Minority	93	80	±5	
Black	91	79	±8	
Hispanic	93	80	±10	
Asian	97	77	±7	
Other Race/Ethnicity	96	87	±9	
Enlisted	94	85	±5	
Officers	95	87	±6	
USNR	96	86	±4	
Non-Hispanic White	98	89	±6	
Total Minority	93	82	±4	
Black	92	80	±7	
Hispanic	92	84	±7	
Asian	98	82	±6	
Other Race/Ethnicity	96	81	±17	
Enlisted	95	84	±5	
Officers	98	91	±4	
USMCR	95	93	±4	
Non-Hispanic White	96	95	±7	
Total Minority	94	90	±5	
Black	91	84	±8	
Hispanic	94	92	±9	
Asian	98	NR		
Other Race/Ethnicity	97	94	±13	
Enlisted	95	92	±5	
Officers	96	96	±3	
ANG	96	87	±2	
Non-Hispanic White	96	90	±3	
Total Minority	94	80	±3	
Black	94	75	±6	
Hispanic	93	81	±6	
Asian	95	82	±6	
Other Race/Ethnicity	96	82	±7	
Enlisted	95	87	±2	
Officers	98	88	±5	
USAFR	96	84	±3	
Non-Hispanic White	97	87	±4	
Total Minority	95	79	±5	
Black	92	75	±7	
Hispanic	98	85	±7	
Asian	95	NR		
Other Race/Ethnicity	96	77	±12	
Enlisted	95	84	±4	
Officers	98	84	±5	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

128. In the past 12 months, have you had training on racial/ethnic harassment and discrimination?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	95	85	±2	
National Guard	95	85	±3	
Reserve	95	85	±3	
Enlisted	94	85	±2	
E1-E4	94	82	±4	
E5-E9	95	88	±2	
Officers	97	88	±2	
O1-O3	96	87	±4	
O4-O6	97	90	±3	
W1-W5	98	88	±6	
Male	95	87	±2	
Female	93	79	±4	
Non-Hispanic White	96	88	±3	
Total Minority	93	80	±3	
Black	89	79	±4	
Hispanic	94	81	±4	
AIAN	96	81	±12	
Asian	97	79	±4	
NHPI	90	NR		
Two or More Races	98	86	±7	
AGR/FTS/AR	94	87	±3	
Other Selected Reserve	95	85	±2	
Reserve Unit	95	85	±2	
Military Technicians	96	87	±4	
IMA	97	81	±3	
Not Activated Past 12 Months	95	85	±2	
Activated in the Past 12 Months	94	87	±4	
Deployed Past 12 Months	96	92	±5	
ARNG	94	84	±3	
Non-Hispanic White	96	86	±4	
Total Minority	92	79	±5	
Black	86	77	±8	
Hispanic	95	80	±8	
Asian	98	78	±8	
Other Race/Ethnicity	97	80	±14	
Enlisted	94	83	±4	
Officers	96	90	±4	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

128. In the past 12 months, have you had training on racial/ethnic harassment and discrimination?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	94	85	±4	
Non-Hispanic White	96	89	±7	
Total Minority	92	81	±5	
Black	89	81	±8	
Hispanic	92	80	±9	
Asian	97	77	±7	
Other Race/Ethnicity	97	87	±9	
Enlisted	94	84	±5	
Officers	95	87	±6	
USNR	96	88	±4	
Non-Hispanic White	98	89	±6	
Total Minority	93	87	±4	
Black	92	86	±6	
Hispanic	92	87	±7	
Asian	98	82	±6	
Other Race/Ethnicity	97	90	±8	
Enlisted	95	87	±5	
Officers	98	90	±5	
USMCR	95	86	±5	
Non-Hispanic White	96	89	±7	
Total Minority	94	82	±6	
Black	92	86	±7	
Hispanic	93	78	±9	
Asian	98	NR		
Other Race/Ethnicity	96	92	±13	
Enlisted	95	86	±5	
Officers	96	91	±4	
ANG	96	90	±2	
Non-Hispanic White	96	93	±2	
Total Minority	94	81	±3	
Black	94	75	±6	
Hispanic	93	87	±5	
Asian	95	83	±6	
Other Race/Ethnicity	96	79	±9	
Enlisted	95	90	±2	
Officers	99	91	±4	
USAFR	97	85	±3	
Non-Hispanic White	97	89	±4	
Total Minority	96	79	±5	
Black	94	73	±7	
Hispanic	98	81	±9	
Asian	95	82	±7	
Other Race/Ethnicity	96	84	±7	
Enlisted	96	85	±4	
Officers	99	84	±5	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

129. My National Guard/Reserve component's training...

a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	0	0	9	35	55	1	±3	90.0	±2.0	
National Guard	78	0	0	8	36	54	0	±3	91.0	±2.0	
Reserve	78	0	0	9	33	55	1	±4	90.0	±3.0	
Enlisted	77	0	0	9	34	55	1	±3	90.0	±2.0	
E1-E4	74	0	0	10	29	60	1	±5	89.0	±4.0	
E5-E9	80	0	1	8	40	51	0	±3	91.0	±2.0	
Officers	83	1	1	7	39	52	1	±4	92.0	±2.0	
O1-O3	81	1	0	5	38	55	1	±7	93.0	±4.0	
O4-O6	85	1	1	8	40	50	1	±4	91.0	±3.0	
W1-W5	83	0	2	7	39	53	0	±8	92.0	±6.0	
Male	80	0	0	9	34	56	1	±3	91.0	±2.0	
Female	71	0	1	10	39	49	1	±6	89.0	±3.0	
Non-Hispanic White	82	0	0	8	35	55	1	±3	91.0	±2.0	
Total Minority	72	0	1	10	34	53	1	±3	88.0	±3.0	
Black	68	0	1	11	34	54	0	±5	88.0	±4.0	
Hispanic	74	0	0	10	35	54	1	±6	90.0	±4.0	
AIAN	75	0	0	10	35	54	0	±11	89.0	±6.0	
Asian	74	1	1	9	38	50	1	±6	89.0	±4.0	
NHPI	58	0	0	10	42	48	0	±9	90.0	±7.0	
Two or More Races	82	0	1	13	30	56	0	±15	86.0	±14.0	
AGR/FTS/AR	80	0	1	10	41	48	1	±4	89.0	±3.0	
Other Selected Reserve	78	0	0	9	34	55	1	±3	91.0	±2.0	
Reserve Unit	78	0	0	9	34	56	1	±3	91.0	±2.0	
Military Technicians	81	0	1	9	40	51	0	±5	90.0	±3.0	
IMA	77	0	0	11	37	50	2	±5	88.0	±5.0	
Not Activated Past 12 Months	78	0	0	9	35	54	1	±3	90.0	±2.0	
Activated in the Past 12 Months	78	1	0	8	34	56	1	±6	91.0	±3.0	
Deployed Past 12 Months	84	0	0	11	32	56	0	±8	88.0	±5.0	
ARNG	76	0	0	9	35	55	0	±4	91.0	±3.0	
Non-Hispanic White	79	0	0	7	35	57	0	±5	92.0	±3.0	
Total Minority	71	1	0	11	35	52	0	±6	88.0	±6.0	
Black	64	0	1	12	32	54	0	±10	87.0	±10.0	
Hispanic	75	1	0	8	40	51	0	±10	91.0	±6.0	
Asian	74	NR	1	9	35	49	2	±13	86.0	±11.0	
Other Race/Ethnicity	77	0	1	NR	29	NR	0	±14	NR		
Enlisted	75	0	0	9	34	56	0	±5	90.0	±3.0	
Officers	85	1	1	6	40	52	0	±7	92.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

- a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	76	0	0	11	32	55	2	±6	89.0	±5.0	
Non-Hispanic White	80	0	0	11	33	54	2	±9	89.0	±8.0	
Total Minority	71	0	1	10	31	57	1	±6	89.0	±5.0	
Black	69	1	1	8	32	58	0	±9	90.0	±6.0	
Hispanic	71	0	0	14	29	55	2	±11	86.0	±10.0	
Asian	72	0	0	8	39	50	2	±8	91.0	±6.0	
Other Race/Ethnicity	82	0	0	7	25	68	0	±14	93.0	±6.0	
Enlisted	75	0	0	12	31	55	2	±7	88.0	±6.0	
Officers	77	0	0	7	36	55	2	±9	93.0	±6.0	
USNR	82	0	0	8	38	53	1	±6	91.0	±3.0	
Non-Hispanic White	86	0	0	6	37	56	1	±9	93.0	±5.0	
Total Minority	78	0	1	11	39	49	1	±5	88.0	±3.0	
Black	77	0	1	12	40	47	0	±9	87.0	±6.0	
Hispanic	76	0	0	13	36	50	1	±9	87.0	±7.0	
Asian	78	0	1	10	38	50	0	±9	89.0	±7.0	
Other Race/Ethnicity	85	0	0	7	41	51	1	±15	93.0	±6.0	
Enlisted	81	0	0	8	36	54	0	±7	91.0	±4.0	
Officers	86	0	1	7	42	49	1	±9	92.0	±5.0	
USMCR	79	0	1	9	29	61	0	±6	91.0	±4.0	
Non-Hispanic White	86	0	1	8	28	63	1	±9	91.0	±7.0	
Total Minority	71	0	0	9	31	60	0	±7	91.0	±4.0	
Black	73	0	0	12	38	49	0	±11	88.0	±7.0	
Hispanic	69	0	0	8	30	62	0	±10	92.0	±6.0	
Asian	66	NR	1	7	43	49	NR	±12	92.0	±8.0	
Other Race/Ethnicity	85	NR	NR	11	NR	NR	NR	±15	89.0	±16.0	
Enlisted	79	0	1	9	28	62	0	±7	90.0	±5.0	
Officers	86	0	0	7	33	58	1	±8	93.0	±5.0	
ANG	84	0	1	8	41	50	0	±3	91.0	±2.0	
Non-Hispanic White	88	0	0	7	41	51	0	±4	92.0	±2.0	
Total Minority	75	0	2	9	41	47	1	±5	89.0	±4.0	
Black	69	1	6	10	32	51	1	±8	84.0	±7.0	
Hispanic	80	0	0	9	43	47	1	±9	91.0	±7.0	
Asian	78	0	1	9	45	44	0	±8	90.0	±5.0	
Other Race/Ethnicity	73	0	0	8	46	45	0	±9	92.0	±5.0	
Enlisted	84	0	1	8	41	50	0	±4	91.0	±2.0	
Officers	89	0	1	8	43	48	0	±7	91.0	±5.0	
USAFR	79	0	1	7	36	55	1	±5	92.0	±3.0	
Non-Hispanic White	83	0	1	7	36	55	1	±6	92.0	±4.0	
Total Minority	73	1	0	8	36	54	1	±7	91.0	±4.0	
Black	68	0	1	13	40	45	1	±9	86.0	±8.0	
Hispanic	78	0	0	4	29	65	0	±13	95.0	±4.0	
Asian	74	0	0	7	36	56	0	±14	92.0	±5.0	
Other Race/Ethnicity	77	NR	1	6	45	45	1	±15	90.0	±9.0	
Enlisted	78	0	1	7	36	55	1	±6	92.0	±3.0	
Officers	81	1	0	7	37	53	1	±8	91.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	0	0	8	35	56	1	±3	91.0	±2.0	
National Guard	78	0	0	8	35	56	0	±3	91.0	±2.0	
Reserve	78	0	0	9	34	56	1	±4	91.0	±3.0	
Enlisted	77	0	0	9	34	56	1	±3	91.0	±2.0	
E1-E4	74	0	0	10	28	61	1	±5	90.0	±4.0	
E5-E9	80	0	0	8	39	52	0	±3	92.0	±2.0	
Officers	82	0	0	5	38	56	1	±4	94.0	±2.0	
O1-O3	80	1	0	5	38	55	1	±7	94.0	±4.0	
O4-O6	85	0	0	4	38	57	1	±5	95.0	±2.0	
W1-W5	83	0	1	7	38	54	0	±8	92.0	±5.0	
Male	79	0	0	8	34	57	0	±3	92.0	±2.0	
Female	71	0	1	10	37	51	1	±6	89.0	±4.0	
Non-Hispanic White	81	0	0	8	34	58	1	±3	92.0	±2.0	
Total Minority	72	0	0	9	36	53	0	±3	90.0	±2.0	
Black	67	1	0	10	36	52	0	±5	89.0	±4.0	
Hispanic	74	0	0	10	35	54	0	±6	90.0	±4.0	
AIAN	75	0	0	9	36	54	0	±11	90.0	±6.0	
Asian	74	1	1	9	38	50	1	±6	89.0	±4.0	
NHPI	59	0	0	10	42	48	0	±9	90.0	±7.0	
Two or More Races	82	0	2	6	36	56	0	±11	92.0	±6.0	
AGR/FTS/AR	80	0	0	8	40	52	0	±4	92.0	±3.0	
Other Selected Reserve	78	0	0	8	34	56	1	±3	91.0	±2.0	
Reserve Unit	78	0	0	8	34	57	1	±3	91.0	±2.0	
Military Technicians	81	0	0	8	38	53	0	±5	91.0	±3.0	
IMA	77	0	0	10	34	54	2	±5	90.0	±5.0	
Not Activated Past 12 Months	78	0	0	8	35	56	1	±3	91.0	±2.0	
Activated in the Past 12 Months	78	0	1	8	35	56	1	±6	91.0	±3.0	
Deployed Past 12 Months	85	0	0	10	33	56	0	±8	90.0	±5.0	
ARNG	76	0	0	9	34	57	0	±4	91.0	±3.0	
Non-Hispanic White	79	0	0	8	32	59	0	±5	92.0	±3.0	
Total Minority	71	1	1	10	36	53	0	±6	89.0	±5.0	
Black	63	0	0	12	34	53	0	±10	87.0	±10.0	
Hispanic	75	1	0	9	37	54	0	±9	90.0	±7.0	
Asian	74	NR	1	9	35	49	2	±13	86.0	±11.0	
Other Race/Ethnicity	77	0	NR	6	NR	NR	0	±8	91.0	±10.0	
Enlisted	75	0	0	9	33	57	0	±5	90.0	±3.0	
Officers	85	1	0	6	39	54	0	±7	93.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

- b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	75	0	0	10	33	55	2	±6	90.0	±5.0	
Non-Hispanic White	79	0	0	10	33	55	2	±9	89.0	±9.0	
Total Minority	72	0	0	10	34	55	1	±6	90.0	±5.0	
Black	69	1	0	8	35	56	1	±9	92.0	±6.0	
Hispanic	71	0	0	13	35	51	1	±12	87.0	±10.0	
Asian	72	0	0	9	37	51	2	±8	90.0	±6.0	
Other Race/Ethnicity	83	0	0	8	23	69	0	±14	92.0	±8.0	
Enlisted	75	0	0	11	33	54	2	±7	88.0	±6.0	
Officers	76	0	0	5	36	57	2	±9	95.0	±6.0	
USNR	82	0	0	6	37	56	1	±6	93.0	±3.0	
Non-Hispanic White	85	0	0	4	36	60	0	±9	96.0	±4.0	
Total Minority	78	1	1	11	38	49	1	±6	88.0	±4.0	
Black	78	NR	1	11	39	47	0	±9	87.0	±7.0	
Hispanic	76	0	0	13	33	52	1	±9	86.0	±7.0	
Asian	77	0	2	9	38	51	0	±9	89.0	±7.0	
Other Race/Ethnicity	84	0	0	7	49	44	0	±15	93.0	±6.0	
Enlisted	81	0	0	7	36	56	0	±7	92.0	±3.0	
Officers	86	0	0	4	40	55	1	±9	96.0	±4.0	
USMCR	79	0	1	8	27	64	0	±6	91.0	±4.0	
Non-Hispanic White	85	0	1	8	25	66	0	±9	91.0	±7.0	
Total Minority	71	0	0	8	30	61	0	±7	92.0	±4.0	
Black	73	0	0	10	36	54	0	±11	90.0	±7.0	
Hispanic	69	0	0	7	29	63	0	±10	93.0	±6.0	
Asian	66	NR	NR	7	43	50	NR	±12	93.0	±8.0	
Other Race/Ethnicity	85	NR	NR	10	NR	NR	NR	±15	90.0	±15.0	
Enlisted	79	0	1	9	26	64	0	±7	91.0	±5.0	
Officers	86	0	0	5	31	62	1	±8	95.0	±3.0	
ANG	84	0	0	6	40	53	0	±3	94.0	±2.0	
Non-Hispanic White	88	0	0	5	40	54	0	±4	94.0	±2.0	
Total Minority	74	0	1	7	42	50	0	±5	92.0	±3.0	
Black	68	1	2	9	37	51	0	±8	88.0	±6.0	
Hispanic	79	0	0	5	43	50	1	±9	94.0	±3.0	
Asian	78	0	0	7	47	45	0	±8	92.0	±4.0	
Other Race/Ethnicity	73	0	0	6	42	52	0	±9	94.0	±5.0	
Enlisted	84	0	0	6	41	52	0	±4	93.0	±2.0	
Officers	88	0	0	4	40	56	0	±7	96.0	±3.0	
USAFR	79	0	0	7	36	56	1	±5	93.0	±3.0	
Non-Hispanic White	83	0	0	6	36	57	1	±6	93.0	±4.0	
Total Minority	73	0	0	8	36	55	0	±7	92.0	±4.0	
Black	68	0	1	11	44	44	0	±9	88.0	±8.0	
Hispanic	78	0	0	4	27	69	0	±12	96.0	±4.0	
Asian	74	0	0	6	35	58	0	±14	93.0	±5.0	
Other Race/Ethnicity	77	0	1	8	45	46	0	±14	91.0	±9.0	
Enlisted	78	0	0	7	37	55	0	±6	92.0	±3.0	
Officers	81	0	0	5	34	59	1	±7	95.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

c. Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	0	1	9	35	55	1	±3	90.0	±2.0	
National Guard	78	0	1	8	36	54	0	±3	91.0	±2.0	
Reserve	77	0	1	9	34	55	1	±4	90.0	±3.0	
Enlisted	77	0	1	9	34	55	1	±3	90.0	±2.0	
E1-E4	73	0	1	9	29	59	1	±5	90.0	±4.0	
E5-E9	80	0	1	8	39	51	0	±3	91.0	±2.0	
Officers	82	1	1	7	38	53	1	±4	92.0	±2.0	
O1-O3	80	1	0	6	38	54	1	±7	93.0	±4.0	
O4-O6	85	0	0	8	38	52	1	±5	91.0	±3.0	
W1-W5	83	0	2	7	36	53	NR	±8	90.0	±6.0	
Male	79	0	1	8	35	56	1	±3	91.0	±2.0	
Female	70	0	2	10	37	50	2	±6	88.0	±4.0	
Non-Hispanic White	81	0	1	8	35	56	1	±3	91.0	±2.0	
Total Minority	72	0	1	10	36	53	0	±3	89.0	±3.0	
Black	66	0	1	9	37	52	0	±5	90.0	±4.0	
Hispanic	74	0	1	11	34	53	1	±6	87.0	±5.0	
AIAN	75	0	0	8	39	52	0	±11	91.0	±6.0	
Asian	74	1	1	8	39	49	1	±6	89.0	±4.0	
NHPI	59	0	0	10	41	48	0	±9	90.0	±7.0	
Two or More Races	80	1	1	8	33	57	0	±11	91.0	±5.0	
AGR/FTS/AR	80	0	1	9	40	49	0	±4	90.0	±3.0	
Other Selected Reserve	77	0	1	8	34	55	1	±3	91.0	±2.0	
Reserve Unit	77	0	1	8	34	55	1	±3	91.0	±2.0	
Military Technicians	80	0	1	8	38	53	0	±5	91.0	±3.0	
IMA	77	0	1	11	35	51	2	±5	87.0	±5.0	
Not Activated Past 12 Months	77	0	1	9	35	55	1	±3	91.0	±2.0	
Activated in the Past 12 Months	78	1	1	8	34	55	1	±6	90.0	±4.0	
Deployed Past 12 Months	84	0	0	13	30	56	1	±8	87.0	±7.0	
ARNG	76	0	1	9	34	56	0	±4	90.0	±3.0	
Non-Hispanic White	79	0	1	8	33	58	1	±5	91.0	±4.0	
Total Minority	70	1	1	10	37	51	0	±6	88.0	±5.0	
Black	62	0	1	9	38	51	0	±10	90.0	±8.0	
Hispanic	75	1	1	12	36	50	0	±9	86.0	±8.0	
Asian	74	NR	2	8	37	48	2	±13	86.0	±11.0	
Other Race/Ethnicity	73	1	1	8	NR	NR	0	±8	91.0	±8.0	
Enlisted	74	0	1	9	33	56	1	±5	90.0	±3.0	
Officers	84	1	0	7	40	50	0	±7	91.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

c. Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	75	0	0	10	33	55	2	±6	89.0	±5.0	
Non-Hispanic White	80	0	0	10	34	53	2	±9	89.0	±8.0	
Total Minority	71	0	1	10	32	57	1	±6	89.0	±5.0	
Black	69	0	1	7	33	58	0	±9	92.0	±6.0	
Hispanic	71	0	0	13	30	55	1	±11	86.0	±10.0	
Asian	72	0	0	9	38	50	2	±8	90.0	±6.0	
Other Race/Ethnicity	82	0	0	8	23	68	0	±14	92.0	±8.0	
Enlisted	75	0	0	10	33	55	1	±7	89.0	±5.0	
Officers	76	0	0	8	34	56	2	±9	91.0	±6.0	
USNR	82	1	1	7	37	53	1	±6	91.0	±3.0	
Non-Hispanic White	85	1	1	4	35	58	1	±8	94.0	±5.0	
Total Minority	78	0	1	12	39	46	1	±5	87.0	±5.0	
Black	77	0	2	12	41	45	0	±9	86.0	±7.0	
Hispanic	77	0	0	11	37	48	3	±9	88.0	±7.0	
Asian	78	0	3	8	40	50	0	±9	89.0	±7.0	
Other Race/Ethnicity	84	0	1	NR	41	43	0	±15	NR		
Enlisted	81	1	1	8	36	54	0	±7	90.0	±4.0	
Officers	85	0	1	6	41	51	2	±9	93.0	±5.0	
USMCR	80	0	0	9	29	62	0	±6	91.0	±4.0	
Non-Hispanic White	86	0	0	10	27	63	0	±9	90.0	±7.0	
Total Minority	71	0	0	8	31	61	0	±7	92.0	±4.0	
Black	73	0	0	9	37	53	0	±11	90.0	±7.0	
Hispanic	69	0	0	7	31	63	0	±10	93.0	±6.0	
Asian	66	NR	NR	8	45	47	NR	±12	92.0	±8.0	
Other Race/Ethnicity	85	NR	NR	9	NR	NR	NR	±14	91.0	±14.0	
Enlisted	79	0	0	9	28	62	0	±7	91.0	±5.0	
Officers	86	0	0	6	34	58	1	±8	93.0	±5.0	
ANG	84	0	1	7	41	51	0	±3	92.0	±2.0	
Non-Hispanic White	88	0	0	6	41	52	0	±4	93.0	±2.0	
Total Minority	75	0	1	9	41	48	1	±5	90.0	±3.0	
Black	69	1	3	12	35	49	0	±8	85.0	±6.0	
Hispanic	80	0	0	7	44	48	1	±9	93.0	±4.0	
Asian	78	0	1	8	45	45	0	±7	91.0	±5.0	
Other Race/Ethnicity	74	0	0	9	42	49	0	±9	91.0	±5.0	
Enlisted	83	0	1	7	41	51	0	±4	92.0	±2.0	
Officers	89	0	1	8	40	51	0	±7	91.0	±4.0	
USAFR	79	0	2	7	36	54	1	±7	91.0	±5.0	
Non-Hispanic White	83	0	1	6	36	56	1	±6	93.0	±4.0	
Total Minority	73	0	NR	7	37	51	1	±7	88.0	±10.0	
Black	67	0	0	11	44	43	1	±9	88.0	±7.0	
Hispanic	78	0	NR	4	27	57	0	±16	NR		
Asian	74	0	0	7	36	57	0	±14	93.0	±5.0	
Other Race/Ethnicity	77	NR	1	5	44	46	0	±14	91.0	±9.0	
Enlisted	78	0	3	7	36	54	1	±9	90.0	±6.0	
Officers	81	1	0	5	38	55	1	±8	94.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	77	1	1	11	35	52	1	±3	87.0	±2.0	
National Guard	78	0	1	11	36	52	0	±3	88.0	±3.0	
Reserve	77	1	1	12	34	52	1	±4	86.0	±3.0	
Enlisted	77	1	1	12	34	53	1	±3	87.0	±2.0	
E1-E4	73	1	0	13	27	58	1	±5	86.0	±4.0	
E5-E9	80	1	1	10	40	47	0	±3	88.0	±2.0	
Officers	82	1	1	9	41	48	1	±4	89.0	±3.0	
O1-O3	79	1	1	8	42	49	1	±7	91.0	±5.0	
O4-O6	84	1	1	10	41	46	1	±5	88.0	±3.0	
W1-W5	83	0	1	12	36	50	NR	±8	88.0	±6.0	
Male	79	1	1	11	34	53	0	±3	88.0	±2.0	
Female	70	0	1	12	38	47	1	±6	86.0	±4.0	
Non-Hispanic White	81	1	1	11	35	52	1	±3	88.0	±3.0	
Total Minority	72	1	1	12	35	51	0	±3	86.0	±3.0	
Black	67	0	2	12	36	50	0	±5	86.0	±4.0	
Hispanic	73	0	0	13	35	51	0	±6	86.0	±5.0	
AIAN	74	0	1	12	35	52	0	±11	87.0	±7.0	
Asian	73	2	2	9	38	48	1	±6	87.0	±4.0	
NHPI	58	0	0	11	41	47	0	±9	89.0	±7.0	
Two or More Races	81	1	1	13	30	55	0	±14	85.0	±13.0	
AGR/FTS/AR	79	0	1	11	39	47	0	±4	87.0	±3.0	
Other Selected Reserve	77	1	1	11	34	52	1	±3	87.0	±2.0	
Reserve Unit	77	1	1	11	34	53	1	±3	88.0	±2.0	
Military Technicians	80	0	1	10	39	49	0	±5	88.0	±3.0	
IMA	76	1	1	13	36	48	1	±5	85.0	±5.0	
Not Activated Past 12 Months	77	1	1	11	35	52	1	±3	87.0	±2.0	
Activated in the Past 12 Months	78	1	1	11	35	52	1	±6	88.0	±4.0	
Deployed Past 12 Months	84	0	1	12	35	52	0	±8	87.0	±5.0	
ARNG	76	0	0	11	34	54	0	±4	88.0	±3.0	
Non-Hispanic White	79	0	0	10	33	55	0	±5	89.0	±4.0	
Total Minority	70	1	1	13	35	51	0	±6	86.0	±6.0	
Black	63	0	1	14	33	52	0	±10	85.0	±10.0	
Hispanic	74	1	0	10	40	49	0	±10	89.0	±7.0	
Asian	73	NR	2	9	36	48	2	±13	85.0	±11.0	
Other Race/Ethnicity	75	0	1	NR	28	NR	0	±14	NR		
Enlisted	75	0	0	11	33	55	0	±5	88.0	±4.0	
Officers	84	1	1	9	41	47	0	±7	88.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	75	1	1	13	33	50	2	±6	84.0	±5.0	
Non-Hispanic White	79	2	0	14	34	47	2	±9	83.0	±9.0	
Total Minority	71	0	1	13	31	54	1	±6	85.0	±6.0	
Black	69	0	2	8	36	53	0	±9	89.0	±7.0	
Hispanic	71	0	0	19	28	52	1	±13	81.0	±13.0	
Asian	71	1	1	10	37	48	2	±8	88.0	±6.0	
Other Race/Ethnicity	82	0	1	8	23	68	0	±14	91.0	±7.0	
Enlisted	75	2	1	15	31	50	1	±7	83.0	±6.0	
Officers	77	0	0	8	40	50	2	±9	92.0	±6.0	
USNR	82	0	1	11	38	49	1	±6	87.0	±5.0	
Non-Hispanic White	86	0	1	11	34	53	1	±9	88.0	±8.0	
Total Minority	78	1	1	12	42	44	1	±6	86.0	±4.0	
Black	77	0	2	12	46	39	0	±9	85.0	±7.0	
Hispanic	76	1	0	14	37	47	1	±9	85.0	±7.0	
Asian	78	2	0	9	41	47	0	±9	88.0	±7.0	
Other Race/Ethnicity	85	1	2	10	46	41	0	±15	88.0	±7.0	
Enlisted	81	0	1	11	37	51	0	±7	88.0	±5.0	
Officers	85	1	1	13	39	44	1	±12	84.0	±11.0	
USMCR	78	0	0	10	28	62	0	±6	89.0	±5.0	
Non-Hispanic White	84	0	0	10	26	63	0	±9	89.0	±7.0	
Total Minority	69	0	0	10	30	59	0	±7	89.0	±4.0	
Black	73	1	0	16	31	52	0	±11	83.0	±8.0	
Hispanic	65	0	0	9	30	61	0	±10	91.0	±7.0	
Asian	66	NR	1	8	46	45	NR	±12	91.0	±8.0	
Other Race/Ethnicity	85	NR	NR	8	NR	NR	NR	±13	90.0	±14.0	
Enlisted	77	0	0	10	27	63	0	±7	89.0	±5.0	
Officers	83	1	1	7	35	55	1	±8	91.0	±5.0	
ANG	83	0	1	10	40	48	0	±3	88.0	±2.0	
Non-Hispanic White	87	0	1	9	40	49	0	±4	89.0	±3.0	
Total Minority	73	0	2	12	41	44	0	±5	85.0	±4.0	
Black	67	1	3	14	37	45	0	±8	82.0	±7.0	
Hispanic	78	0	1	12	42	44	1	±9	87.0	±8.0	
Asian	77	0	3	11	41	45	0	±8	86.0	±6.0	
Other Race/Ethnicity	72	0	3	11	44	42	0	±9	86.0	±7.0	
Enlisted	82	0	1	10	40	48	0	±4	88.0	±2.0	
Officers	88	0	1	8	44	47	0	±8	90.0	±5.0	
USAFR	78	0	1	9	38	52	1	±5	90.0	±3.0	
Non-Hispanic White	82	0	1	8	38	52	1	±6	90.0	±4.0	
Total Minority	73	1	0	9	37	52	1	±7	90.0	±4.0	
Black	66	1	1	13	41	43	1	±9	85.0	±8.0	
Hispanic	78	0	0	7	30	63	0	±13	93.0	±6.0	
Asian	74	0	0	8	37	54	0	±14	92.0	±5.0	
Other Race/Ethnicity	77	NR	1	6	46	43	1	±15	90.0	±9.0	
Enlisted	78	0	1	9	38	52	0	±6	90.0	±3.0	
Officers	79	0	2	8	38	50	1	±8	90.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

e. Explains the process for reporting racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	77	0	1	10	35	54	1	±3	90.0	±2.0	
National Guard	77	0	1	9	36	54	0	±3	90.0	±2.0	
Reserve	77	0	0	10	35	54	1	±4	89.0	±3.0	
Enlisted	76	0	1	10	34	54	1	±3	89.0	±2.0	
E1-E4	73	0	0	11	27	60	1	±5	88.0	±4.0	
E5-E9	79	0	1	9	41	49	0	±3	90.0	±2.0	
Officers	82	1	1	6	40	51	1	±4	92.0	±2.0	
O1-O3	79	1	1	6	41	51	1	±7	93.0	±4.0	
O4-O6	85	0	1	6	41	51	1	±5	93.0	±3.0	
W1-W5	81	0	0	11	35	54	0	±8	89.0	±6.0	
Male	79	0	0	9	35	55	0	±3	90.0	±2.0	
Female	69	0	1	11	39	47	1	±6	87.0	±4.0	
Non-Hispanic White	81	0	0	9	35	55	1	±3	91.0	±2.0	
Total Minority	71	0	1	11	35	52	0	±3	87.0	±3.0	
Black	67	0	2	12	34	51	0	±5	86.0	±5.0	
Hispanic	72	0	0	11	35	53	0	±6	88.0	±4.0	
AIAN	75	0	0	11	37	52	0	±11	89.0	±6.0	
Asian	72	2	1	9	40	47	1	±6	88.0	±4.0	
NHPI	57	0	0	11	42	46	0	±9	89.0	±7.0	
Two or More Races	81	0	0	12	30	58	0	±15	88.0	±15.0	
AGR/FTS/AR	78	0	1	10	40	49	0	±4	89.0	±3.0	
Other Selected Reserve	77	0	1	10	35	54	1	±3	90.0	±2.0	
Reserve Unit	77	0	1	10	35	54	1	±3	90.0	±2.0	
Military Technicians	79	0	1	7	41	51	0	±5	91.0	±3.0	
IMA	76	0	0	11	37	50	1	±5	88.0	±5.0	
Not Activated Past 12 Months	77	0	1	10	35	54	1	±3	89.0	±2.0	
Activated in the Past 12 Months	78	0	0	8	37	53	0	±6	91.0	±3.0	
Deployed Past 12 Months	84	0	0	11	38	50	0	±8	88.0	±5.0	
ARNG	75	0	1	10	34	55	0	±4	89.0	±3.0	
Non-Hispanic White	78	0	0	8	33	57	0	±5	91.0	±3.0	
Total Minority	69	1	1	12	34	52	0	±6	86.0	±6.0	
Black	63	0	2	14	31	51	0	±10	83.0	±10.0	
Hispanic	71	1	0	10	38	51	0	±10	89.0	±7.0	
Asian	72	NR	1	10	38	46	2	±14	86.0	±11.0	
Other Race/Ethnicity	76	0	0	NR	29	NR	0	±14	NR		
Enlisted	74	0	1	10	32	56	0	±5	89.0	±3.0	
Officers	83	1	1	6	41	51	0	±7	92.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

e. Explains the process for reporting racial/ethnic harassment and discrimination.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	75	0	0	11	34	53	1	±6	88.0	±5.0	
Non-Hispanic White	79	0	0	12	35	51	2	±9	88.0	±8.0	
Total Minority	71	0	1	11	33	55	1	±6	88.0	±5.0	
Black	69	0	2	9	35	54	0	±9	89.0	±7.0	
Hispanic	71	0	0	14	33	53	1	±11	86.0	±10.0	
Asian	70	1	0	9	40	48	2	±8	90.0	±6.0	
Other Race/Ethnicity	79	0	0	8	21	70	0	±13	91.0	±8.0	
Enlisted	75	0	0	12	33	53	1	±7	87.0	±6.0	
Officers	77	0	0	7	38	53	2	±9	93.0	±6.0	
USNR	81	0	0	10	37	52	1	±6	90.0	±4.0	
Non-Hispanic White	84	0	0	8	36	55	0	±9	91.0	±6.0	
Total Minority	77	0	1	12	39	47	1	±6	87.0	±4.0	
Black	76	0	2	14	38	45	0	±9	84.0	±7.0	
Hispanic	75	0	0	12	37	49	1	±9	87.0	±7.0	
Asian	78	NR	0	10	39	48	0	±9	88.0	±7.0	
Other Race/Ethnicity	85	0	0	9	47	43	0	±15	91.0	±7.0	
Enlisted	80	0	0	10	36	53	0	±7	89.0	±5.0	
Officers	84	0	1	8	42	49	1	±9	92.0	±6.0	
USMCR	79	0	0	9	28	62	1	±6	91.0	±4.0	
Non-Hispanic White	85	0	0	8	27	63	1	±9	91.0	±7.0	
Total Minority	70	0	1	9	30	61	0	±7	90.0	±4.0	
Black	72	0	1	11	34	53	0	±11	88.0	±8.0	
Hispanic	67	0	1	8	29	63	0	±10	91.0	±7.0	
Asian	65	NR	NR	8	46	46	NR	±12	92.0	±8.0	
Other Race/Ethnicity	84	NR	NR	10	NR	NR	NR	±14	90.0	±14.0	
Enlisted	78	0	0	9	27	63	1	±7	91.0	±5.0	
Officers	86	0	1	7	34	58	1	±8	93.0	±5.0	
ANG	83	0	1	8	42	49	0	±3	91.0	±2.0	
Non-Hispanic White	86	0	1	7	42	50	0	±4	92.0	±2.0	
Total Minority	74	0	1	10	42	46	0	±5	88.0	±3.0	
Black	68	1	2	13	35	48	0	±8	84.0	±7.0	
Hispanic	79	0	1	8	44	47	1	±9	91.0	±4.0	
Asian	77	0	2	12	43	43	0	±8	85.0	±6.0	
Other Race/Ethnicity	72	0	0	9	46	44	0	±9	90.0	±6.0	
Enlisted	82	0	1	8	42	49	0	±4	91.0	±2.0	
Officers	88	0	0	5	45	50	0	±7	95.0	±4.0	
USAFR	78	0	1	8	38	53	1	±5	91.0	±3.0	
Non-Hispanic White	83	0	1	6	39	54	1	±6	93.0	±4.0	
Total Minority	72	0	1	11	37	52	0	±7	89.0	±5.0	
Black	65	0	1	11	41	46	0	±9	88.0	±8.0	
Hispanic	77	0	0	10	31	58	0	±15	89.0	±12.0	
Asian	73	0	1	8	36	55	0	±14	92.0	±5.0	
Other Race/Ethnicity	75	0	1	12	42	45	1	±16	87.0	±15.0	
Enlisted	78	0	1	8	37	53	0	±6	91.0	±4.0	
Officers	80	0	0	6	40	52	1	±8	93.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

f. Makes me feel it is safe to report offensive racial/ethnic situations.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	1	1	11	35	52	1	±3	87.0	±2.0	
National Guard	78	1	1	10	36	52	0	±3	88.0	±2.0	
Reserve	78	1	1	12	33	52	1	±4	86.0	±3.0	
Enlisted	77	1	1	12	34	52	1	±3	86.0	±2.0	
E1-E4	74	1	1	12	28	57	1	±5	86.0	±4.0	
E5-E9	80	1	1	11	40	47	0	±3	87.0	±2.0	
Officers	83	1	1	8	39	52	1	±4	91.0	±2.0	
O1-O3	80	0	1	7	40	52	0	±7	92.0	±4.0	
O4-O6	86	1	1	8	38	51	1	±4	90.0	±3.0	
W1-W5	84	1	0	14	34	51	0	±8	85.0	±7.0	
Male	80	1	1	10	35	53	0	±3	88.0	±2.0	
Female	71	1	2	15	36	45	1	±6	82.0	±4.0	
Non-Hispanic White	82	1	1	9	35	53	1	±3	89.0	±2.0	
Total Minority	72	1	1	14	34	49	0	±3	84.0	±3.0	
Black	67	1	2	14	35	47	0	±5	82.0	±4.0	
Hispanic	74	1	1	14	34	50	0	±6	85.0	±5.0	
AIAN	75	1	1	13	34	50	0	±11	85.0	±7.0	
Asian	74	1	0	11	38	49	1	±6	87.0	±4.0	
NHPI	59	0	1	14	38	46	0	±9	84.0	±7.0	
Two or More Races	80	2	0	18	27	52	0	±13	80.0	±13.0	
AGR/FTS/AR	80	1	2	12	37	47	0	±4	84.0	±3.0	
Other Selected Reserve	78	1	1	11	35	52	1	±3	87.0	±2.0	
Reserve Unit	78	1	1	11	35	52	1	±3	87.0	±2.0	
Military Technicians	81	1	1	11	38	49	0	±5	87.0	±4.0	
IMA	77	0	1	9	37	51	1	±5	89.0	±3.0	
Not Activated Past 12 Months	78	1	1	10	35	52	1	±3	88.0	±2.0	
Activated in the Past 12 Months	78	1	1	13	34	51	0	±6	85.0	±5.0	
Deployed Past 12 Months	85	1	1	15	33	51	0	±8	84.0	±6.0	
ARNG	76	1	1	10	35	53	0	±4	88.0	±3.0	
Non-Hispanic White	79	0	1	8	36	54	0	±5	90.0	±3.0	
Total Minority	70	1	1	14	34	49	0	±6	83.0	±6.0	
Black	64	1	2	15	32	50	0	±10	82.0	±10.0	
Hispanic	75	1	1	11	38	49	0	±9	87.0	±8.0	
Asian	74	1	0	13	40	46	1	±14	86.0	±8.0	
Other Race/Ethnicity	73	1	0	NR	26	NR	0	±12	NR		
Enlisted	75	0	1	10	35	53	0	±5	88.0	±3.0	
Officers	84	1	1	10	37	50	0	±7	87.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

f. Makes me feel it is safe to report offensive racial/ethnic situations.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	76	1	1	14	32	50	1	±6	83.0	±5.0	
Non-Hispanic White	80	NR	1	13	33	49	2	±9	83.0	±9.0	
Total Minority	72	1	1	15	32	51	1	±6	83.0	±6.0	
Black	69	2	1	13	37	48	0	±9	85.0	±7.0	
Hispanic	71	1	1	17	29	52	1	±13	82.0	±12.0	
Asian	72	1	0	11	36	51	2	±8	88.0	±6.0	
Other Race/Ethnicity	82	0	0	20	20	59	0	±16	79.0	±16.0	
Enlisted	75	2	1	16	31	49	1	±7	81.0	±6.0	
Officers	78	0	1	7	40	52	1	±9	92.0	±6.0	
USNR	82	1	1	9	37	52	1	±6	89.0	±3.0	
Non-Hispanic White	86	0	0	6	36	57	0	±8	93.0	±5.0	
Total Minority	79	1	2	14	39	44	1	±6	83.0	±4.0	
Black	78	1	2	19	39	39	0	±9	78.0	±8.0	
Hispanic	77	0	3	13	37	45	2	±9	84.0	±7.0	
Asian	78	2	1	11	37	49	0	±9	86.0	±7.0	
Other Race/Ethnicity	85	2	2	8	43	44	0	±16	87.0	±7.0	
Enlisted	81	1	1	10	35	52	0	±7	88.0	±4.0	
Officers	86	1	0	6	42	49	1	±9	93.0	±5.0	
USMCR	80	1	0	9	24	64	1	±6	89.0	±5.0	
Non-Hispanic White	86	1	0	9	23	65	1	±9	89.0	±7.0	
Total Minority	71	0	0	11	27	62	0	±7	89.0	±4.0	
Black	73	1	2	14	31	51	0	±11	83.0	±9.0	
Hispanic	69	0	0	9	26	65	0	±9	91.0	±7.0	
Asian	66	NR	1	10	42	48	NR	±12	90.0	±9.0	
Other Race/Ethnicity	85	0	NR	13	12	NR	NR	±15	87.0	±16.0	
Enlisted	79	1	0	10	23	65	1	±7	89.0	±5.0	
Officers	86	0	1	8	31	58	1	±8	91.0	±6.0	
ANG	84	1	1	9	40	49	0	±3	89.0	±2.0	
Non-Hispanic White	88	1	1	8	40	50	0	±4	90.0	±2.0	
Total Minority	75	1	2	13	39	44	0	±5	84.0	±4.0	
Black	68	2	4	16	34	43	0	±8	78.0	±7.0	
Hispanic	80	1	1	12	41	44	1	±9	86.0	±7.0	
Asian	78	0	1	14	40	45	0	±7	85.0	±5.0	
Other Race/Ethnicity	74	2	1	11	43	43	0	±9	86.0	±6.0	
Enlisted	84	1	1	10	40	48	0	±4	88.0	±2.0	
Officers	89	0	1	6	40	52	0	±8	92.0	±4.0	
USAFR	79	1	1	10	35	52	1	±5	88.0	±4.0	
Non-Hispanic White	83	0	1	7	35	56	1	±6	91.0	±4.0	
Total Minority	73	1	2	14	36	47	0	±10	83.0	±9.0	
Black	68	1	4	14	39	42	0	±9	81.0	±8.0	
Hispanic	78	0	1	NR	33	48	0	±15	NR		
Asian	74	0	0	7	34	58	1	±14	93.0	±5.0	
Other Race/Ethnicity	77	NR	1	10	39	46	1	±14	85.0	±10.0	
Enlisted	78	1	2	11	35	52	0	±6	87.0	±5.0	
Officers	81	1	1	5	37	55	1	±7	93.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

g. Promotes cross-cultural awareness.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	1	2	12	35	50	1	±3	85.0	±2.0	
National Guard	78	1	2	11	36	50	0	±3	86.0	±2.0	
Reserve	78	1	2	13	33	50	1	±4	84.0	±3.0	
Enlisted	77	1	2	12	34	50	1	±3	85.0	±2.0	
E1-E4	74	1	2	13	28	55	1	±5	84.0	±4.0	
E5-E9	80	1	2	11	40	46	0	±3	86.0	±2.0	
Officers	83	1	2	11	37	49	1	±4	86.0	±3.0	
O1-O3	80	0	1	11	37	51	1	±7	88.0	±6.0	
O4-O6	86	1	2	11	37	47	1	±5	86.0	±4.0	
W1-W5	83	1	1	16	32	50	0	±8	82.0	±7.0	
Male	80	1	2	12	34	51	1	±3	86.0	±2.0	
Female	71	1	3	14	37	44	1	±6	82.0	±4.0	
Non-Hispanic White	82	1	1	11	35	51	1	±3	87.0	±3.0	
Total Minority	72	1	3	14	34	48	0	±3	82.0	±3.0	
Black	67	1	3	16	35	46	0	±5	80.0	±5.0	
Hispanic	74	0	3	14	32	49	1	±6	82.0	±6.0	
AIAN	75	0	2	12	36	49	0	±11	86.0	±6.0	
Asian	74	1	2	11	37	48	1	±6	86.0	±4.0	
NHPI	59	0	1	12	38	49	0	±9	88.0	±7.0	
Two or More Races	82	2	1	11	33	52	0	±11	85.0	±7.0	
AGR/FTS/AR	80	1	3	12	39	45	0	±4	85.0	±3.0	
Other Selected Reserve	78	1	2	12	34	50	1	±3	85.0	±2.0	
Reserve Unit	78	1	2	12	34	51	1	±3	85.0	±2.0	
Military Technicians	80	1	1	11	38	48	0	±5	87.0	±4.0	
IMA	77	0	3	12	35	48	1	±6	84.0	±5.0	
Not Activated Past 12 Months	78	1	2	12	35	50	1	±3	86.0	±2.0	
Activated in the Past 12 Months	78	1	2	14	33	50	1	±6	83.0	±5.0	
Deployed Past 12 Months	85	0	3	16	31	49	1	±8	80.0	±7.0	
ARNG	76	1	2	12	34	51	0	±4	85.0	±3.0	
Non-Hispanic White	79	1	1	11	35	52	0	±5	88.0	±4.0	
Total Minority	71	1	4	15	34	47	0	±6	81.0	±5.0	
Black	63	0	4	17	31	47	0	±10	78.0	±10.0	
Hispanic	75	1	5	15	34	46	0	±9	80.0	±10.0	
Asian	74	1	4	10	39	45	1	±14	84.0	±8.0	
Other Race/Ethnicity	77	3	1	10	NR	NR	0	±8	86.0	±9.0	
Enlisted	75	1	2	12	34	51	0	±5	85.0	±3.0	
Officers	85	1	2	11	39	47	0	±7	86.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

g. Promotes cross-cultural awareness.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	76	1	2	16	32	48	2	±6	80.0	±6.0	
Non-Hispanic White	80	2	3	16	32	45	2	±9	79.0	±9.0	
Total Minority	71	0	1	16	31	51	1	±6	82.0	±6.0	
Black	69	1	2	15	35	46	0	±10	82.0	±7.0	
Hispanic	71	0	0	18	28	53	1	±13	82.0	±13.0	
Asian	72	1	0	12	35	49	2	±8	86.0	±7.0	
Other Race/Ethnicity	82	0	NR	15	21	62	0	±16	83.0	±16.0	
Enlisted	75	1	2	17	31	47	1	±7	79.0	±6.0	
Officers	77	1	2	12	33	50	2	±9	85.0	±8.0	
USNR	82	0	2	11	36	50	1	±6	86.0	±4.0	
Non-Hispanic White	86	0	1	10	33	55	0	±9	88.0	±7.0	
Total Minority	78	1	3	13	40	43	1	±6	84.0	±4.0	
Black	77	0	2	16	43	39	0	±9	82.0	±7.0	
Hispanic	77	1	NR	13	34	47	2	±9	82.0	±9.0	
Asian	77	2	1	10	38	49	0	±9	86.0	±7.0	
Other Race/Ethnicity	85	1	3	8	50	38	1	±14	88.0	±7.0	
Enlisted	81	0	2	10	36	51	0	±7	88.0	±4.0	
Officers	85	0	2	15	35	46	1	±12	83.0	±11.0	
USMCR	80	1	1	11	27	60	1	±6	88.0	±5.0	
Non-Hispanic White	86	2	1	10	26	60	1	±9	87.0	±7.0	
Total Minority	71	0	1	11	28	59	0	±7	88.0	±4.0	
Black	73	2	1	17	31	50	0	±11	81.0	±9.0	
Hispanic	69	0	0	9	28	62	1	±10	91.0	±7.0	
Asian	66	NR	1	11	40	48	NR	±12	88.0	±9.0	
Other Race/Ethnicity	85	NR	1	12	NR	NR	NR	±15	87.0	±15.0	
Enlisted	79	1	1	10	26	61	1	±7	88.0	±5.0	
Officers	86	1	1	12	35	49	2	±8	86.0	±7.0	
ANG	84	1	1	10	40	48	0	±3	88.0	±2.0	
Non-Hispanic White	88	1	1	9	40	49	0	±4	89.0	±3.0	
Total Minority	75	0	3	12	39	45	0	±5	84.0	±4.0	
Black	68	1	6	13	36	44	0	±8	81.0	±7.0	
Hispanic	80	0	1	11	40	46	1	±9	87.0	±7.0	
Asian	78	1	2	13	41	44	0	±8	84.0	±6.0	
Other Race/Ethnicity	74	0	1	14	40	44	0	±9	84.0	±9.0	
Enlisted	84	1	1	10	40	48	0	±4	88.0	±2.0	
Officers	89	0	2	9	38	51	0	±7	89.0	±5.0	
USAFR	79	1	3	8	37	51	1	±6	89.0	±4.0	
Non-Hispanic White	83	0	1	7	37	54	1	±6	92.0	±3.0	
Total Minority	73	1	NR	9	37	47	0	±7	84.0	±10.0	
Black	67	1	5	13	38	42	0	±9	81.0	±8.0	
Hispanic	78	0	NR	5	36	48	1	±15	NR		
Asian	74	0	0	8	33	59	0	±14	92.0	±5.0	
Other Race/Ethnicity	77	NR	1	9	38	48	0	±14	87.0	±9.0	
Enlisted	78	0	3	8	37	51	0	±7	88.0	±5.0	
Officers	81	1	1	6	37	53	1	±8	92.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	0	1	10	36	52	1	±3	89.0	±2.0	
National Guard	78	0	1	9	37	53	0	±3	90.0	±2.0	
Reserve	78	1	0	10	36	52	1	±4	89.0	±3.0	
Enlisted	77	1	1	10	35	53	1	±3	89.0	±2.0	
E1-E4	74	1	0	11	29	58	1	±5	87.0	±4.0	
E5-E9	80	0	1	9	41	48	0	±3	90.0	±2.0	
Officers	83	0	0	6	41	51	1	±4	93.0	±2.0	
O1-O3	80	0	0	6	41	52	0	±7	94.0	±4.0	
O4-O6	85	0	0	6	42	50	1	±5	93.0	±3.0	
W1-W5	83	0	0	8	38	54	0	±8	92.0	±5.0	
Male	79	1	0	9	36	54	0	±3	90.0	±2.0	
Female	70	0	1	11	40	46	1	±6	88.0	±4.0	
Non-Hispanic White	81	1	0	8	37	54	1	±3	91.0	±2.0	
Total Minority	72	0	1	13	35	50	0	±3	86.0	±3.0	
Black	67	0	1	13	37	49	0	±5	86.0	±4.0	
Hispanic	74	0	1	13	34	51	1	±6	86.0	±5.0	
AIAN	73	0	1	11	38	50	0	±11	89.0	±6.0	
Asian	73	1	1	9	38	50	1	±6	89.0	±3.0	
NHPI	59	0	0	10	42	48	0	±9	90.0	±7.0	
Two or More Races	82	1	1	16	29	53	0	±14	82.0	±13.0	
AGR/FTS/AR	80	0	1	9	41	48	0	±4	89.0	±3.0	
Other Selected Reserve	77	1	0	10	36	53	1	±3	89.0	±2.0	
Reserve Unit	78	1	0	10	36	53	1	±3	89.0	±2.0	
Military Technicians	81	0	0	8	40	51	0	±5	91.0	±3.0	
IMA	75	0	0	8	39	51	1	±4	91.0	±3.0	
Not Activated Past 12 Months	78	1	1	10	36	52	1	±3	89.0	±2.0	
Activated in the Past 12 Months	78	0	0	10	36	53	1	±6	89.0	±4.0	
Deployed Past 12 Months	84	0	1	11	36	51	1	±8	88.0	±5.0	
ARNG	76	0	1	10	35	54	0	±4	89.0	±3.0	
Non-Hispanic White	79	0	0	8	36	56	0	±5	92.0	±3.0	
Total Minority	71	1	1	14	34	50	0	±6	84.0	±6.0	
Black	64	0	1	16	32	51	0	±10	83.0	±10.0	
Hispanic	75	1	1	11	38	50	0	±9	87.0	±8.0	
Asian	73	1	3	10	38	48	1	±13	86.0	±8.0	
Other Race/Ethnicity	77	1	1	NR	29	NR	0	±14	NR		
Enlisted	75	0	1	10	34	54	0	±5	89.0	±3.0	
Officers	84	1	1	7	41	51	0	±7	91.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	76	1	1	12	34	51	2	±6	86.0	±5.0	
Non-Hispanic White	80	NR	0	10	37	49	2	±9	88.0	±8.0	
Total Minority	71	0	1	14	31	53	1	±6	85.0	±6.0	
Black	69	1	2	9	39	50	0	±9	88.0	±6.0	
Hispanic	71	0	1	19	25	54	2	±13	80.0	±13.0	
Asian	71	1	0	9	37	51	2	±8	90.0	±6.0	
Other Race/Ethnicity	82	0	0	15	22	62	0	±17	84.0	±17.0	
Enlisted	75	1	1	13	33	51	2	±7	85.0	±6.0	
Officers	78	0	0	7	41	51	1	±9	93.0	±6.0	
USNR	82	0	0	9	38	52	1	±6	91.0	±3.0	
Non-Hispanic White	85	0	0	6	38	56	0	±9	94.0	±5.0	
Total Minority	79	0	1	13	39	46	1	±5	85.0	±4.0	
Black	78	0	1	16	40	43	0	±9	83.0	±7.0	
Hispanic	77	0	1	15	34	48	2	±9	84.0	±9.0	
Asian	78	NR	1	8	37	51	0	±9	88.0	±7.0	
Other Race/Ethnicity	85	1	0	9	47	42	0	±15	90.0	±6.0	
Enlisted	81	0	1	10	36	53	0	±7	89.0	±4.0	
Officers	84	0	0	5	45	49	1	±9	95.0	±4.0	
USMCR	80	1	0	9	29	61	1	±7	90.0	±5.0	
Non-Hispanic White	86	1	0	8	29	61	1	±9	90.0	±7.0	
Total Minority	71	0	0	10	29	61	0	±7	90.0	±4.0	
Black	73	0	1	15	29	54	0	±11	83.0	±9.0	
Hispanic	69	0	0	8	30	62	0	±10	92.0	±6.0	
Asian	66	NR	NR	8	42	50	NR	±12	92.0	±8.0	
Other Race/Ethnicity	85	NR	NR	10	NR	NR	NR	±14	90.0	±14.0	
Enlisted	79	1	0	9	28	62	1	±7	90.0	±5.0	
Officers	86	0	0	6	38	54	1	±8	94.0	±5.0	
ANG	84	0	1	7	42	49	0	±3	92.0	±2.0	
Non-Hispanic White	87	0	1	6	42	50	0	±4	93.0	±2.0	
Total Minority	74	0	2	10	43	45	0	±5	88.0	±3.0	
Black	68	1	3	12	39	45	0	±8	84.0	±6.0	
Hispanic	79	0	2	7	46	44	1	±9	91.0	±5.0	
Asian	78	0	1	12	40	46	0	±7	86.0	±5.0	
Other Race/Ethnicity	73	0	1	10	42	47	0	±9	89.0	±6.0	
Enlisted	83	0	1	8	42	49	0	±4	91.0	±2.0	
Officers	89	0	1	3	44	51	0	±7	96.0	±3.0	
USAFR	79	0	0	7	40	52	0	±5	92.0	±2.0	
Non-Hispanic White	83	0	0	6	38	55	1	±6	93.0	±3.0	
Total Minority	73	1	0	9	43	47	0	±8	91.0	±4.0	
Black	66	0	0	12	44	43	0	±9	87.0	±6.0	
Hispanic	78	0	0	7	46	47	0	±16	93.0	±8.0	
Asian	74	0	0	6	36	57	0	±14	94.0	±5.0	
Other Race/Ethnicity	77	NR	0	7	41	48	0	±14	89.0	±9.0	
Enlisted	78	0	0	7	40	51	0	±6	92.0	±3.0	
Officers	81	0	0	5	38	55	1	±8	95.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	0	1	10	36	51	1	±3	89.0	±2.0	
National Guard	78	0	1	10	37	51	1	±3	89.0	±2.0	
Reserve	78	0	1	10	35	52	1	±4	88.0	±3.0	
Enlisted	77	0	1	10	35	52	1	±3	88.0	±2.0	
E1-E4	74	0	0	11	30	57	1	±5	88.0	±4.0	
E5-E9	80	1	1	10	40	48	0	±3	88.0	±2.0	
Officers	83	0	2	7	41	49	1	±4	91.0	±3.0	
O1-O3	80	0	2	7	41	49	0	±7	90.0	±5.0	
O4-O6	86	0	1	7	42	48	1	±5	91.0	±3.0	
W1-W5	84	0	2	10	37	52	0	±8	89.0	±6.0	
Male	79	0	1	9	36	53	1	±3	89.0	±2.0	
Female	71	1	1	13	38	45	2	±5	85.0	±4.0	
Non-Hispanic White	82	0	1	8	37	53	1	±3	90.0	±2.0	
Total Minority	72	1	1	12	36	49	1	±3	86.0	±3.0	
Black	67	0	2	14	36	47	1	±5	84.0	±5.0	
Hispanic	74	0	1	13	36	50	1	±6	86.0	±5.0	
AIAN	75	0	2	13	36	49	0	±11	85.0	±8.0	
Asian	73	1	1	10	39	48	1	±6	88.0	±3.0	
NHPI	59	0	0	13	40	46	1	±9	87.0	±7.0	
Two or More Races	82	2	3	10	35	50	0	±11	86.0	±7.0	
AGR/FTS/AR	80	0	1	11	40	47	0	±4	87.0	±3.0	
Other Selected Reserve	78	0	1	10	36	52	1	±3	89.0	±2.0	
Reserve Unit	78	0	1	10	36	52	1	±3	89.0	±2.0	
Military Technicians	81	0	1	9	40	50	0	±5	90.0	±3.0	
IMA	77	0	1	11	36	49	3	±6	88.0	±3.0	
Not Activated Past 12 Months	78	0	1	10	36	52	1	±3	89.0	±2.0	
Activated in the Past 12 Months	78	0	2	9	37	51	1	±6	89.0	±3.0	
Deployed Past 12 Months	85	0	1	11	36	50	1	±8	87.0	±5.0	
ARNG	76	0	1	10	36	52	1	±4	89.0	±3.0	
Non-Hispanic White	79	0	1	8	36	55	1	±5	91.0	±3.0	
Total Minority	71	1	1	13	36	48	1	±6	85.0	±5.0	
Black	64	0	1	17	34	48	1	±10	82.0	±10.0	
Hispanic	75	1	0	13	37	49	1	±9	86.0	±9.0	
Asian	74	2	1	11	40	45	1	±14	86.0	±8.0	
Other Race/Ethnicity	77	1	4	8	NR	NR	0	±10	87.0	±11.0	
Enlisted	75	0	1	10	35	53	1	±5	89.0	±3.0	
Officers	84	1	2	9	41	47	0	±7	88.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

- i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	76	0	1	12	36	50	1	±6	87.0	±5.0	
Non-Hispanic White	80	0	0	11	38	49	2	±9	89.0	±8.0	
Total Minority	71	0	2	12	32	52	1	±6	85.0	±5.0	
Black	69	0	3	10	36	50	0	±9	86.0	±7.0	
Hispanic	71	0	1	15	30	52	1	±11	84.0	±10.0	
Asian	71	1	1	8	38	49	3	±8	90.0	±6.0	
Other Race/Ethnicity	82	NR	0	15	22	61	0	±17	83.0	±16.0	
Enlisted	75	0	1	13	34	51	1	±7	86.0	±6.0	
Officers	77	0	0	6	44	49	1	±9	93.0	±5.0	
USNR	82	0	2	10	36	51	1	±6	88.0	±4.0	
Non-Hispanic White	86	0	3	7	33	57	0	±10	90.0	±8.0	
Total Minority	78	1	1	13	40	44	1	±6	85.0	±4.0	
Black	77	0	1	16	42	39	1	±9	82.0	±7.0	
Hispanic	77	1	0	14	36	47	2	±9	84.0	±7.0	
Asian	78	0	NR	10	38	49	0	±9	87.0	±7.0	
Other Race/Ethnicity	85	1	1	10	47	40	1	±15	88.0	±7.0	
Enlisted	81	0	1	11	36	52	1	±7	88.0	±4.0	
Officers	86	0	NR	7	37	50	1	±9	87.0	±12.0	
USMCR	79	1	0	9	28	61	1	±6	90.0	±5.0	
Non-Hispanic White	86	1	1	9	26	62	1	±9	89.0	±7.0	
Total Minority	71	0	0	9	31	59	0	±7	90.0	±4.0	
Black	73	0	0	14	33	52	0	±11	85.0	±9.0	
Hispanic	68	0	0	8	31	61	0	±10	92.0	±6.0	
Asian	66	NR	NR	10	42	47	1	±12	90.0	±8.0	
Other Race/Ethnicity	85	NR	1	9	NR	NR	1	±14	90.0	±14.0	
Enlisted	79	1	0	9	27	62	1	±7	89.0	±5.0	
Officers	86	0	0	7	37	55	1	±8	92.0	±5.0	
ANG	84	0	1	9	41	48	0	±3	89.0	±2.0	
Non-Hispanic White	88	0	1	8	41	49	0	±4	90.0	±2.0	
Total Minority	75	1	2	13	42	42	1	±5	85.0	±4.0	
Black	68	2	3	16	36	43	0	±8	79.0	±8.0	
Hispanic	80	0	1	11	44	43	1	±9	87.0	±6.0	
Asian	78	0	1	14	40	45	0	±8	85.0	±6.0	
Other Race/Ethnicity	74	0	1	12	47	40	0	±9	87.0	±7.0	
Enlisted	84	1	1	10	40	48	0	±4	88.0	±2.0	
Officers	89	0	2	4	45	49	1	±7	94.0	±4.0	
USAFR	79	0	1	8	39	50	1	±5	90.0	±3.0	
Non-Hispanic White	83	0	1	8	37	54	1	±6	91.0	±4.0	
Total Minority	73	1	1	10	42	45	1	±8	88.0	±4.0	
Black	67	0	1	13	41	41	3	±9	85.0	±7.0	
Hispanic	77	0	1	7	45	48	0	±16	93.0	±6.0	
Asian	74	0	0	7	36	56	0	±14	93.0	±5.0	
Other Race/Ethnicity	77	NR	2	12	41	41	1	±15	83.0	±11.0	
Enlisted	78	0	1	9	39	50	1	±6	90.0	±3.0	
Officers	81	0	1	7	37	54	1	±8	92.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

129. My National Guard/Reserve component's training...

j. Promotes religious tolerance.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
TOTAL DOD	78	1	1	14	34	49	1	±3	83.0	±2.0	
National Guard	78	1	1	13	35	49	0	±3	84.0	±3.0	
Reserve	78	1	1	15	34	48	1	±4	83.0	±3.0	
Enlisted	77	1	1	14	34	49	1	±3	84.0	±2.0	
E1-E4	74	0	0	15	30	54	1	±5	84.0	±4.0	
E5-E9	80	1	2	14	38	45	1	±3	83.0	±2.0	
Officers	83	2	2	14	35	46	1	±4	82.0	±3.0	
O1-O3	80	1	2	12	37	48	0	±7	85.0	±6.0	
O4-O6	85	2	3	15	34	44	1	±4	79.0	±4.0	
W1-W5	84	1	3	17	33	47	0	±8	80.0	±8.0	
Male	79	1	1	13	34	49	1	±3	84.0	±2.0	
Female	71	1	2	17	34	44	2	±6	80.0	±5.0	
Non-Hispanic White	82	1	1	13	34	50	1	±3	85.0	±3.0	
Total Minority	72	1	2	16	34	47	1	±4	81.0	±3.0	
Black	67	0	3	17	33	46	0	±5	80.0	±5.0	
Hispanic	74	1	0	18	35	46	1	±6	81.0	±5.0	
AIAN	75	3	5	16	32	43	1	±12	75.0	±10.0	
Asian	73	0	1	14	38	46	1	±6	84.0	±4.0	
NHPI	59	0	1	16	39	44	1	±9	83.0	±7.0	
Two or More Races	82	4	1	12	30	52	0	±10	82.0	±7.0	
AGR/FTS/AR	80	1	2	17	37	42	1	±4	80.0	±3.0	
Other Selected Reserve	78	1	1	14	34	49	1	±3	84.0	±2.0	
Reserve Unit	78	1	1	14	34	49	1	±3	84.0	±2.0	
Military Technicians	81	1	2	13	36	47	0	±5	83.0	±4.0	
IMA	77	1	3	13	35	46	2	±6	83.0	±4.0	
Not Activated Past 12 Months	78	1	1	14	34	49	1	±3	83.0	±2.0	
Activated in the Past 12 Months	78	1	2	14	36	48	1	±6	84.0	±4.0	
Deployed Past 12 Months	84	0	3	16	34	47	0	±9	81.0	±6.0	
ARNG	76	1	1	14	33	50	1	±4	84.0	±3.0	
Non-Hispanic White	79	1	1	13	33	52	1	±5	86.0	±4.0	
Total Minority	71	2	2	17	33	46	0	±6	79.0	±5.0	
Black	63	0	3	17	32	47	0	±10	79.0	±10.0	
Hispanic	74	1	1	21	36	41	0	±9	77.0	±9.0	
Asian	74	1	1	15	38	45	1	±14	83.0	±9.0	
Other Race/Ethnicity	76	6	1	12	27	54	0	±16	82.0	±11.0	
Enlisted	75	1	1	14	33	51	1	±5	84.0	±4.0	
Officers	84	1	2	14	36	46	0	±7	82.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

129. My National Guard/Reserve component's training...

j. Promotes religious tolerance.

	% Resp.	Percentages						Max ME	Percentage Reporting Agree		
		1	2	3	4	5	6				
USAR	75	1	1	17	35	45	1	±6	81.0	±5.0	
Non-Hispanic White	80	2	1	17	37	41	2	±9	80.0	±9.0	
Total Minority	71	0	2	16	32	48	1	±6	81.0	±5.0	
Black	69	0	3	16	33	47	0	±9	80.0	±7.0	
Hispanic	70	0	0	17	31	50	1	±11	82.0	±10.0	
Asian	71	0	1	13	39	45	2	±8	85.0	±7.0	
Other Race/Ethnicity	82	3	2	16	31	NR	1	±18	79.0	±16.0	
Enlisted	75	1	1	17	34	45	2	±7	80.0	±6.0	
Officers	77	3	2	14	36	45	1	±9	81.0	±8.0	
USNR	82	1	2	16	32	48	1	±6	81.0	±5.0	
Non-Hispanic White	86	1	2	14	29	52	2	±9	82.0	±9.0	
Total Minority	78	0	2	19	35	42	1	±5	79.0	±5.0	
Black	77	0	2	20	41	35	1	±9	77.0	±8.0	
Hispanic	77	0	1	21	31	46	2	±9	78.0	±9.0	
Asian	78	1	1	19	35	44	1	±9	79.0	±9.0	
Other Race/Ethnicity	85	1	2	14	34	47	1	±15	82.0	±11.0	
Enlisted	81	0	1	15	31	50	2	±7	83.0	±6.0	
Officers	85	1	4	19	33	42	1	±11	75.0	±11.0	
USMCR	80	1	0	13	26	58	1	±6	85.0	±5.0	
Non-Hispanic White	86	2	0	13	25	59	1	±9	85.0	±8.0	
Total Minority	71	0	1	13	28	57	1	±7	86.0	±5.0	
Black	73	0	2	20	28	49	1	±11	77.0	±10.0	
Hispanic	69	0	0	10	29	60	1	±10	90.0	±7.0	
Asian	66	NR	NR	14	40	43	3	±12	85.0	±10.0	
Other Race/Ethnicity	85	1	1	12	NR	NR	NR	±15	86.0	±16.0	
Enlisted	79	1	0	13	26	59	1	±7	86.0	±6.0	
Officers	86	2	1	16	29	49	2	±8	80.0	±8.0	
ANG	84	1	2	11	38	47	0	±3	86.0	±2.0	
Non-Hispanic White	88	1	2	10	39	48	0	±4	87.0	±3.0	
Total Minority	75	1	2	14	38	45	0	±5	83.0	±4.0	
Black	68	1	4	13	38	45	0	±8	83.0	±6.0	
Hispanic	80	1	0	14	38	45	1	±9	84.0	±8.0	
Asian	78	0	2	13	40	45	0	±7	85.0	±5.0	
Other Race/Ethnicity	74	1	2	16	38	43	0	±9	81.0	±8.0	
Enlisted	84	1	2	11	38	47	0	±4	86.0	±3.0	
Officers	89	1	3	11	38	47	0	±7	85.0	±6.0	
USAFR	79	1	2	9	37	51	1	±5	88.0	±3.0	
Non-Hispanic White	83	1	2	8	35	54	1	±6	90.0	±4.0	
Total Minority	73	1	1	12	39	46	1	±8	85.0	±5.0	
Black	67	0	3	16	35	45	1	±10	81.0	±8.0	
Hispanic	78	1	0	10	42	46	1	±16	89.0	±8.0	
Asian	74	0	1	9	34	55	0	±14	90.0	±6.0	
Other Race/Ethnicity	77	NR	0	9	41	43	0	±15	84.0	±11.0	
Enlisted	78	1	1	10	38	50	0	±6	88.0	±3.0	
Officers	81	2	2	8	33	54	1	±8	88.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree" but does not include members who indicated "Does not apply/My training did not cover this."

NR: Not reportable

130. In your opinion, how effective was the training you received in actually reducing or preventing racial/ethnic harassment and discrimination?

1. Not at all effective

2. Slightly effective

3. Moderately effective

4. Very effective

	% Resp.	Percentages				Max ME	Percentage Reporting Effective		
		1	2	3	4				
TOTAL DOD	78	5	13	38	44	±3	95.0	±1.0	
National Guard	79	5	13	39	43	±3	95.0	±2.0	
Reserve	78	5	14	37	44	±4	95.0	±2.0	
Enlisted	78	4	12	38	46	±3	96.0	±1.0	
E1-E4	74	2	10	36	51	±5	98.0	±2.0	
E5-E9	81	6	13	39	42	±3	94.0	±2.0	
Officers	83	6	21	42	31	±4	94.0	±2.0	
O1-O3	81	5	23	43	29	±7	95.0	±3.0	
O4-O6	86	7	19	44	31	±5	93.0	±3.0	
W1-W5	84	7	22	35	36	±8	93.0	±6.0	
Male	80	5	14	38	44	±3	95.0	±1.0	
Female	71	4	11	41	43	±5	96.0	±2.0	
Non-Hispanic White	82	5	14	39	41	±3	95.0	±2.0	
Total Minority	73	4	11	37	48	±3	96.0	±1.0	
Black	68	4	11	35	50	±5	96.0	±3.0	
Hispanic	75	3	12	37	49	±5	97.0	±2.0	
AIAN	75	10	20	27	43	±16	90.0	±12.0	
Asian	74	6	11	36	47	±6	94.0	±3.0	
NHPI	59	3	6	40	50	±9	97.0	±5.0	
Two or More Races	83	6	11	45	38	±11	94.0	±4.0	
AGR/FTS/AR	80	7	14	40	39	±4	93.0	±2.0	
Other Selected Reserve	78	4	13	38	44	±3	96.0	±1.0	
Reserve Unit	78	4	13	38	44	±3	96.0	±1.0	
Military Technicians	81	5	15	40	41	±5	95.0	±2.0	
IMA	77	6	20	45	29	±5	94.0	±2.0	
Not Activated Past 12 Months	78	5	13	39	44	±3	95.0	±1.0	
Activated in the Past 12 Months	79	5	17	36	41	±6	95.0	±3.0	
Deployed Past 12 Months	87	8	20	38	34	±8	92.0	±6.0	
ARNG	77	4	12	39	44	±4	96.0	±2.0	
Non-Hispanic White	80	5	13	40	42	±5	95.0	±2.0	
Total Minority	71	4	11	38	47	±6	96.0	±2.0	
Black	64	2	10	36	51	±10	98.0	±3.0	
Hispanic	75	3	12	37	47	±9	97.0	±4.0	
Asian	74	9	12	29	50	±13	91.0	±7.0	
Other Race/Ethnicity	77	5	12	NR	36	±17	95.0	±5.0	
Enlisted	76	4	11	39	46	±5	96.0	±2.0	
Officers	85	8	20	44	28	±7	92.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Effective* does not include members who indicated "Not at all effective."

NR: Not reportable

130. In your opinion, how effective was the training you received in actually reducing or preventing racial/ethnic harassment and discrimination?

	% Resp.	Percentages				Max ME	Percentage Reporting Effective		
		1	2	3	4				
USAR	76	6	15	35	44	±6	94.0	±3.0	
Non-Hispanic White	80	7	18	36	39	±9	93.0	±5.0	
Total Minority	72	4	12	34	50	±6	96.0	±3.0	
Black	70	6	13	31	50	±10	94.0	±6.0	
Hispanic	73	2	13	35	50	±14	98.0	±4.0	
Asian	72	3	10	39	48	±8	97.0	±4.0	
Other Race/Ethnicity	82	4	7	34	NR	±17	96.0	±7.0	
Enlisted	76	6	14	33	47	±7	94.0	±4.0	
Officers	79	3	22	43	32	±9	97.0	±4.0	
USNR	83	3	13	43	40	±6	97.0	±2.0	
Non-Hispanic White	86	3	15	44	37	±9	97.0	±4.0	
Total Minority	79	4	10	43	44	±6	96.0	±3.0	
Black	78	2	7	40	51	±9	98.0	±4.0	
Hispanic	77	3	11	42	43	±9	97.0	±7.0	
Asian	78	4	11	43	41	±9	96.0	±5.0	
Other Race/Ethnicity	85	6	9	48	37	±15	94.0	±6.0	
Enlisted	81	3	9	46	42	±7	97.0	±2.0	
Officers	87	5	22	38	35	±11	95.0	±6.0	
USMCR	80	3	12	33	51	±7	97.0	±2.0	
Non-Hispanic White	86	3	16	33	49	±10	97.0	±3.0	
Total Minority	72	4	7	32	56	±7	96.0	±5.0	
Black	73	4	8	36	51	±11	96.0	±5.0	
Hispanic	69	1	5	29	65	±9	99.0	±2.0	
Asian	66	4	11	49	36	±12	96.0	±9.0	
Other Race/Ethnicity	85	NR	10	NR	NR	±14	NR		
Enlisted	79	3	12	32	54	±7	97.0	±3.0	
Officers	86	10	17	42	32	±8	90.0	±6.0	
ANG	84	5	14	39	42	±3	95.0	±2.0	
Non-Hispanic White	88	5	14	40	41	±4	95.0	±2.0	
Total Minority	75	5	14	39	42	±5	95.0	±3.0	
Black	67	4	12	40	44	±8	96.0	±5.0	
Hispanic	80	3	15	37	44	±9	97.0	±4.0	
Asian	78	5	12	40	43	±9	95.0	±9.0	
Other Race/Ethnicity	74	7	14	42	37	±9	93.0	±6.0	
Enlisted	84	4	13	39	43	±4	96.0	±2.0	
Officers	89	7	21	41	30	±7	93.0	±5.0	
USAFR	79	5	13	40	43	±5	95.0	±2.0	
Non-Hispanic White	83	5	14	41	40	±6	95.0	±3.0	
Total Minority	73	4	12	37	47	±8	96.0	±3.0	
Black	66	3	13	34	50	±9	97.0	±4.0	
Hispanic	78	3	7	40	51	±17	97.0	±5.0	
Asian	75	3	9	33	55	±14	97.0	±3.0	
Other Race/Ethnicity	77	8	NR	41	28	±14	92.0	±12.0	
Enlisted	78	4	11	39	46	±6	96.0	±2.0	
Officers	81	7	22	41	31	±8	93.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q128). *Percentage Reporting Effective* does not include members who indicated "Not at all effective."

NR: Not reportable

131. To what extent do you feel...

a. Comfortable interacting with people from different racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	91	4	2	11	22	61	±2	83.0	±2.0	
National Guard	91	5	2	11	23	60	±3	83.0	±3.0	
Reserve	91	3	2	11	21	63	±3	84.0	±3.0	
Enlisted	90	5	2	12	22	59	±3	81.0	±2.0	
E1–E4	89	5	2	15	18	60	±4	78.0	±4.0	
E5–E9	91	4	2	10	26	59	±2	85.0	±2.0	
Officers	94	1	1	4	22	71	±3	93.0	±2.0	
O1–O3	92	2	1	3	21	73	±6	94.0	±3.0	
O4–O6	95	1	2	4	23	71	±4	94.0	±3.0	
W1–W5	95	3	1	7	28	61	±8	89.0	±6.0	
Male	91	5	2	11	22	61	±3	83.0	±2.0	
Female	89	2	1	11	23	64	±5	87.0	±4.0	
Non-Hispanic White	92	3	1	9	23	63	±3	87.0	±3.0	
Total Minority	89	5	2	14	20	58	±3	78.0	±3.0	
Black	84	4	2	17	21	56	±5	78.0	±5.0	
Hispanic	91	5	2	11	20	61	±5	82.0	±4.0	
AIAN	92	4	NR	12	27	53	±11	80.0	±9.0	
Asian	92	8	4	16	24	48	±5	72.0	±4.0	
NHPI	87	10	1	15	19	55	±16	74.0	±11.0	
Two or More Races	95	7	2	15	11	65	±12	76.0	±11.0	
AGR/FTS/AR	91	4	1	10	22	63	±4	85.0	±3.0	
Other Selected Reserve	91	4	2	11	22	61	±3	83.0	±2.0	
Reserve Unit	91	4	2	11	22	61	±3	83.0	±2.0	
Military Technicians	91	2	1	12	29	56	±5	85.0	±4.0	
IMA	95	1	1	5	24	69	±4	93.0	±3.0	
Not Activated Past 12 Months	91	4	2	11	22	61	±3	83.0	±2.0	
Activated in the Past 12 Months	89	3	2	12	22	62	±5	84.0	±4.0	
Deployed Past 12 Months	92	2	2	11	23	62	±8	85.0	±7.0	
ARNG	90	5	2	11	23	59	±4	82.0	±3.0	
Non-Hispanic White	91	5	2	9	24	62	±5	85.0	±4.0	
Total Minority	88	7	2	16	20	54	±6	75.0	±5.0	
Black	81	7	3	17	17	56	±9	73.0	±9.0	
Hispanic	92	6	1	12	26	55	±9	81.0	±8.0	
Asian	94	7	5	19	25	44	±12	69.0	±9.0	
Other Race/Ethnicity	94	NR	1	21	12	54	±15	66.0	±16.0	
Enlisted	89	6	2	12	23	57	±4	80.0	±4.0	
Officers	93	2	1	5	22	70	±6	92.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

131. To what extent do you feel...

a. Comfortable interacting with people from different racial/ethnic groups?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	90	3	3	13	20	61	±5	81.0	±5.0	
Non-Hispanic White	91	3	2	11	22	62	±8	84.0	±8.0	
Total Minority	89	3	3	15	19	60	±6	79.0	±5.0	
Black	84	3	1	19	24	53	±9	77.0	±9.0	
Hispanic	91	4	4	11	17	65	±9	82.0	±8.0	
Asian	92	6	7	17	24	47	±7	71.0	±7.0	
Other Race/Ethnicity	94	2	4	12	6	76	±11	82.0	±10.0	
Enlisted	90	4	3	15	20	59	±6	79.0	±6.0	
Officers	91	1	3	4	24	68	±7	92.0	±4.0	
USNR	93	3	1	8	22	66	±5	88.0	±3.0	
Non-Hispanic White	95	1	0	6	21	72	±7	93.0	±5.0	
Total Minority	90	6	1	12	25	56	±5	81.0	±4.0	
Black	88	4	0	14	30	52	±8	82.0	±7.0	
Hispanic	87	5	1	12	22	60	±9	82.0	±8.0	
Asian	95	8	3	16	23	51	±8	74.0	±7.0	
Other Race/Ethnicity	94	7	1	7	24	61	±15	85.0	±11.0	
Enlisted	92	3	0	11	23	62	±6	86.0	±4.0	
Officers	96	1	1	2	20	75	±7	96.0	±4.0	
USMCR	91	4	1	15	18	62	±6	80.0	±5.0	
Non-Hispanic White	94	2	1	14	17	65	±9	82.0	±8.0	
Total Minority	87	7	1	17	20	57	±7	76.0	±6.0	
Black	85	2	2	13	26	57	±10	83.0	±9.0	
Hispanic	88	10	0	19	19	53	±9	72.0	±9.0	
Asian	84	3	3	16	32	47	±15	78.0	±11.0	
Other Race/Ethnicity	89	3	NR	12	2	83	±16	85.0	±16.0	
Enlisted	91	4	1	17	17	61	±7	78.0	±6.0	
Officers	94	1	0	3	26	70	±8	96.0	±4.0	
ANG	93	2	1	9	24	64	±3	87.0	±2.0	
Non-Hispanic White	94	2	1	8	25	64	±4	89.0	±3.0	
Total Minority	91	4	2	11	21	62	±4	83.0	±3.0	
Black	90	2	1	14	24	59	±7	83.0	±6.0	
Hispanic	90	4	2	11	15	68	±7	84.0	±6.0	
Asian	94	8	1	11	24	55	±7	79.0	±6.0	
Other Race/Ethnicity	93	4	3	8	26	60	±8	85.0	±7.0	
Enlisted	92	3	1	10	24	62	±3	86.0	±3.0	
Officers	97	1	1	4	21	73	±7	93.0	±5.0	
USAFR	91	2	1	6	23	67	±4	90.0	±3.0	
Non-Hispanic White	91	1	1	6	27	65	±6	92.0	±4.0	
Total Minority	91	4	1	7	18	69	±5	87.0	±4.0	
Black	91	2	1	10	20	67	±7	86.0	±6.0	
Hispanic	93	4	1	4	15	75	±10	91.0	±5.0	
Asian	89	NR	1	9	21	52	±13	NR		
Other Race/Ethnicity	92	2	1	6	19	71	±10	91.0	±5.0	
Enlisted	90	3	1	8	23	65	±5	88.0	±3.0	
Officers	96	0	1	1	24	74	±6	98.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

131. To what extent do you feel...

b. Pressure from military members not to socialize with members of other racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	90	80	5	9	2	4	±2	7.0	±1.0	
National Guard	90	79	5	9	2	5	±3	7.0	±2.0	
Reserve	90	81	5	9	2	4	±3	6.0	±2.0	
Enlisted	89	78	5	10	2	5	±2	7.0	±2.0	
E1-E4	89	75	5	12	2	6	±4	8.0	±3.0	
E5-E9	90	81	5	8	3	3	±2	6.0	±2.0	
Officers	93	89	3	3	2	4	±2	5.0	±2.0	
O1-O3	92	88	3	2	1	5	±4	7.0	±4.0	
O4-O6	94	90	4	3	1	2	±3	3.0	±2.0	
W1-W5	95	87	1	5	3	3	±6	7.0	±5.0	
Male	90	80	5	9	2	4	±2	7.0	±2.0	
Female	88	81	4	8	1	5	±4	6.0	±3.0	
Non-Hispanic White	91	83	4	7	2	4	±3	6.0	±2.0	
Total Minority	88	75	6	11	3	5	±3	8.0	±2.0	
Black	83	75	5	11	3	6	±5	9.0	±4.0	
Hispanic	90	75	6	10	3	6	±5	9.0	±3.0	
AIAN	88	80	3	10	2	5	±12	7.0	±10.0	
Asian	92	69	9	16	3	4	±4	7.0	±2.0	
NHPI	86	72	4	13	5	6	±12	11.0	±7.0	
Two or More Races	96	77	4	13	1	5	±10	6.0	±5.0	
AGR/FTS/AR	90	82	5	8	2	4	±3	5.0	±2.0	
Other Selected Reserve	90	80	5	9	2	4	±2	7.0	±2.0	
Reserve Unit	90	80	5	9	2	4	±2	7.0	±2.0	
Military Technicians	90	79	5	9	3	4	±5	7.0	±4.0	
IMA	94	88	3	3	3	2	±3	5.0	±2.0	
Not Activated Past 12 Months	90	80	5	9	2	4	±2	6.0	±2.0	
Activated in the Past 12 Months	89	80	4	8	2	5	±4	7.0	±3.0	
Deployed Past 12 Months	92	81	5	9	2	4	±7	6.0	±4.0	
ARNG	89	78	5	10	2	6	±3	8.0	±2.0	
Non-Hispanic White	90	82	4	7	2	5	±4	6.0	±3.0	
Total Minority	88	71	5	14	3	7	±5	10.0	±4.0	
Black	79	70	5	13	3	9	±9	12.0	±8.0	
Hispanic	91	71	6	11	4	7	±9	11.0	±7.0	
Asian	93	67	7	21	3	3	±9	6.0	±5.0	
Other Race/Ethnicity	95	72	2	19	1	6	±16	7.0	±9.0	
Enlisted	88	76	5	11	2	6	±4	8.0	±3.0	
Officers	93	88	2	3	2	5	±4	7.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

131. To what extent do you feel...

b. Pressure from military members not to socialize with members of other racial/ethnic groups?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	80	5	10	2	3	±5	5.0	±3.0	
Non-Hispanic White	90	83	3	10	2	2	±8	4.0	±6.0	
Total Minority	88	76	7	10	3	4	±5	7.0	±3.0	
Black	84	80	4	10	3	3	±8	6.0	±6.0	
Hispanic	89	75	8	9	3	5	±9	8.0	±5.0	
Asian	91	67	13	13	3	5	±7	7.0	±5.0	
Other Race/Ethnicity	94	79	8	9	1	3	±11	4.0	±3.0	
Enlisted	89	78	5	11	3	3	±5	6.0	±3.0	
Officers	90	89	4	3	1	3	±5	4.0	±4.0	
USNR	92	81	5	8	2	4	±4	6.0	±3.0	
Non-Hispanic White	94	85	5	6	2	3	±7	4.0	±5.0	
Total Minority	89	76	5	10	2	6	±4	8.0	±4.0	
Black	86	74	5	11	2	7	±9	9.0	±9.0	
Hispanic	87	78	5	10	2	5	±7	7.0	±5.0	
Asian	95	67	11	15	2	5	±7	7.0	±5.0	
Other Race/Ethnicity	94	84	4	4	3	6	±8	9.0	±7.0	
Enlisted	91	79	5	10	2	4	±5	6.0	±4.0	
Officers	94	89	4	2	2	3	±6	5.0	±4.0	
USMCR	90	76	3	13	2	6	±6	8.0	±4.0	
Non-Hispanic White	94	76	4	12	2	6	±9	8.0	±6.0	
Total Minority	86	76	2	15	2	5	±6	7.0	±4.0	
Black	85	73	3	14	4	6	±10	10.0	±9.0	
Hispanic	86	76	1	16	2	5	±9	7.0	±7.0	
Asian	84	69	6	18	3	4	±12	6.0	±7.0	
Other Race/Ethnicity	89	88	1	10	0	1	±14	1.0	±3.0	
Enlisted	90	75	3	15	2	6	±6	8.0	±5.0	
Officers	93	90	3	2	1	5	±5	5.0	±5.0	
ANG	92	84	5	6	2	3	±3	5.0	±2.0	
Non-Hispanic White	93	85	4	5	2	3	±3	5.0	±2.0	
Total Minority	90	80	7	8	2	3	±4	5.0	±3.0	
Black	88	79	6	9	4	2	±6	6.0	±4.0	
Hispanic	89	83	6	6	1	4	±7	5.0	±6.0	
Asian	93	74	9	10	2	6	±6	7.0	±5.0	
Other Race/Ethnicity	93	80	11	6	2	2	±9	4.0	±2.0	
Enlisted	92	83	5	6	2	3	±3	6.0	±2.0	
Officers	97	89	5	3	1	2	±5	3.0	±3.0	
USAFR	91	84	4	5	3	4	±3	7.0	±3.0	
Non-Hispanic White	91	86	3	4	2	5	±5	7.0	±4.0	
Total Minority	91	81	5	6	4	4	±5	8.0	±4.0	
Black	92	78	7	7	3	5	±7	7.0	±6.0	
Hispanic	91	85	3	3	5	3	±12	8.0	±10.0	
Asian	87	80	4	10	6	1	±8	7.0	±6.0	
Other Race/Ethnicity	91	78	3	7	4	8	±11	12.0	±10.0	
Enlisted	90	82	4	6	3	5	±4	8.0	±3.0	
Officers	96	91	3	2	2	2	±6	5.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

131. To what extent do you feel...

c. The need to watch what you say when with people from different racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	91	43	18	20	9	11	±2	20.0	±2.0	
National Guard	91	43	18	20	9	10	±3	20.0	±3.0	
Reserve	91	43	17	20	9	11	±3	20.0	±3.0	
Enlisted	90	43	17	20	9	10	±3	19.0	±2.0	
E1-E4	89	41	16	23	9	11	±5	20.0	±4.0	
E5-E9	91	46	18	18	9	9	±3	18.0	±2.0	
Officers	94	40	22	16	10	12	±4	21.0	±3.0	
O1-O3	92	43	18	16	10	13	±6	23.0	±6.0	
O4-O6	95	38	26	17	10	10	±4	19.0	±4.0	
W1-W5	95	39	20	18	11	12	±8	23.0	±7.0	
Male	91	43	17	20	10	11	±3	20.0	±2.0	
Female	89	45	18	21	7	10	±5	17.0	±4.0	
Non-Hispanic White	92	45	18	19	9	9	±3	19.0	±3.0	
Total Minority	89	40	16	22	9	12	±3	22.0	±3.0	
Black	84	38	17	20	10	14	±5	25.0	±5.0	
Hispanic	91	42	17	21	9	12	±5	21.0	±4.0	
AIAN	93	43	11	24	7	15	±11	22.0	±10.0	
Asian	92	34	15	27	14	10	±6	23.0	±4.0	
NHPI	86	NR	14	22	7	12	±10	19.0	±10.0	
Two or More Races	94	43	17	25	4	11	±12	15.0	±6.0	
AGR/FTS/AR	90	42	19	19	9	11	±4	20.0	±3.0	
Other Selected Reserve	91	43	17	20	9	10	±3	20.0	±2.0	
Reserve Unit	91	43	17	20	9	10	±3	20.0	±2.0	
Military Technicians	92	38	20	20	12	10	±5	22.0	±5.0	
IMA	94	42	25	16	7	10	±4	17.0	±3.0	
Not Activated Past 12 Months	91	44	17	19	9	10	±3	20.0	±2.0	
Activated in the Past 12 Months	89	39	18	22	9	12	±6	21.0	±5.0	
Deployed Past 12 Months	92	39	22	18	9	11	±8	20.0	±6.0	
ARNG	90	42	17	21	9	10	±4	20.0	±3.0	
Non-Hispanic White	91	44	19	19	9	9	±5	18.0	±4.0	
Total Minority	88	39	15	23	10	13	±5	23.0	±5.0	
Black	80	38	16	21	10	15	±9	25.0	±9.0	
Hispanic	92	39	13	20	13	14	±9	27.0	±8.0	
Asian	94	34	13	32	15	6	±13	21.0	±9.0	
Other Race/Ethnicity	94	43	NR	27	2	10	±15	12.0	±7.0	
Enlisted	89	43	17	22	9	10	±4	19.0	±4.0	
Officers	94	41	22	13	10	15	±7	25.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

131. To what extent do you feel...

c. The need to watch what you say when with people from different racial/ethnic groups?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	90	43	17	19	10	12	±5	21.0	±5.0	
Non-Hispanic White	91	47	15	18	11	10	±8	21.0	±8.0	
Total Minority	88	39	19	20	8	14	±6	22.0	±5.0	
Black	84	38	18	18	9	16	±9	25.0	±9.0	
Hispanic	90	41	23	19	6	11	±10	17.0	±7.0	
Asian	92	30	18	26	13	14	±7	27.0	±7.0	
Other Race/Ethnicity	93	42	11	26	5	15	±16	21.0	±15.0	
Enlisted	89	44	16	18	9	12	±6	21.0	±5.0	
Officers	91	36	19	23	11	11	±8	22.0	±7.0	
USNR	93	42	19	22	8	9	±5	17.0	±4.0	
Non-Hispanic White	95	45	19	22	7	8	±8	14.0	±6.0	
Total Minority	90	38	18	22	9	11	±5	21.0	±4.0	
Black	88	35	15	24	12	13	±9	25.0	±9.0	
Hispanic	88	38	26	21	6	9	±10	15.0	±6.0	
Asian	93	31	15	26	15	12	±8	28.0	±7.0	
Other Race/Ethnicity	94	51	11	19	7	11	±13	18.0	±10.0	
Enlisted	92	41	16	25	7	10	±7	18.0	±5.0	
Officers	95	44	28	13	9	6	±9	15.0	±6.0	
USMCR	91	44	16	24	7	9	±6	16.0	±5.0	
Non-Hispanic White	94	39	19	23	8	11	±9	19.0	±8.0	
Total Minority	87	51	10	27	5	7	±7	12.0	±4.0	
Black	86	43	13	26	7	11	±10	19.0	±9.0	
Hispanic	88	54	8	28	4	6	±9	10.0	±6.0	
Asian	84	42	20	25	7	7	±16	13.0	±9.0	
Other Race/Ethnicity	89	NR	9	NR	2	5	±14	7.0	±8.0	
Enlisted	91	44	16	26	6	9	±7	15.0	±6.0	
Officers	92	47	17	14	9	12	±8	22.0	±7.0	
ANG	93	44	20	17	10	9	±3	19.0	±3.0	
Non-Hispanic White	93	45	21	16	9	9	±4	19.0	±3.0	
Total Minority	90	40	18	21	11	10	±4	21.0	±4.0	
Black	90	39	17	21	14	8	±7	23.0	±7.0	
Hispanic	89	41	20	21	10	9	±8	19.0	±8.0	
Asian	93	42	15	19	11	12	±7	23.0	±7.0	
Other Race/Ethnicity	92	40	16	23	10	11	±9	21.0	±7.0	
Enlisted	92	44	20	17	10	9	±3	19.0	±3.0	
Officers	97	44	21	15	10	10	±7	20.0	±6.0	
USAFR	91	45	17	17	9	12	±5	21.0	±4.0	
Non-Hispanic White	91	44	19	16	9	13	±6	21.0	±5.0	
Total Minority	91	47	14	19	10	11	±7	21.0	±5.0	
Black	91	42	18	15	13	13	±8	26.0	±8.0	
Hispanic	92	54	9	NR	6	10	±13	16.0	±8.0	
Asian	87	44	12	23	14	7	±15	21.0	±8.0	
Other Race/Ethnicity	91	43	20	17	9	11	±13	20.0	±10.0	
Enlisted	90	46	15	17	9	12	±5	22.0	±4.0	
Officers	95	39	26	17	7	10	±7	18.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

131. To what extent do you feel...

d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	90	47	16	18	9	10	±2	18.0	±2.0	
National Guard	90	47	15	19	8	10	±3	18.0	±3.0	
Reserve	91	48	16	17	9	10	±3	19.0	±3.0	
Enlisted	90	48	15	19	8	10	±3	18.0	±2.0	
E1-E4	89	45	15	22	8	11	±5	19.0	±4.0	
E5-E9	91	51	15	17	8	9	±2	17.0	±2.0	
Officers	93	46	20	14	9	11	±4	20.0	±3.0	
O1-O3	92	47	17	12	10	14	±6	24.0	±6.0	
O4-O6	95	45	24	14	8	8	±4	16.0	±3.0	
W1-W5	96	43	21	15	9	11	±8	20.0	±7.0	
Male	91	47	15	18	9	10	±3	19.0	±2.0	
Female	88	48	18	18	5	10	±5	15.0	±4.0	
Non-Hispanic White	91	50	16	17	8	9	±3	17.0	±3.0	
Total Minority	89	43	16	20	9	12	±3	21.0	±3.0	
Black	84	41	16	19	10	14	±5	24.0	±5.0	
Hispanic	91	45	16	20	8	11	±5	19.0	±4.0	
AIAN	93	45	10	25	6	14	±12	20.0	±11.0	
Asian	92	37	15	25	13	11	±5	23.0	±4.0	
NHPI	87	NR	14	18	9	12	±9	21.0	±10.0	
Two or More Races	96	46	18	24	5	8	±12	13.0	±5.0	
AGR/FTS/AR	90	49	16	18	8	9	±4	17.0	±3.0	
Other Selected Reserve	90	47	16	18	9	10	±3	19.0	±2.0	
Reserve Unit	90	47	16	18	9	10	±3	19.0	±2.0	
Military Technicians	92	42	17	20	10	10	±5	20.0	±5.0	
IMA	94	49	22	13	7	9	±4	16.0	±3.0	
Not Activated Past 12 Months	91	48	16	18	9	10	±3	18.0	±2.0	
Activated in the Past 12 Months	89	44	16	20	8	12	±5	20.0	±5.0	
Deployed Past 12 Months	90	50	16	16	7	11	±8	19.0	±6.0	
ARNG	89	46	15	20	8	10	±4	19.0	±3.0	
Non-Hispanic White	90	49	15	19	8	9	±5	17.0	±4.0	
Total Minority	88	42	15	22	9	12	±6	22.0	±5.0	
Black	79	39	15	22	10	14	±9	24.0	±9.0	
Hispanic	92	44	13	19	10	13	±9	23.0	±8.0	
Asian	94	37	12	29	14	8	±12	22.0	±9.0	
Other Race/Ethnicity	96	42	NR	27	4	9	±14	13.0	±8.0	
Enlisted	89	46	14	21	8	10	±4	18.0	±4.0	
Officers	93	47	18	11	10	15	±7	25.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

131. To what extent do you feel...

- d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	47	16	17	10	10	±5	20.0	±5.0	
Non-Hispanic White	90	53	13	16	10	8	±8	18.0	±8.0	
Total Minority	88	41	19	18	9	12	±6	22.0	±5.0	
Black	84	42	19	14	11	15	±9	26.0	±9.0	
Hispanic	90	41	21	20	8	11	±10	19.0	±7.0	
Asian	92	34	17	23	13	14	±7	27.0	±7.0	
Other Race/Ethnicity	94	48	14	24	5	8	±15	14.0	±9.0	
Enlisted	89	48	15	17	10	10	±6	20.0	±5.0	
Officers	90	42	21	19	9	10	±8	19.0	±7.0	
USNR	93	47	20	17	8	8	±5	16.0	±4.0	
Non-Hispanic White	95	50	22	15	6	7	±8	13.0	±6.0	
Total Minority	90	42	17	21	10	10	±5	20.0	±4.0	
Black	88	34	16	25	13	11	±8	24.0	±9.0	
Hispanic	88	46	20	20	7	7	±9	14.0	±6.0	
Asian	94	32	18	23	14	13	±8	27.0	±7.0	
Other Race/Ethnicity	94	58	10	13	9	11	±12	20.0	±10.0	
Enlisted	92	47	16	20	7	9	±7	17.0	±4.0	
Officers	96	46	30	11	9	5	±9	14.0	±6.0	
USMCR	91	49	15	21	6	8	±6	14.0	±5.0	
Non-Hispanic White	94	46	20	18	7	9	±9	16.0	±8.0	
Total Minority	87	55	8	25	5	8	±7	12.0	±4.0	
Black	86	49	10	21	9	12	±10	21.0	±9.0	
Hispanic	87	57	6	26	4	7	±9	11.0	±6.0	
Asian	84	47	14	27	4	8	±15	12.0	±9.0	
Other Race/Ethnicity	89	NR	7	NR	1	6	±14	7.0	±11.0	
Enlisted	91	48	15	23	6	8	±7	14.0	±6.0	
Officers	93	56	17	10	7	10	±8	17.0	±7.0	
ANG	93	50	17	16	9	8	±3	17.0	±3.0	
Non-Hispanic White	94	52	17	15	8	8	±4	16.0	±3.0	
Total Minority	91	44	17	19	11	9	±4	20.0	±4.0	
Black	90	43	14	19	14	10	±7	23.0	±7.0	
Hispanic	90	45	19	18	10	8	±8	18.0	±8.0	
Asian	93	45	15	20	9	12	±7	21.0	±7.0	
Other Race/Ethnicity	93	43	20	20	8	9	±8	17.0	±6.0	
Enlisted	93	50	17	17	9	8	±3	17.0	±3.0	
Officers	97	51	18	13	9	9	±7	18.0	±6.0	
USAFR	92	49	16	16	8	11	±5	19.0	±4.0	
Non-Hispanic White	92	50	17	15	8	11	±6	18.0	±5.0	
Total Minority	91	49	14	19	8	11	±7	19.0	±4.0	
Black	91	45	17	17	8	13	±8	21.0	±7.0	
Hispanic	93	55	9	NR	5	10	±14	15.0	±8.0	
Asian	87	44	13	23	13	8	±15	20.0	±8.0	
Other Race/Ethnicity	92	45	19	16	10	11	±13	21.0	±10.0	
Enlisted	91	50	14	17	8	11	±5	19.0	±4.0	
Officers	95	48	22	13	7	9	±7	17.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

131. To what extent do you feel...

e. Comfortable interacting with people with different religious beliefs than you?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	90	7	3	14	22	54	±2	76.0	±2.0	
National Guard	90	8	3	14	22	53	±3	75.0	±3.0	
Reserve	90	7	3	13	22	55	±3	77.0	±3.0	
Enlisted	90	8	3	15	21	53	±3	74.0	±2.0	
E1–E4	89	8	3	16	18	56	±4	74.0	±4.0	
E5–E9	91	8	4	13	25	50	±3	75.0	±2.0	
Officers	93	5	3	9	24	60	±4	84.0	±3.0	
O1–O3	91	5	1	7	20	67	±6	87.0	±4.0	
O4–O6	94	4	4	10	27	56	±4	83.0	±4.0	
W1–W5	94	6	5	13	30	46	±8	76.0	±7.0	
Male	90	8	3	14	22	53	±3	75.0	±2.0	
Female	89	5	3	13	21	58	±5	79.0	±4.0	
Non-Hispanic White	91	6	3	12	23	56	±3	79.0	±3.0	
Total Minority	89	9	3	16	21	51	±3	72.0	±3.0	
Black	84	9	3	17	20	51	±5	71.0	±5.0	
Hispanic	91	7	3	14	22	54	±5	76.0	±4.0	
AIAN	87	10	16	17	19	39	±15	58.0	±11.0	
Asian	92	12	5	20	24	39	±5	63.0	±5.0	
NHPI	87	15	3	19	17	NR	±10	63.0	±14.0	
Two or More Races	95	11	2	18	13	56	±10	69.0	±11.0	
AGR/FTS/AR	90	8	3	15	22	51	±4	74.0	±3.0	
Other Selected Reserve	90	7	3	14	22	54	±3	76.0	±2.0	
Reserve Unit	90	7	3	14	22	54	±3	76.0	±2.0	
Military Technicians	92	6	4	14	25	50	±5	75.0	±4.0	
IMA	94	4	2	10	27	57	±5	83.0	±3.0	
Not Activated Past 12 Months	90	7	3	14	21	54	±3	76.0	±2.0	
Activated in the Past 12 Months	89	6	4	13	24	54	±5	78.0	±4.0	
Deployed Past 12 Months	92	4	4	13	26	53	±8	79.0	±7.0	
ARNG	89	8	4	14	21	53	±4	74.0	±4.0	
Non-Hispanic White	90	7	4	12	22	55	±5	77.0	±4.0	
Total Minority	89	10	3	18	19	50	±6	69.0	±5.0	
Black	80	10	5	17	19	49	±9	68.0	±9.0	
Hispanic	93	8	1	15	22	53	±9	75.0	±8.0	
Asian	94	11	4	22	29	35	±13	64.0	±10.0	
Other Race/Ethnicity	96	15	4	23	8	50	±16	58.0	±15.0	
Enlisted	89	8	4	15	21	52	±4	73.0	±4.0	
Officers	93	6	2	8	21	63	±6	84.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

131. To what extent do you feel...

e. Comfortable interacting with people with different religious beliefs than you?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	7	3	14	21	55	±5	77.0	±5.0	
Non-Hispanic White	90	7	3	11	21	59	±8	80.0	±8.0	
Total Minority	88	7	4	16	21	52	±6	73.0	±5.0	
Black	84	8	2	19	21	51	±9	71.0	±8.0	
Hispanic	90	5	5	12	24	54	±11	78.0	±8.0	
Asian	91	11	7	21	20	41	±7	61.0	±7.0	
Other Race/Ethnicity	92	6	5	15	15	59	±15	74.0	±12.0	
Enlisted	89	7	3	14	20	55	±6	76.0	±5.0	
Officers	89	3	5	11	25	56	±8	81.0	±6.0	
USNR	93	7	3	13	24	54	±5	77.0	±5.0	
Non-Hispanic White	95	6	1	11	23	59	±8	82.0	±7.0	
Total Minority	90	9	4	16	25	46	±5	71.0	±5.0	
Black	88	7	3	16	26	49	±8	74.0	±7.0	
Hispanic	87	9	5	16	26	43	±9	69.0	±9.0	
Asian	95	11	8	17	23	41	±8	64.0	±7.0	
Other Race/Ethnicity	93	12	3	12	22	51	±15	74.0	±12.0	
Enlisted	92	8	3	14	24	51	±6	75.0	±6.0	
Officers	96	5	3	8	23	61	±8	84.0	±6.0	
USMCR	91	8	2	18	19	52	±6	72.0	±6.0	
Non-Hispanic White	93	7	3	17	19	54	±9	74.0	±9.0	
Total Minority	87	9	2	20	19	49	±7	69.0	±6.0	
Black	85	7	3	17	20	52	±10	73.0	±10.0	
Hispanic	88	11	1	22	20	46	±9	67.0	±9.0	
Asian	82	6	4	19	27	44	±15	71.0	±12.0	
Other Race/Ethnicity	89	7	0	NR	7	NR	±14	NR		
Enlisted	90	9	2	19	19	51	±7	70.0	±7.0	
Officers	93	3	3	7	25	61	±8	86.0	±7.0	
ANG	93	7	2	14	23	54	±3	77.0	±3.0	
Non-Hispanic White	94	6	2	13	24	55	±4	79.0	±3.0	
Total Minority	90	10	3	15	21	51	±4	72.0	±4.0	
Black	90	8	2	18	23	49	±7	71.0	±7.0	
Hispanic	89	11	5	11	15	58	±8	73.0	±7.0	
Asian	93	12	2	19	24	44	±7	68.0	±7.0	
Other Race/Ethnicity	93	8	3	15	28	47	±8	74.0	±8.0	
Enlisted	92	7	3	14	23	52	±3	76.0	±3.0	
Officers	97	4	1	10	24	61	±7	84.0	±6.0	
USAFR	91	6	2	9	26	57	±5	83.0	±3.0	
Non-Hispanic White	92	4	2	9	30	56	±6	85.0	±4.0	
Total Minority	90	9	3	10	20	60	±6	79.0	±5.0	
Black	91	8	2	11	19	60	±8	78.0	±7.0	
Hispanic	91	6	2	7	20	65	±11	85.0	±6.0	
Asian	87	NR	4	16	21	39	±11	60.0	±16.0	
Other Race/Ethnicity	85	7	3	11	20	59	±10	80.0	±8.0	
Enlisted	90	7	2	10	24	57	±5	81.0	±4.0	
Officers	93	2	1	6	32	59	±7	91.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

131. To what extent do you feel...

f. Pressure from military members to avoid socializing with members with different religious beliefs?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	90	78	6	9	2	4	±2	7.0	±1.0	
National Guard	90	78	6	9	2	5	±3	7.0	±2.0	
Reserve	90	79	6	10	3	4	±3	6.0	±2.0	
Enlisted	90	77	6	10	3	4	±2	7.0	±2.0	
E1-E4	89	74	5	13	2	5	±4	7.0	±3.0	
E5-E9	91	79	7	8	3	4	±2	6.0	±2.0	
Officers	93	86	6	3	2	4	±3	5.0	±2.0	
O1-O3	91	85	6	2	2	5	±6	6.0	±3.0	
O4-O6	94	87	6	3	1	2	±3	4.0	±2.0	
W1-W5	91	86	4	4	3	3	±6	6.0	±5.0	
Male	90	78	6	9	2	4	±2	7.0	±2.0	
Female	88	78	6	9	2	5	±5	7.0	±3.0	
Non-Hispanic White	91	82	5	7	2	4	±3	6.0	±2.0	
Total Minority	88	73	7	12	3	5	±3	8.0	±2.0	
Black	83	74	7	11	3	5	±5	9.0	±3.0	
Hispanic	89	72	7	12	3	6	±5	9.0	±3.0	
AIAN	87	76	3	12	2	6	±10	9.0	±9.0	
Asian	91	67	9	16	3	4	±4	7.0	±2.0	
NHPI	86	73	6	14	2	5	±12	7.0	±5.0	
Two or More Races	96	76	6	12	1	4	±10	5.0	±4.0	
AGR/FTS/AR	90	80	5	9	2	4	±3	6.0	±2.0	
Other Selected Reserve	90	78	6	9	2	4	±2	7.0	±2.0	
Reserve Unit	90	78	6	9	2	4	±2	7.0	±2.0	
Military Technicians	91	77	8	9	3	3	±5	6.0	±4.0	
IMA	94	86	5	4	3	3	±3	5.0	±2.0	
Not Activated Past 12 Months	90	79	6	9	2	4	±2	7.0	±2.0	
Activated in the Past 12 Months	89	76	6	10	2	5	±5	7.0	±3.0	
Deployed Past 12 Months	91	78	8	9	1	4	±8	5.0	±4.0	
ARNG	90	76	7	10	2	5	±4	7.0	±2.0	
Non-Hispanic White	91	81	6	7	1	4	±4	6.0	±3.0	
Total Minority	88	68	7	14	3	7	±6	10.0	±4.0	
Black	79	68	7	13	4	8	±9	12.0	±7.0	
Hispanic	91	68	9	12	4	8	±9	11.0	±7.0	
Asian	93	67	6	21	3	2	±9	5.0	±4.0	
Other Race/Ethnicity	96	70	6	19	1	5	±15	6.0	±6.0	
Enlisted	89	75	6	11	2	5	±4	8.0	±3.0	
Officers	92	84	8	2	2	4	±8	6.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

131. To what extent do you feel...

f. Pressure from military members to avoid socializing with members with different religious beliefs?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	77	6	10	3	3	±5	6.0	±3.0	
Non-Hispanic White	91	80	6	9	2	2	±8	5.0	±5.0	
Total Minority	87	74	7	11	3	4	±5	7.0	±3.0	
Black	84	80	6	9	3	2	±7	5.0	±4.0	
Hispanic	87	70	7	14	4	5	±10	9.0	±6.0	
Asian	91	64	13	14	4	6	±7	10.0	±5.0	
Other Race/Ethnicity	94	82	6	6	4	2	±10	6.0	±8.0	
Enlisted	88	75	7	12	3	3	±6	6.0	±3.0	
Officers	90	86	6	3	1	4	±6	5.0	±4.0	
USNR	92	81	5	9	2	4	±4	5.0	±2.0	
Non-Hispanic White	95	86	4	7	1	3	±6	4.0	±3.0	
Total Minority	89	74	7	11	3	5	±4	8.0	±4.0	
Black	86	72	5	13	4	6	±9	10.0	±9.0	
Hispanic	87	76	6	10	3	6	±8	8.0	±6.0	
Asian	93	61	15	17	4	4	±7	8.0	±5.0	
Other Race/Ethnicity	93	86	5	4	2	3	±7	5.0	±6.0	
Enlisted	91	79	5	11	2	4	±5	6.0	±3.0	
Officers	94	87	5	3	2	3	±6	5.0	±5.0	
USMCR	90	73	4	14	3	5	±6	8.0	±4.0	
Non-Hispanic White	93	72	5	14	4	6	±9	9.0	±7.0	
Total Minority	87	75	4	15	2	4	±6	6.0	±4.0	
Black	86	68	6	14	3	9	±10	12.0	±9.0	
Hispanic	87	75	3	17	2	3	±8	5.0	±6.0	
Asian	84	67	6	18	4	6	±13	9.0	±8.0	
Other Race/Ethnicity	89	88	1	10	0	1	±14	1.0	±3.0	
Enlisted	90	71	5	16	3	5	±7	8.0	±5.0	
Officers	93	87	4	4	2	4	±6	5.0	±5.0	
ANG	92	83	5	7	3	3	±3	6.0	±2.0	
Non-Hispanic White	93	84	5	6	3	3	±3	6.0	±2.0	
Total Minority	90	79	7	9	2	3	±4	6.0	±3.0	
Black	88	75	7	11	4	3	±7	7.0	±5.0	
Hispanic	89	82	5	7	2	4	±7	6.0	±6.0	
Asian	92	75	8	12	2	3	±6	5.0	±4.0	
Other Race/Ethnicity	93	80	9	8	1	2	±8	4.0	±2.0	
Enlisted	91	82	5	7	3	3	±3	6.0	±2.0	
Officers	96	88	4	4	1	2	±5	3.0	±3.0	
USAFR	90	84	4	6	2	4	±3	7.0	±3.0	
Non-Hispanic White	91	86	2	6	2	5	±5	7.0	±4.0	
Total Minority	90	80	7	7	2	4	±4	6.0	±3.0	
Black	91	76	8	9	3	4	±7	7.0	±5.0	
Hispanic	92	88	4	4	2	2	±6	4.0	±3.0	
Asian	87	79	5	10	4	2	±8	6.0	±4.0	
Other Race/Ethnicity	84	73	9	6	3	9	±11	12.0	±10.0	
Enlisted	90	82	4	7	2	5	±4	7.0	±3.0	
Officers	94	90	3	3	2	2	±5	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

131. To what extent do you feel...

g. Comfortable being open about your religious beliefs with other military members?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	91	11	8	22	20	39	±2	59.0	±2.0	
National Guard	90	11	9	22	21	38	±3	58.0	±3.0	
Reserve	91	10	8	22	20	40	±3	60.0	±3.0	
Enlisted	90	11	7	22	20	40	±3	60.0	±3.0	
E1-E4	89	11	6	24	18	41	±5	59.0	±5.0	
E5-E9	91	11	8	21	22	38	±2	61.0	±2.0	
Officers	94	10	14	19	22	35	±4	57.0	±4.0	
O1-O3	92	10	13	16	21	40	±6	61.0	±6.0	
O4-O6	95	10	15	23	21	30	±4	52.0	±4.0	
W1-W5	95	12	17	13	26	32	±7	58.0	±8.0	
Male	91	11	8	22	20	39	±3	59.0	±3.0	
Female	88	8	10	23	21	38	±5	60.0	±5.0	
Non-Hispanic White	92	10	9	21	21	38	±3	60.0	±3.0	
Total Minority	89	11	7	24	19	40	±3	58.0	±3.0	
Black	83	9	7	22	19	44	±5	63.0	±5.0	
Hispanic	91	11	6	23	21	39	±5	59.0	±5.0	
AIAN	87	16	12	29	13	30	±13	43.0	±10.0	
Asian	92	12	10	30	19	30	±5	49.0	±5.0	
NHPI	87	13	5	22	15	NR	±10	59.0	±15.0	
Two or More Races	96	14	8	27	11	40	±10	52.0	±10.0	
AGR/FTS/AR	91	12	10	23	21	34	±3	56.0	±4.0	
Other Selected Reserve	91	10	8	22	20	39	±3	60.0	±3.0	
Reserve Unit	90	10	8	22	20	40	±3	60.0	±3.0	
Military Technicians	92	9	8	25	23	35	±5	58.0	±5.0	
IMA	94	11	15	24	20	31	±4	51.0	±4.0	
Not Activated Past 12 Months	91	11	8	22	20	39	±3	59.0	±3.0	
Activated in the Past 12 Months	90	10	8	23	21	38	±6	59.0	±6.0	
Deployed Past 12 Months	92	9	11	19	24	37	±8	60.0	±8.0	
ARNG	90	12	8	21	21	38	±4	59.0	±4.0	
Non-Hispanic White	91	11	10	20	21	39	±5	60.0	±5.0	
Total Minority	87	14	5	25	19	37	±6	56.0	±6.0	
Black	79	10	5	21	20	44	±9	64.0	±9.0	
Hispanic	91	17	4	23	23	33	±8	56.0	±9.0	
Asian	93	10	7	35	22	26	±14	48.0	±11.0	
Other Race/Ethnicity	96	18	6	31	8	37	±16	46.0	±15.0	
Enlisted	89	12	7	22	21	38	±4	59.0	±4.0	
Officers	94	10	13	17	20	40	±7	60.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

131. To what extent do you feel...

g. Comfortable being open about your religious beliefs with other military members?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	90	10	7	21	21	41	±5	62.0	±5.0	
Non-Hispanic White	91	12	7	20	24	37	±9	61.0	±8.0	
Total Minority	89	7	7	22	18	45	±6	63.0	±6.0	
Black	84	8	6	20	19	48	±9	67.0	±8.0	
Hispanic	91	6	7	24	20	43	±11	63.0	±10.0	
Asian	92	11	14	25	16	33	±7	49.0	±7.0	
Other Race/Ethnicity	94	9	NR	20	12	50	±15	62.0	±15.0	
Enlisted	90	9	6	22	19	43	±6	62.0	±6.0	
Officers	91	12	13	15	29	32	±8	61.0	±8.0	
USNR	93	8	10	24	20	38	±6	58.0	±5.0	
Non-Hispanic White	95	7	10	23	19	41	±8	60.0	±8.0	
Total Minority	90	11	10	25	21	34	±5	55.0	±5.0	
Black	88	11	11	25	21	32	±8	53.0	±8.0	
Hispanic	88	9	11	22	22	37	±9	59.0	±9.0	
Asian	94	12	12	28	18	30	±8	48.0	±8.0	
Other Race/Ethnicity	94	13	4	28	21	33	±16	54.0	±14.0	
Enlisted	92	7	9	23	19	41	±7	61.0	±6.0	
Officers	96	12	13	26	22	28	±10	49.0	±8.0	
USMCR	91	8	5	25	15	46	±6	61.0	±6.0	
Non-Hispanic White	94	7	5	24	14	50	±9	64.0	±9.0	
Total Minority	87	10	5	28	18	40	±7	57.0	±7.0	
Black	86	8	5	25	21	41	±10	62.0	±10.0	
Hispanic	88	12	4	27	19	37	±10	56.0	±9.0	
Asian	84	6	8	35	21	31	±18	51.0	±14.0	
Other Race/Ethnicity	89	NR	6	NR	4	NR	±10	NR		
Enlisted	91	8	4	26	15	47	±7	62.0	±7.0	
Officers	94	9	12	20	20	38	±8	59.0	±8.0	
ANG	93	9	11	23	21	36	±3	57.0	±3.0	
Non-Hispanic White	94	9	11	23	22	36	±4	58.0	±4.0	
Total Minority	91	11	12	23	17	37	±4	54.0	±4.0	
Black	90	7	10	31	18	34	±7	53.0	±7.0	
Hispanic	90	13	12	18	14	44	±8	58.0	±8.0	
Asian	93	13	8	27	21	30	±7	52.0	±7.0	
Other Race/Ethnicity	93	12	16	21	18	33	±8	51.0	±8.0	
Enlisted	92	9	10	23	21	37	±3	58.0	±3.0	
Officers	98	9	18	23	16	34	±7	50.0	±7.0	
USAFR	91	11	9	22	19	39	±4	58.0	±5.0	
Non-Hispanic White	92	11	10	21	21	37	±6	58.0	±6.0	
Total Minority	90	10	8	23	16	42	±7	59.0	±7.0	
Black	91	11	9	22	14	44	±8	58.0	±8.0	
Hispanic	93	8	5	23	19	45	±18	64.0	±15.0	
Asian	88	NR	9	23	18	29	±9	47.0	±13.0	
Other Race/Ethnicity	85	8	10	28	15	39	±12	54.0	±11.0	
Enlisted	91	11	7	21	20	40	±5	60.0	±5.0	
Officers	94	9	17	25	15	34	±6	49.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

132. Do you agree with the ideals of organizations that...

a. Support the separation of people based on race/ethnicity?

b. Warn of the dangers of interactions between people of different races/ethnicities?

c. Point out the dangers of racial/ethnic diversity?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes to Any		
		a	b	c				
TOTAL DOD	91	8	13	17	±2	19.0	±2.0	
National Guard	90	8	14	18	±3	21.0	±3.0	
Reserve	91	7	11	15	±3	17.0	±3.0	
Enlisted	90	8	14	18	±2	21.0	±2.0	
E1-E4	89	10	16	20	±4	23.0	±4.0	
E5-E9	91	7	12	17	±2	19.0	±2.0	
Officers	94	5	7	9	±2	11.0	±2.0	
O1-O3	91	4	7	9	±3	11.0	±4.0	
O4-O6	95	4	6	7	±2	8.0	±3.0	
W1-W5	96	9	12	19	±7	20.0	±7.0	
Male	91	8	13	17	±2	19.0	±2.0	
Female	89	9	11	16	±4	18.0	±4.0	
Non-Hispanic White	92	6	11	14	±3	17.0	±3.0	
Total Minority	89	11	15	20	±3	22.0	±3.0	
Black	84	11	16	24	±5	26.0	±5.0	
Hispanic	91	9	13	16	±4	18.0	±4.0	
AIAN	87	13	17	20	±10	22.0	±9.0	
Asian	92	17	21	23	±4	28.0	±4.0	
NHPI	87	16	20	28	±12	29.0	±13.0	
Two or More Races	96	10	16	19	±10	21.0	±10.0	
AGR/FTS/AR	91	7	11	15	±3	17.0	±3.0	
Other Selected Reserve	90	8	13	17	±2	19.0	±2.0	
Reserve Unit	90	8	13	17	±2	19.0	±2.0	
Military Technicians	92	7	13	19	±5	21.0	±5.0	
IMA	94	4	7	8	±3	10.0	±3.0	
Not Activated Past 12 Months	91	8	13	17	±2	19.0	±2.0	
Activated in the Past 12 Months	90	8	14	15	±5	18.0	±5.0	
Deployed Past 12 Months	92	5	15	15	±9	20.0	±9.0	
ARNG	90	9	15	19	±3	22.0	±4.0	
Non-Hispanic White	90	6	13	16	±4	20.0	±5.0	
Total Minority	88	13	18	23	±5	25.0	±5.0	
Black	80	12	18	28	±9	30.0	±9.0	
Hispanic	92	11	15	18	±8	20.0	±8.0	
Asian	94	18	26	27	±9	32.0	±10.0	
Other Race/Ethnicity	96	16	24	24	±15	27.0	±15.0	
Enlisted	89	9	16	20	±4	23.0	±4.0	
Officers	93	6	9	12	±4	14.0	±4.0	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q132a-c). Percentage Reporting Yes to Any includes members who indicated "Yes" to any items.

132. Do you agree with the ideals of organizations that...

	% Resp.	Percentages			Max ME	Percentage Reporting Yes to Any		
		a	b	c				
USAR	90	8	13	16	±4	18.0	±4.0	
Non-Hispanic White	91	5	11	14	±7	16.0	±7.0	
Total Minority	89	10	14	19	±5	21.0	±5.0	
Black	85	11	15	25	±9	26.0	±9.0	
Hispanic	90	9	11	14	±6	16.0	±6.0	
Asian	92	20	21	22	±7	28.0	±7.0	
Other Race/Ethnicity	95	3	11	18	±11	18.0	±11.0	
Enlisted	89	8	14	19	±5	20.0	±5.0	
Officers	91	5	7	7	±4	10.0	±5.0	
USNR	93	7	9	13	±4	15.0	±4.0	
Non-Hispanic White	95	4	6	9	±6	10.0	±6.0	
Total Minority	90	10	14	19	±5	22.0	±5.0	
Black	88	11	16	20	±9	22.0	±9.0	
Hispanic	88	10	12	16	±8	20.0	±8.0	
Asian	95	15	21	21	±7	25.0	±7.0	
Other Race/Ethnicity	94	5	10	18	±17	21.0	±16.0	
Enlisted	92	8	11	16	±5	18.0	±5.0	
Officers	96	4	6	6	±4	8.0	±5.0	
USMCR	91	9	13	17	±5	20.0	±6.0	
Non-Hispanic White	94	8	12	14	±8	19.0	±9.0	
Total Minority	87	10	15	21	±5	22.0	±5.0	
Black	86	8	14	23	±10	24.0	±10.0	
Hispanic	88	11	15	20	±7	21.0	±7.0	
Asian	84	13	21	27	±12	28.0	±12.0	
Other Race/Ethnicity	91	7	11	15	±17	15.0	±17.0	
Enlisted	91	9	14	18	±6	22.0	±6.0	
Officers	94	2	5	5	±5	7.0	±5.0	
ANG	93	7	11	15	±3	17.0	±3.0	
Non-Hispanic White	94	7	10	14	±3	16.0	±3.0	
Total Minority	91	9	14	16	±3	18.0	±3.0	
Black	90	10	14	17	±6	19.0	±6.0	
Hispanic	90	8	14	15	±6	18.0	±6.0	
Asian	92	9	13	18	±6	22.0	±6.0	
Other Race/Ethnicity	93	8	12	15	±7	15.0	±7.0	
Enlisted	92	8	12	16	±3	18.0	±3.0	
Officers	97	3	4	7	±4	8.0	±5.0	
USAFR	91	6	9	12	±3	13.0	±3.0	
Non-Hispanic White	91	5	8	10	±4	11.0	±4.0	
Total Minority	92	7	10	13	±4	15.0	±4.0	
Black	92	8	13	16	±6	18.0	±6.0	
Hispanic	95	5	7	9	±5	10.0	±5.0	
Asian	87	11	15	17	±7	20.0	±8.0	
Other Race/Ethnicity	85	10	9	17	±10	19.0	±10.0	
Enlisted	90	7	10	13	±3	14.0	±3.0	
Officers	94	2	6	7	±4	9.0	±5.0	

Note. Percent responding are Reserve component members who answered at least one item in the question (Q132a-c). Percentage Reporting Yes to Any includes members who indicated "Yes" to any items.

133. At your military duty station, to what extent...

a. Are racist/extremist organizations or individuals a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	90	86	5	3	1	3	±2	5.0	±2.0	
National Guard	90	87	5	4	2	3	±3	5.0	±2.0	
Reserve	90	86	6	3	1	4	±3	5.0	±2.0	
Enlisted	89	86	5	4	1	4	±2	5.0	±2.0	
E1-E4	88	83	5	5	2	6	±4	8.0	±3.0	
E5-E9	91	88	6	3	1	2	±2	3.0	±1.0	
Officers	93	90	7	1	1	2	±2	3.0	±2.0	
O1-O3	92	90	6	1	1	2	±4	3.0	±3.0	
O4-O6	95	90	8	1	1	1	±3	2.0	±2.0	
W1-W5	94	89	9	1	1	1	±5	1.0	±4.0	
Male	91	87	5	3	1	4	±2	5.0	±2.0	
Female	87	85	7	4	1	3	±3	4.0	±2.0	
Non-Hispanic White	91	90	4	2	1	3	±3	4.0	±2.0	
Total Minority	88	81	7	5	2	5	±3	6.0	±2.0	
Black	83	76	10	5	2	6	±5	8.0	±3.0	
Hispanic	90	85	6	4	1	4	±4	5.0	±2.0	
AIAN	87	84	5	NR	1	2	±12	3.0	±3.0	
Asian	92	76	8	8	2	5	±4	8.0	±3.0	
NHPI	86	81	10	3	2	4	±10	6.0	±5.0	
Two or More Races	96	82	5	10	1	3	±10	3.0	±4.0	
AGR/FTS/AR	90	87	6	3	1	2	±3	4.0	±2.0	
Other Selected Reserve	90	86	5	4	1	4	±2	5.0	±2.0	
Reserve Unit	90	86	5	4	1	4	±2	5.0	±2.0	
Military Technicians	91	87	7	3	1	3	±4	4.0	±2.0	
IMA	94	86	9	2	1	2	±3	3.0	±2.0	
Not Activated Past 12 Months	90	87	5	3	1	3	±2	5.0	±2.0	
Activated in the Past 12 Months	90	81	8	6	1	3	±5	5.0	±4.0	
Deployed Past 12 Months	93	84	6	6	1	2	±7	3.0	±3.0	
ARNG	89	86	5	4	2	4	±3	6.0	±3.0	
Non-Hispanic White	90	88	5	2	2	3	±4	5.0	±4.0	
Total Minority	86	81	5	7	2	5	±5	7.0	±3.0	
Black	78	75	8	4	5	7	±8	12.0	±7.0	
Hispanic	89	87	3	6	1	3	±6	4.0	±4.0	
Asian	93	77	6	9	2	6	±8	8.0	±5.0	
Other Race/Ethnicity	96	78	3	14	1	4	±16	4.0	±7.0	
Enlisted	88	85	5	4	2	4	±4	6.0	±3.0	
Officers	94	91	6	2	0	1	±4	2.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

133. At your military duty station, to what extent...

a. Are racist/extremist organizations or individuals a problem?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	84	7	4	1	4	±4	5.0	±3.0	
Non-Hispanic White	91	89	4	3	1	4	±7	5.0	±7.0	
Total Minority	88	79	10	5	1	5	±5	6.0	±3.0	
Black	84	76	13	6	1	4	±9	5.0	±7.0	
Hispanic	90	82	8	2	1	6	±7	7.0	±5.0	
Asian	92	72	9	9	4	7	±7	10.0	±5.0	
Other Race/Ethnicity	94	83	6	7	2	2	±11	4.0	±4.0	
Enlisted	89	83	7	5	1	5	±5	6.0	±4.0	
Officers	91	88	8	0	2	3	±5	4.0	±4.0	
USNR	92	88	6	3	1	3	±3	4.0	±2.0	
Non-Hispanic White	94	94	4	1	1	1	±4	1.0	±3.0	
Total Minority	90	79	8	5	1	7	±4	8.0	±4.0	
Black	88	71	11	5	1	11	±9	12.0	±9.0	
Hispanic	88	83	6	5	1	5	±7	6.0	±5.0	
Asian	94	76	12	7	1	4	±7	6.0	±4.0	
Other Race/Ethnicity	93	86	5	3	1	5	±9	6.0	±8.0	
Enlisted	91	87	5	3	1	4	±3	5.0	±3.0	
Officers	95	88	8	1	1	2	±6	3.0	±4.0	
USMCR	91	89	3	3	1	4	±4	5.0	±3.0	
Non-Hispanic White	94	91	2	3	1	3	±6	4.0	±5.0	
Total Minority	87	86	4	4	2	5	±4	7.0	±3.0	
Black	86	77	5	6	3	9	±9	12.0	±9.0	
Hispanic	88	89	2	3	1	5	±6	6.0	±5.0	
Asian	84	78	10	5	5	1	±11	7.0	±7.0	
Other Race/Ethnicity	89	90	NR	2	NR	NR	±15	NR		
Enlisted	91	89	2	4	1	4	±4	5.0	±3.0	
Officers	93	89	7	1	1	2	±5	3.0	±4.0	
ANG	93	90	5	2	1	2	±2	3.0	±2.0	
Non-Hispanic White	93	93	4	1	1	1	±2	2.0	±2.0	
Total Minority	90	84	8	4	1	3	±4	4.0	±2.0	
Black	89	77	9	7	1	6	±7	7.0	±6.0	
Hispanic	89	87	7	3	2	2	±6	4.0	±4.0	
Asian	92	82	9	4	2	3	±6	5.0	±4.0	
Other Race/Ethnicity	93	88	10	1	0	1	±8	1.0	±2.0	
Enlisted	92	90	5	2	1	2	±2	3.0	±2.0	
Officers	96	93	4	1	1	1	±4	1.0	±4.0	
USAFR	91	89	6	2	1	2	±3	3.0	±1.0	
Non-Hispanic White	91	92	5	2	1	1	±3	1.0	±2.0	
Total Minority	90	84	8	4	1	3	±4	4.0	±2.0	
Black	90	81	8	6	2	4	±6	5.0	±4.0	
Hispanic	94	87	8	1	0	3	±9	4.0	±4.0	
Asian	87	85	6	5	1	3	±6	5.0	±3.0	
Other Race/Ethnicity	85	85	11	3	1	1	±8	2.0	±3.0	
Enlisted	90	88	6	3	1	2	±3	3.0	±2.0	
Officers	94	90	8	1	1	1	±4	2.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

133. At your military duty station, to what extent...

b. Are hate crimes a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	90	90	3	3	1	4	±2	5.0	±2.0	
National Guard	90	90	3	3	1	4	±2	5.0	±2.0	
Reserve	90	89	4	2	1	3	±2	5.0	±2.0	
Enlisted	89	89	3	3	1	4	±2	5.0	±2.0	
E1-E4	88	86	2	4	2	6	±3	8.0	±3.0	
E5-E9	91	92	4	2	1	2	±2	3.0	±1.0	
Officers	94	93	4	1	1	1	±2	2.0	±1.0	
O1-O3	92	94	3	1	1	2	±3	3.0	±3.0	
O4-O6	95	92	6	1	0	1	±3	2.0	±2.0	
W1-W5	95	91	6	2	0	1	±6	1.0	±4.0	
Male	90	89	3	3	1	4	±2	5.0	±2.0	
Female	88	90	4	2	1	3	±3	4.0	±3.0	
Non-Hispanic White	91	92	2	2	1	3	±2	4.0	±2.0	
Total Minority	88	85	4	4	2	5	±2	7.0	±2.0	
Black	83	83	5	3	2	6	±4	8.0	±3.0	
Hispanic	90	88	3	3	1	5	±4	6.0	±3.0	
AIAN	87	93	2	2	1	2	±4	3.0	±3.0	
Asian	92	80	5	7	3	5	±4	8.0	±3.0	
NHPI	86	84	8	3	2	4	±9	6.0	±5.0	
Two or More Races	96	84	5	6	1	4	±11	5.0	±5.0	
AGR/FTS/AR	91	91	4	3	1	2	±3	3.0	±2.0	
Other Selected Reserve	90	89	3	3	1	4	±2	5.0	±2.0	
Reserve Unit	90	89	3	3	1	4	±2	5.0	±2.0	
Military Technicians	91	92	3	2	0	3	±3	3.0	±2.0	
IMA	94	89	7	2	0	2	±3	2.0	±2.0	
Not Activated Past 12 Months	90	90	3	2	1	3	±2	5.0	±2.0	
Activated in the Past 12 Months	90	86	4	3	2	4	±5	6.0	±4.0	
Deployed Past 12 Months	94	87	3	5	1	4	±7	5.0	±4.0	
ARNG	89	89	3	3	1	5	±3	6.0	±3.0	
Non-Hispanic White	90	92	2	2	1	4	±4	4.0	±3.0	
Total Minority	87	83	4	5	2	6	±5	9.0	±4.0	
Black	78	80	4	4	4	8	±8	11.0	±7.0	
Hispanic	91	85	4	3	2	6	±7	7.0	±7.0	
Asian	93	80	3	8	3	5	±8	9.0	±5.0	
Other Race/Ethnicity	96	82	3	NR	1	6	±15	6.0	±9.0	
Enlisted	88	88	3	3	1	5	±3	6.0	±3.0	
Officers	94	94	3	1	0	2	±3	2.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

133. At your military duty station, to what extent...

b. Are hate crimes a problem?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	88	4	3	2	3	±4	5.0	±3.0	
Non-Hispanic White	91	91	2	2	2	2	±7	5.0	±7.0	
Total Minority	88	85	6	3	2	4	±4	6.0	±3.0	
Black	84	85	7	2	1	5	±8	6.0	±7.0	
Hispanic	89	88	3	3	2	4	±6	6.0	±5.0	
Asian	92	75	7	8	4	7	±7	10.0	±5.0	
Other Race/Ethnicity	94	83	10	3	1	3	±12	4.0	±4.0	
Enlisted	89	87	4	3	2	4	±5	6.0	±4.0	
Officers	92	90	6	1	1	2	±5	3.0	±4.0	
USNR	92	90	3	2	1	4	±3	4.0	±2.0	
Non-Hispanic White	95	95	2	1	1	1	±4	1.0	±3.0	
Total Minority	89	83	5	4	1	8	±4	9.0	±4.0	
Black	88	78	5	4	1	13	±9	14.0	±9.0	
Hispanic	88	86	4	4	1	5	±6	6.0	±4.0	
Asian	94	80	8	5	2	6	±6	8.0	±5.0	
Other Race/Ethnicity	91	88	4	2	1	5	±9	6.0	±9.0	
Enlisted	91	89	3	3	1	4	±3	5.0	±3.0	
Officers	95	92	4	0	1	2	±5	3.0	±4.0	
USMCR	91	90	2	3	1	5	±4	6.0	±4.0	
Non-Hispanic White	94	91	2	3	1	4	±6	5.0	±6.0	
Total Minority	87	88	2	3	1	5	±4	7.0	±3.0	
Black	86	80	2	6	2	9	±9	11.0	±9.0	
Hispanic	88	91	0	2	1	5	±6	6.0	±5.0	
Asian	84	82	7	6	4	1	±10	5.0	±7.0	
Other Race/Ethnicity	89	91	NR	NR	NR	NR	±15	NR		
Enlisted	91	89	1	3	1	5	±4	6.0	±4.0	
Officers	93	91	6	2	1	0	±6	1.0	±3.0	
ANG	93	93	2	2	1	2	±2	2.0	±2.0	
Non-Hispanic White	94	95	2	1	1	1	±2	2.0	±2.0	
Total Minority	90	89	4	3	1	3	±3	4.0	±2.0	
Black	89	87	4	3	1	5	±6	7.0	±6.0	
Hispanic	89	89	4	3	0	3	±5	4.0	±4.0	
Asian	92	87	5	4	1	3	±6	4.0	±3.0	
Other Race/Ethnicity	93	94	4	1	0	1	±6	1.0	±1.0	
Enlisted	92	93	3	2	1	2	±2	3.0	±2.0	
Officers	96	96	1	2	0	1	±4	1.0	±3.0	
USAFR	91	92	4	2	1	2	±2	2.0	±1.0	
Non-Hispanic White	92	93	4	1	0	1	±3	1.0	±2.0	
Total Minority	90	91	4	2	1	3	±3	4.0	±2.0	
Black	90	89	4	2	2	3	±5	5.0	±4.0	
Hispanic	94	95	2	0	0	3	±4	3.0	±3.0	
Asian	87	87	5	4	2	3	±6	4.0	±3.0	
Other Race/Ethnicity	84	90	6	2	1	1	±6	2.0	±3.0	
Enlisted	90	93	3	2	1	2	±2	2.0	±2.0	
Officers	94	91	7	0	1	1	±4	2.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

133. At your military duty station, to what extent...

c. Are gangs a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	90	88	3	3	1	4	±2	5.0	±2.0	
National Guard	90	88	3	3	1	4	±2	5.0	±2.0	
Reserve	90	88	4	3	1	3	±2	5.0	±2.0	
Enlisted	89	88	3	3	1	4	±2	6.0	±2.0	
E1-E4	88	86	2	4	2	6	±4	8.0	±3.0	
E5-E9	91	90	4	3	1	3	±2	3.0	±1.0	
Officers	93	89	6	3	1	2	±3	2.0	±1.0	
O1-O3	92	90	6	2	1	2	±4	2.0	±2.0	
O4-O6	95	89	6	3	0	1	±3	2.0	±2.0	
W1-W5	95	88	6	3	1	2	±6	3.0	±4.0	
Male	91	88	3	3	1	4	±2	5.0	±2.0	
Female	88	89	4	3	0	4	±4	5.0	±4.0	
Non-Hispanic White	91	90	3	2	1	3	±2	4.0	±2.0	
Total Minority	88	85	4	4	2	5	±2	7.0	±2.0	
Black	83	85	3	4	2	6	±4	8.0	±3.0	
Hispanic	90	86	4	3	1	5	±4	6.0	±3.0	
AIAN	86	91	1	3	3	2	±7	4.0	±6.0	
Asian	92	81	4	7	3	6	±4	8.0	±3.0	
NHPI	86	83	9	3	2	3	±10	5.0	±4.0	
Two or More Races	96	86	2	6	2	4	±11	6.0	±5.0	
AGR/FTS/AR	90	89	4	3	1	3	±3	3.0	±2.0	
Other Selected Reserve	90	88	3	3	1	4	±2	5.0	±2.0	
Reserve Unit	90	88	3	3	1	4	±2	5.0	±2.0	
Military Technicians	91	91	3	2	1	2	±3	4.0	±2.0	
IMA	94	85	9	3	1	3	±3	3.0	±2.0	
Not Activated Past 12 Months	90	89	3	3	1	4	±2	5.0	±2.0	
Activated in the Past 12 Months	90	85	5	4	1	5	±5	6.0	±4.0	
Deployed Past 12 Months	94	85	4	6	1	5	±6	6.0	±4.0	
ARNG	89	87	4	3	1	5	±3	6.0	±3.0	
Non-Hispanic White	90	89	3	2	1	4	±4	5.0	±4.0	
Total Minority	87	82	4	5	2	7	±5	9.0	±4.0	
Black	78	80	4	4	4	8	±8	12.0	±7.0	
Hispanic	91	84	5	4	0	7	±7	7.0	±7.0	
Asian	93	81	2	8	2	7	±7	9.0	±5.0	
Other Race/Ethnicity	96	82	2	NR	2	4	±15	6.0	±9.0	
Enlisted	89	86	3	4	1	6	±3	7.0	±3.0	
Officers	94	91	5	2	0	2	±4	2.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."
NR: Not reportable

133. At your military duty station, to what extent...

c. Are gangs a problem?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	87	4	3	2	4	±4	6.0	±3.0	
Non-Hispanic White	91	87	5	3	2	3	±7	5.0	±7.0	
Total Minority	88	88	2	4	1	5	±4	6.0	±3.0	
Black	84	90	2	3	1	4	±8	5.0	±7.0	
Hispanic	90	88	2	4	1	5	±6	6.0	±5.0	
Asian	92	76	4	9	3	7	±7	10.0	±5.0	
Other Race/Ethnicity	94	88	2	3	2	5	±9	7.0	±9.0	
Enlisted	89	88	2	3	2	5	±5	6.0	±4.0	
Officers	91	85	9	3	1	2	±7	3.0	±3.0	
USNR	92	90	2	3	1	3	±3	5.0	±2.0	
Non-Hispanic White	94	94	1	3	1	1	±4	2.0	±3.0	
Total Minority	90	84	4	4	2	7	±4	9.0	±4.0	
Black	88	80	4	3	2	12	±9	13.0	±9.0	
Hispanic	88	86	3	4	1	5	±6	6.0	±4.0	
Asian	94	81	6	5	2	6	±6	8.0	±4.0	
Other Race/Ethnicity	93	88	3	2	2	5	±9	7.0	±8.0	
Enlisted	91	89	2	4	1	4	±4	5.0	±3.0	
Officers	95	92	3	2	1	2	±5	3.0	±4.0	
USMCR	91	89	2	3	1	4	±4	5.0	±3.0	
Non-Hispanic White	94	91	2	3	1	3	±6	4.0	±5.0	
Total Minority	86	87	3	3	2	5	±4	6.0	±3.0	
Black	86	82	3	6	1	8	±9	9.0	±9.0	
Hispanic	87	90	1	3	1	5	±6	6.0	±5.0	
Asian	84	81	8	4	5	1	±10	7.0	±7.0	
Other Race/Ethnicity	89	91	NR	2	NR	NR	±15	NR		
Enlisted	91	90	2	3	1	4	±4	5.0	±4.0	
Officers	93	86	6	5	2	1	±6	3.0	±5.0	
ANG	92	93	3	2	1	2	±2	2.0	±2.0	
Non-Hispanic White	93	94	2	2	0	1	±2	2.0	±2.0	
Total Minority	90	90	3	3	1	3	±3	4.0	±2.0	
Black	89	87	4	3	2	5	±6	6.0	±6.0	
Hispanic	89	90	3	3	1	3	±5	4.0	±4.0	
Asian	92	87	5	3	2	3	±6	5.0	±4.0	
Other Race/Ethnicity	93	95	2	2	0	1	±3	1.0	±1.0	
Enlisted	91	93	3	2	1	2	±2	3.0	±2.0	
Officers	96	94	3	2	0	1	±4	1.0	±3.0	
USAFR	91	89	6	2	1	2	±4	2.0	±1.0	
Non-Hispanic White	91	91	5	3	0	1	±4	1.0	±2.0	
Total Minority	90	88	7	2	1	3	±10	4.0	±2.0	
Black	90	90	4	2	1	4	±5	5.0	±4.0	
Hispanic	94	NR	NR	1	0	3	±3	3.0	±3.0	
Asian	87	87	3	5	2	3	±6	5.0	±4.0	
Other Race/Ethnicity	84	87	8	1	1	2	±9	4.0	±5.0	
Enlisted	90	90	5	2	1	2	±5	2.0	±2.0	
Officers	94	87	9	2	1	1	±5	2.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

134. In the local community around your military duty station, to what extent...

a. Are racist/extremist organizations or individuals a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	89	70	18	8	2	2	±2	4.0	±2.0	
National Guard	89	71	17	8	2	2	±3	4.0	±2.0	
Reserve	90	68	18	9	2	3	±3	5.0	±2.0	
Enlisted	89	71	16	8	2	2	±3	5.0	±2.0	
E1-E4	88	75	10	8	2	4	±4	6.0	±3.0	
E5-E9	90	66	21	8	3	1	±2	4.0	±1.0	
Officers	92	63	27	8	1	1	±4	2.0	±1.0	
O1-O3	91	68	24	5	1	2	±6	2.0	±2.0	
O4-O6	94	57	30	10	2	1	±4	2.0	±2.0	
W1-W5	93	70	22	7	1	1	±7	2.0	±4.0	
Male	90	71	17	8	2	2	±2	4.0	±2.0	
Female	88	65	22	9	2	2	±5	4.0	±2.0	
Non-Hispanic White	91	69	20	8	2	2	±3	4.0	±2.0	
Total Minority	87	71	15	10	2	3	±3	5.0	±2.0	
Black	82	70	14	10	3	3	±4	6.0	±3.0	
Hispanic	89	74	14	8	1	3	±5	4.0	±3.0	
AIAN	87	67	14	16	1	2	±12	3.0	±3.0	
Asian	91	66	17	11	3	3	±5	6.0	±2.0	
NHPI	85	73	15	7	2	3	±12	5.0	±5.0	
Two or More Races	95	65	18	13	1	3	±9	4.0	±5.0	
AGR/FTS/AR	90	61	25	9	4	2	±4	5.0	±2.0	
Other Selected Reserve	89	71	17	8	2	2	±2	4.0	±2.0	
Reserve Unit	89	71	17	8	2	2	±2	4.0	±2.0	
Military Technicians	90	67	20	8	4	2	±5	6.0	±4.0	
IMA	93	60	27	10	2	2	±4	3.0	±2.0	
Not Activated Past 12 Months	89	71	17	8	2	2	±2	4.0	±1.0	
Activated in the Past 12 Months	89	64	21	8	4	3	±6	7.0	±5.0	
Deployed Past 12 Months	93	65	20	10	2	3	±7	5.0	±4.0	
ARNG	88	74	14	7	2	2	±3	4.0	±2.0	
Non-Hispanic White	90	75	16	6	3	1	±4	4.0	±3.0	
Total Minority	85	73	12	10	1	4	±5	5.0	±3.0	
Black	75	74	11	10	2	3	±8	5.0	±5.0	
Hispanic	89	75	12	8	1	4	±8	5.0	±6.0	
Asian	92	65	18	12	2	3	±10	6.0	±4.0	
Other Race/Ethnicity	94	71	9	15	1	4	±13	5.0	±8.0	
Enlisted	88	75	13	8	2	2	±4	4.0	±3.0	
Officers	92	68	25	6	0	1	±6	1.0	±2.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

134. In the local community around your military duty station, to what extent...

a. Are racist/extremist organizations or individuals a problem?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	71	15	9	2	4	±5	6.0	±3.0	
Non-Hispanic White	91	68	16	11	2	3	±8	5.0	±7.0	
Total Minority	88	74	13	7	2	4	±5	6.0	±3.0	
Black	84	74	11	9	2	3	±8	6.0	±5.0	
Hispanic	89	78	12	4	2	4	±10	5.0	±5.0	
Asian	91	66	13	13	4	4	±7	8.0	±6.0	
Other Race/Ethnicity	93	64	22	8	2	3	±16	5.0	±8.0	
Enlisted	89	71	13	10	2	4	±6	6.0	±4.0	
Officers	91	68	23	6	2	1	±7	3.0	±4.0	
USNR	91	62	25	9	2	2	±5	4.0	±2.0	
Non-Hispanic White	94	59	32	7	2	1	±8	3.0	±4.0	
Total Minority	88	66	16	12	2	3	±5	5.0	±3.0	
Black	86	62	19	12	4	4	±8	7.0	±5.0	
Hispanic	86	68	14	14	0	3	±9	3.0	±4.0	
Asian	93	69	17	10	1	3	±7	4.0	±4.0	
Other Race/Ethnicity	91	70	17	9	2	NR	±12	4.0	±8.0	
Enlisted	91	66	21	9	2	2	±7	4.0	±3.0	
Officers	92	52	37	9	1	2	±9	3.0	±4.0	
USMCR	91	72	17	7	1	2	±6	3.0	±2.0	
Non-Hispanic White	93	72	20	5	1	2	±8	2.0	±3.0	
Total Minority	87	72	14	9	2	3	±7	5.0	±3.0	
Black	85	70	13	6	2	10	±9	12.0	±9.0	
Hispanic	88	74	13	9	2	2	±9	4.0	±4.0	
Asian	84	58	NR	6	3	2	±16	5.0	±7.0	
Other Race/Ethnicity	88	NR	6	NR	NR	1	±9	1.0	±3.0	
Enlisted	90	74	16	6	1	2	±6	4.0	±2.0	
Officers	92	58	30	9	1	1	±8	2.0	±5.0	
ANG	92	61	26	9	2	2	±3	4.0	±2.0	
Non-Hispanic White	93	60	28	9	2	2	±4	4.0	±2.0	
Total Minority	89	62	22	11	3	2	±4	5.0	±3.0	
Black	88	59	24	9	5	3	±7	8.0	±6.0	
Hispanic	88	67	19	10	3	1	±8	4.0	±4.0	
Asian	90	68	17	11	3	2	±7	5.0	±4.0	
Other Race/Ethnicity	93	56	28	14	1	1	±9	2.0	±2.0	
Enlisted	91	61	25	9	3	2	±3	5.0	±2.0	
Officers	96	56	32	10	1	0	±7	2.0	±4.0	
USAFR	91	63	23	10	2	1	±4	4.0	±2.0	
Non-Hispanic White	91	64	23	9	2	2	±6	4.0	±3.0	
Total Minority	90	62	23	11	2	1	±6	3.0	±2.0	
Black	90	60	24	11	4	1	±8	5.0	±5.0	
Hispanic	94	66	19	12	1	1	±11	2.0	±3.0	
Asian	87	69	16	11	2	2	±10	4.0	±3.0	
Other Race/Ethnicity	85	51	38	8	2	1	±12	3.0	±3.0	
Enlisted	90	64	22	10	2	1	±5	4.0	±2.0	
Officers	93	59	26	11	2	2	±7	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

134. In the local community around your military duty station, to what extent...

b. Are hate crimes a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	89	71	17	8	2	2	±2	4.0	±1.0	
National Guard	89	73	17	7	2	2	±3	3.0	±2.0	
Reserve	90	69	18	8	2	2	±3	4.0	±2.0	
Enlisted	89	72	16	8	2	2	±2	4.0	±2.0	
E1-E4	88	76	11	8	2	3	±4	5.0	±3.0	
E5-E9	90	69	21	7	2	1	±2	3.0	±1.0	
Officers	93	67	25	6	1	1	±3	2.0	±1.0	
O1-O3	91	73	20	6	1	1	±6	2.0	±2.0	
O4-O6	94	61	30	7	1	1	±4	2.0	±2.0	
W1-W5	94	70	23	5	1	0	±7	1.0	±4.0	
Male	90	72	17	7	2	2	±2	4.0	±2.0	
Female	88	68	19	9	2	2	±5	3.0	±2.0	
Non-Hispanic White	91	70	19	7	2	1	±3	3.0	±2.0	
Total Minority	87	73	14	8	2	3	±3	5.0	±2.0	
Black	82	73	14	7	3	3	±4	6.0	±3.0	
Hispanic	89	75	14	7	1	3	±5	5.0	±3.0	
AIAN	87	72	15	10	1	2	±8	3.0	±3.0	
Asian	91	70	14	11	2	4	±4	6.0	±2.0	
NHPI	85	74	13	7	3	2	±11	5.0	±5.0	
Two or More Races	95	71	15	9	2	2	±8	5.0	±5.0	
AGR/FTS/AR	90	63	24	8	3	1	±4	4.0	±2.0	
Other Selected Reserve	89	72	16	7	2	2	±2	4.0	±2.0	
Reserve Unit	89	73	16	7	2	2	±2	4.0	±2.0	
Military Technicians	91	68	20	6	3	2	±5	5.0	±4.0	
IMA	93	62	26	9	2	1	±4	3.0	±2.0	
Not Activated Past 12 Months	89	72	17	7	2	2	±2	3.0	±1.0	
Activated in the Past 12 Months	89	66	18	10	3	3	±6	6.0	±5.0	
Deployed Past 12 Months	92	67	18	10	2	2	±7	4.0	±3.0	
ARNG	88	76	14	6	2	2	±3	3.0	±2.0	
Non-Hispanic White	89	77	15	5	2	0	±4	3.0	±3.0	
Total Minority	86	75	12	8	1	4	±5	5.0	±3.0	
Black	76	75	11	9	2	3	±8	5.0	±5.0	
Hispanic	89	74	15	6	0	4	±8	5.0	±6.0	
Asian	92	71	11	11	2	4	±9	7.0	±5.0	
Other Race/Ethnicity	95	76	9	9	1	3	±13	5.0	±8.0	
Enlisted	87	77	13	7	2	2	±4	4.0	±3.0	
Officers	92	73	22	4	0	1	±6	1.0	±1.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

134. In the local community around your military duty station, to what extent...

b. Are hate crimes a problem?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	71	16	8	2	3	±5	5.0	±3.0	
Non-Hispanic White	91	66	19	11	1	3	±8	4.0	±7.0	
Total Minority	88	76	12	6	3	3	±5	6.0	±3.0	
Black	84	78	12	5	4	2	±8	6.0	±5.0	
Hispanic	89	78	11	5	2	3	±10	6.0	±5.0	
Asian	91	68	12	13	3	4	±7	7.0	±5.0	
Other Race/Ethnicity	94	71	17	4	6	2	±13	8.0	±10.0	
Enlisted	89	71	14	9	2	4	±6	6.0	±4.0	
Officers	91	72	21	4	2	1	±7	3.0	±4.0	
USNR	91	65	22	9	2	2	±5	4.0	±2.0	
Non-Hispanic White	94	63	26	9	2	0	±9	3.0	±4.0	
Total Minority	88	69	15	10	2	4	±5	5.0	±3.0	
Black	86	68	14	10	3	4	±8	8.0	±5.0	
Hispanic	86	72	11	13	1	4	±8	4.0	±4.0	
Asian	93	65	22	8	1	4	±8	5.0	±4.0	
Other Race/Ethnicity	92	69	19	7	2	NR	±12	4.0	±8.0	
Enlisted	91	68	19	9	2	2	±7	4.0	±3.0	
Officers	93	57	30	11	1	1	±10	2.0	±4.0	
USMCR	91	74	16	6	2	2	±6	4.0	±3.0	
Non-Hispanic White	93	73	18	5	2	1	±8	3.0	±5.0	
Total Minority	87	74	12	8	2	4	±6	6.0	±3.0	
Black	85	71	11	6	2	10	±9	12.0	±9.0	
Hispanic	88	75	13	8	3	2	±9	5.0	±4.0	
Asian	84	71	17	8	2	2	±12	4.0	±6.0	
Other Race/Ethnicity	88	NR	5	NR	0	1	±6	1.0	±3.0	
Enlisted	90	76	13	6	2	3	±6	4.0	±3.0	
Officers	92	56	32	8	3	0	±8	3.0	±5.0	
ANG	92	63	26	8	2	2	±3	3.0	±2.0	
Non-Hispanic White	93	63	27	8	1	1	±4	3.0	±2.0	
Total Minority	89	64	21	10	2	2	±4	4.0	±3.0	
Black	88	64	22	8	3	4	±7	6.0	±6.0	
Hispanic	88	66	20	10	3	1	±7	4.0	±4.0	
Asian	90	71	14	10	2	2	±6	4.0	±4.0	
Other Race/Ethnicity	93	59	26	14	1	1	±8	1.0	±2.0	
Enlisted	91	64	24	8	2	2	±3	4.0	±2.0	
Officers	96	57	32	9	1	0	±7	1.0	±3.0	
USAFR	91	66	22	9	1	1	±4	3.0	±2.0	
Non-Hispanic White	91	66	24	8	1	1	±6	2.0	±2.0	
Total Minority	90	67	19	10	2	1	±5	3.0	±2.0	
Black	90	63	22	10	3	2	±8	5.0	±5.0	
Hispanic	94	73	16	9	1	1	±10	2.0	±3.0	
Asian	87	70	15	11	2	2	±10	4.0	±3.0	
Other Race/Ethnicity	85	60	26	11	2	0	±11	3.0	±3.0	
Enlisted	90	68	21	9	1	1	±5	2.0	±2.0	
Officers	93	60	26	9	2	3	±7	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

134. In the local community around your military duty station, to what extent...

c. Are gangs a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	89	63	19	12	4	3	±2	7.0	±2.0	
National Guard	89	65	18	11	3	3	±3	6.0	±2.0	
Reserve	90	60	19	14	4	3	±3	7.0	±2.0	
Enlisted	89	64	17	12	3	3	±3	7.0	±2.0	
E1-E4	88	70	13	11	3	3	±4	6.0	±3.0	
E5-E9	90	59	22	13	4	3	±2	7.0	±2.0	
Officers	92	54	25	14	4	2	±4	6.0	±2.0	
O1-O3	91	60	23	13	2	2	±6	4.0	±2.0	
O4-O6	94	47	28	16	7	2	±4	9.0	±3.0	
W1-W5	93	60	20	14	2	3	±8	6.0	±6.0	
Male	90	63	18	12	4	3	±3	7.0	±2.0	
Female	88	63	20	11	3	2	±5	6.0	±2.0	
Non-Hispanic White	91	60	21	13	4	2	±3	6.0	±2.0	
Total Minority	87	68	14	11	3	4	±3	7.0	±2.0	
Black	81	71	14	10	3	3	±4	6.0	±2.0	
Hispanic	89	68	15	9	4	4	±5	8.0	±4.0	
AIAN	87	58	21	11	5	5	±12	10.0	±7.0	
Asian	91	67	11	14	5	4	±4	8.0	±3.0	
NHPI	85	72	13	9	5	2	±12	7.0	±6.0	
Two or More Races	95	59	18	17	2	4	±9	6.0	±4.0	
AGR/FTS/AR	90	54	24	14	6	3	±4	8.0	±2.0	
Other Selected Reserve	89	64	18	12	3	3	±3	6.0	±2.0	
Reserve Unit	89	64	18	12	3	3	±3	6.0	±2.0	
Military Technicians	90	60	22	11	4	3	±5	7.0	±4.0	
IMA	93	51	26	15	6	3	±4	8.0	±2.0	
Not Activated Past 12 Months	89	64	19	12	3	3	±2	6.0	±1.0	
Activated in the Past 12 Months	89	57	19	13	6	4	±6	11.0	±5.0	
Deployed Past 12 Months	93	60	19	12	4	5	±8	10.0	±4.0	
ARNG	88	70	16	10	3	2	±4	5.0	±2.0	
Non-Hispanic White	90	69	18	9	3	1	±5	5.0	±3.0	
Total Minority	85	71	12	11	2	4	±5	6.0	±3.0	
Black	75	74	10	11	1	4	±8	5.0	±5.0	
Hispanic	89	68	16	9	2	5	±9	7.0	±6.0	
Asian	92	71	7	12	5	4	±9	10.0	±6.0	
Other Race/Ethnicity	94	70	12	14	1	2	±13	3.0	±5.0	
Enlisted	87	70	15	9	3	2	±4	5.0	±3.0	
Officers	92	64	21	11	2	2	±6	4.0	±3.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

134. In the local community around your military duty station, to what extent...

c. Are gangs a problem?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	89	63	17	12	4	4	±5	8.0	±4.0	
Non-Hispanic White	90	53	23	16	4	4	±8	8.0	±6.0	
Total Minority	87	72	12	8	4	4	±5	8.0	±4.0	
Black	84	75	13	7	3	3	±8	5.0	±4.0	
Hispanic	89	75	10	6	NR	3	±10	8.0	±11.0	
Asian	91	66	9	17	4	5	±8	8.0	±5.0	
Other Race/Ethnicity	93	54	19	15	3	9	±17	12.0	±11.0	
Enlisted	88	64	15	12	4	4	±6	8.0	±5.0	
Officers	91	55	27	12	4	2	±8	6.0	±4.0	
USNR	91	53	22	17	4	4	±6	7.0	±3.0	
Non-Hispanic White	94	49	25	20	4	2	±9	7.0	±5.0	
Total Minority	88	60	19	13	3	5	±5	8.0	±3.0	
Black	86	61	20	9	4	5	±8	9.0	±6.0	
Hispanic	86	63	14	16	2	5	±9	7.0	±5.0	
Asian	93	64	16	11	5	3	±7	9.0	±5.0	
Other Race/Ethnicity	93	46	30	17	2	5	±18	7.0	±7.0	
Enlisted	91	55	22	16	3	4	±7	7.0	±3.0	
Officers	92	48	22	21	6	3	±10	9.0	±6.0	
USMCR	90	64	15	12	5	3	±6	8.0	±4.0	
Non-Hispanic White	93	61	18	13	6	3	±9	8.0	±6.0	
Total Minority	87	69	12	11	3	4	±7	7.0	±3.0	
Black	85	66	13	9	4	9	±10	13.0	±9.0	
Hispanic	87	71	12	11	3	3	±9	6.0	±5.0	
Asian	84	58	19	NR	4	2	±16	6.0	±7.0	
Other Race/Ethnicity	88	NR	6	11	3	NR	±15	7.0	±14.0	
Enlisted	90	67	14	12	4	3	±7	7.0	±4.0	
Officers	92	44	29	14	9	3	±8	13.0	±7.0	
ANG	92	52	26	14	5	3	±3	8.0	±2.0	
Non-Hispanic White	92	50	27	14	5	3	±4	8.0	±2.0	
Total Minority	89	57	21	13	5	3	±4	9.0	±3.0	
Black	87	58	21	11	5	5	±7	10.0	±6.0	
Hispanic	88	57	20	13	7	3	±8	10.0	±5.0	
Asian	90	66	18	9	4	3	±7	6.0	±4.0	
Other Race/Ethnicity	93	50	26	19	4	1	±9	5.0	±4.0	
Enlisted	91	54	25	13	5	3	±3	8.0	±2.0	
Officers	96	41	31	21	5	2	±7	7.0	±4.0	
USAFR	91	53	24	16	4	2	±5	6.0	±2.0	
Non-Hispanic White	91	52	25	17	4	2	±6	6.0	±3.0	
Total Minority	90	56	23	15	5	2	±7	7.0	±3.0	
Black	90	59	19	15	5	2	±8	6.0	±5.0	
Hispanic	94	54	26	15	4	2	±17	5.0	±4.0	
Asian	87	65	15	12	5	3	±11	8.0	±5.0	
Other Race/Ethnicity	85	45	29	15	8	3	±12	10.0	±10.0	
Enlisted	90	55	23	16	4	2	±5	6.0	±2.0	
Officers	93	46	29	16	6	3	±7	9.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

135. Do you use social media or online social networks (for example, Facebook, Twitter, LinkedIn, Snapchat)?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	90	76	±2	
National Guard	90	75	±3	
Reserve	91	76	±3	
Enlisted	90	77	±2	
E1–E4	89	82	±4	
E5–E9	91	72	±2	
Officers	94	70	±3	
O1–O3	92	74	±6	
O4–O6	95	66	±4	
W1–W5	96	64	±8	
Male	91	74	±2	
Female	89	85	±4	
Non-Hispanic White	92	76	±3	
Total Minority	88	75	±3	
Black	83	76	±4	
Hispanic	91	73	±4	
AIAN	87	66	±11	
Asian	92	77	±4	
NHPI	85	78	±10	
Two or More Races	96	79	±7	
AGR/FTS/AR	91	70	±3	
Other Selected Reserve	90	76	±2	
Reserve Unit	90	76	±2	
Military Technicians	91	69	±5	
IMA	95	70	±3	
Not Activated Past 12 Months	91	76	±2	
Activated in the Past 12 Months	90	76	±5	
Deployed Past 12 Months	94	72	±8	
ARNG	89	76	±3	
Non-Hispanic White	91	76	±4	
Total Minority	87	76	±5	
Black	77	77	±9	
Hispanic	91	73	±8	
Asian	93	79	±9	
Other Race/Ethnicity	96	80	±11	
Enlisted	89	77	±4	
Officers	93	71	±6	

Note. Percent responding are Reserve component members who answered the question.

135. Do you use social media or online social networks (for example, Facebook, Twitter, LinkedIn, Snapchat)?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	90	76	±4	
Non-Hispanic White	91	78	±6	
Total Minority	89	75	±5	
Black	85	75	±7	
Hispanic	91	76	±8	
Asian	92	74	±7	
Other Race/Ethnicity	94	75	±12	
Enlisted	89	78	±4	
Officers	92	69	±7	
USNR	93	74	±5	
Non-Hispanic White	96	74	±8	
Total Minority	89	73	±4	
Black	87	73	±7	
Hispanic	87	69	±8	
Asian	95	75	±7	
Other Race/Ethnicity	94	80	±9	
Enlisted	92	74	±6	
Officers	95	72	±9	
USMCR	91	75	±6	
Non-Hispanic White	94	72	±9	
Total Minority	88	81	±5	
Black	86	81	±8	
Hispanic	88	78	±7	
Asian	85	86	±9	
Other Race/Ethnicity	91	89	±13	
Enlisted	91	76	±6	
Officers	94	71	±7	
ANG	93	73	±3	
Non-Hispanic White	94	75	±3	
Total Minority	90	68	±4	
Black	89	69	±7	
Hispanic	89	64	±8	
Asian	92	75	±6	
Other Race/Ethnicity	93	70	±9	
Enlisted	92	75	±3	
Officers	97	65	±7	
USAFR	92	77	±3	
Non-Hispanic White	93	77	±5	
Total Minority	92	76	±5	
Black	91	78	±6	
Hispanic	96	74	±10	
Asian	89	80	±7	
Other Race/Ethnicity	85	74	±10	
Enlisted	92	79	±4	
Officers	94	70	±6	

Note. Percent responding are Reserve component members who answered the question.

136. Does your National Guard/Reserve unit leadership, installation, or component use social media to communicate with you?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
TOTAL DOD	68	30	±3	
National Guard	68	34	±4	
Reserve	69	26	±4	
Enlisted	69	29	±3	
E1-E4	73	28	±5	
E5-E9	65	31	±3	
Officers	65	34	±4	
O1-O3	68	27	±6	
O4-O6	63	43	±5	
W1-W5	61	37	±9	
Male	67	30	±3	
Female	75	32	±5	
Non-Hispanic White	70	31	±4	
Total Minority	66	29	±3	
Black	62	29	±5	
Hispanic	66	26	±5	
AIAN	57	31	±10	
Asian	71	30	±5	
NHPI	66	NR		
Two or More Races	76	36	±13	
AGR/FTS/AR	63	44	±4	
Other Selected Reserve	69	29	±3	
Reserve Unit	69	29	±3	
Military Technicians	63	39	±6	
IMA	66	21	±4	
Not Activated Past 12 Months	68	30	±3	
Activated in the Past 12 Months	68	31	±6	
Deployed Past 12 Months	67	38	±9	
ARNG	68	31	±4	
Non-Hispanic White	69	32	±6	
Total Minority	66	30	±6	
Black	58	30	±10	
Hispanic	66	23	±8	
Asian	74	33	±11	
Other Race/Ethnicity	77	NR		
Enlisted	68	30	±5	
Officers	66	39	±7	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

136. Does your National Guard/Reserve unit leadership, installation, or component use social media to communicate with you?

	% Resp.	Percentages	Max ME	Percentage Reporting Yes
		Yes		
USAR	68	23	±6	
Non-Hispanic White	70	19	±10	
Total Minority	66	27	±6	
Black	62	27	±11	
Hispanic	69	28	±11	
Asian	68	27	±8	
Other Race/Ethnicity	71	20	±18	
Enlisted	69	23	±7	
Officers	63	25	±8	
USNR	68	29	±6	
Non-Hispanic White	70	29	±9	
Total Minority	65	29	±6	
Black	64	30	±10	
Hispanic	59	30	±11	
Asian	71	29	±8	
Other Race/Ethnicity	75	NR		
Enlisted	68	30	±7	
Officers	68	25	±8	
USMCR	69	22	±7	
Non-Hispanic White	67	24	±12	
Total Minority	71	20	±6	
Black	69	22	±10	
Hispanic	69	20	±8	
Asian	72	22	±13	
Other Race/Ethnicity	81	13	±17	
Enlisted	69	22	±8	
Officers	67	26	±9	
ANG	68	41	±3	
Non-Hispanic White	70	43	±4	
Total Minority	61	37	±5	
Black	61	36	±8	
Hispanic	56	41	±10	
Asian	69	33	±9	
Other Race/Ethnicity	65	36	±9	
Enlisted	69	40	±4	
Officers	62	50	±9	
USAFR	71	32	±5	
Non-Hispanic White	71	34	±7	
Total Minority	70	29	±6	
Black	71	28	±8	
Hispanic	71	26	±12	
Asian	71	27	±11	
Other Race/Ethnicity	63	39	±14	
Enlisted	72	29	±6	
Officers	65	41	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

137. To what extent do you use social media sites to get information from your National Guard/Reserve unit leadership, installation, or component?

1. Not at all

2. Small extent

3. Moderate extent

4. Large extent

5. Very large extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	68	60	26	10	3	2	±3	4.0	±2.0	
National Guard	68	55	29	11	3	2	±4	5.0	±2.0	
Reserve	69	66	21	9	2	1	±4	4.0	±2.0	
Enlisted	69	60	25	11	3	2	±3	5.0	±2.0	
E1–E4	72	58	24	12	3	2	±5	5.0	±3.0	
E5–E9	65	61	26	9	2	1	±3	4.0	±1.0	
Officers	65	60	29	8	2	1	±4	3.0	±2.0	
O1–O3	68	66	26	5	1	1	±7	2.0	±2.0	
O4–O6	63	51	34	10	4	1	±5	5.0	±3.0	
W1–W5	61	64	25	8	2	1	±9	3.0	±4.0	
Male	66	60	25	11	3	2	±3	4.0	±2.0	
Female	76	59	28	9	2	3	±5	4.0	±3.0	
Non-Hispanic White	69	60	27	9	2	1	±4	4.0	±2.0	
Total Minority	66	60	23	12	3	3	±4	6.0	±2.0	
Black	62	62	22	12	2	2	±6	4.0	±3.0	
Hispanic	67	62	20	11	2	4	±6	6.0	±3.0	
AIAN	57	53	30	9	6	2	±10	8.0	±7.0	
Asian	71	50	27	15	6	3	±10	9.0	±9.0	
NHPI	66	NR	19	12	8	7	±11	15.0	±13.0	
Two or More Races	76	53	32	11	1	2	±13	3.0	±4.0	
AGR/FTS/AR	63	49	31	14	5	2	±4	7.0	±3.0	
Other Selected Reserve	69	61	25	10	2	2	±3	4.0	±2.0	
Reserve Unit	69	61	25	10	2	2	±3	4.0	±2.0	
Military Technicians	63	60	23	12	2	3	±6	5.0	±3.0	
IMA	66	71	21	5	2	1	±4	3.0	±2.0	
Not Activated Past 12 Months	68	60	26	10	3	2	±3	4.0	±2.0	
Activated in the Past 12 Months	68	57	27	12	2	2	±6	5.0	±3.0	
Deployed Past 12 Months	67	54	26	15	3	2	±11	5.0	±7.0	
ARNG	68	55	28	12	3	2	±5	5.0	±2.0	
Non-Hispanic White	68	56	30	10	3	1	±6	4.0	±3.0	
Total Minority	66	55	25	14	3	4	±6	7.0	±4.0	
Black	59	59	24	13	2	1	±10	3.0	±5.0	
Hispanic	67	60	20	13	1	6	±10	8.0	±7.0	
Asian	74	39	28	18	NR	3	±12	NR		
Other Race/Ethnicity	77	NR	NR	NR	3	4	±8	7.0	±7.0	
Enlisted	68	55	27	12	3	2	±5	5.0	±3.0	
Officers	67	55	34	8	2	1	±7	3.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

137. To what extent do you use social media sites to get information from your National Guard/Reserve unit leadership, installation, or component?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	68	69	19	8	3	2	±6	4.0	±3.0	
Non-Hispanic White	71	71	19	7	2	0	±10	3.0	±8.0	
Total Minority	66	66	19	10	3	3	±7	6.0	±4.0	
Black	63	64	18	12	3	3	±11	6.0	±7.0	
Hispanic	68	67	18	8	4	3	±11	7.0	±6.0	
Asian	68	54	27	12	3	4	±8	7.0	±5.0	
Other Race/Ethnicity	70	74	20	3	2	1	±18	3.0	±3.0	
Enlisted	70	69	18	8	3	2	±7	5.0	±4.0	
Officers	63	67	23	7	2	1	±9	3.0	±4.0	
USNR	68	59	29	9	2	2	±6	4.0	±3.0	
Non-Hispanic White	70	59	29	8	2	2	±9	4.0	±5.0	
Total Minority	65	59	28	10	2	1	±6	3.0	±3.0	
Black	63	63	24	10	2	1	±9	3.0	±5.0	
Hispanic	60	61	26	9	2	2	±10	4.0	±7.0	
Asian	71	53	27	16	3	1	±9	4.0	±4.0	
Other Race/Ethnicity	75	NR	40	6	2	0	±17	2.0	±4.0	
Enlisted	68	57	30	10	1	2	±8	3.0	±4.0	
Officers	68	62	26	5	5	1	±9	6.0	±6.0	
USMCR	69	66	21	10	2	0	±7	2.0	±2.0	
Non-Hispanic White	68	71	19	10	0	0	±11	1.0	±2.0	
Total Minority	71	61	24	11	3	1	±9	4.0	±4.0	
Black	70	66	22	6	4	2	±12	6.0	±11.0	
Hispanic	69	61	20	14	4	1	±11	5.0	±7.0	
Asian	73	57	26	16	2	NR	±15	2.0	±5.0	
Other Race/Ethnicity	81	NR	NR	1	1	NR	±6	1.0	±6.0	
Enlisted	69	67	21	11	2	0	±8	2.0	±2.0	
Officers	67	66	23	8	2	1	±9	3.0	±6.0	
ANG	68	53	33	10	3	1	±4	4.0	±2.0	
Non-Hispanic White	70	52	34	10	3	1	±4	4.0	±2.0	
Total Minority	61	54	30	11	3	2	±5	5.0	±3.0	
Black	62	60	26	8	3	2	±8	5.0	±4.0	
Hispanic	57	45	35	13	3	3	±10	6.0	±6.0	
Asian	69	57	26	11	4	1	±9	5.0	±5.0	
Other Race/Ethnicity	65	59	27	11	2	1	±9	2.0	±3.0	
Enlisted	69	53	32	11	3	1	±4	5.0	±2.0	
Officers	63	54	35	8	2	0	±9	2.0	±3.0	
USAFR	71	64	22	10	2	1	±5	3.0	±2.0	
Non-Hispanic White	72	63	22	11	3	1	±7	4.0	±3.0	
Total Minority	69	64	23	10	2	1	±7	3.0	±2.0	
Black	70	62	25	10	2	1	±9	3.0	±4.0	
Hispanic	71	72	19	7	0	1	±12	1.0	±2.0	
Asian	71	64	18	14	3	1	±13	4.0	±4.0	
Other Race/Ethnicity	63	50	33	11	2	NR	±14	6.0	±9.0	
Enlisted	72	65	21	10	2	1	±6	4.0	±2.0	
Officers	66	58	29	10	1	2	±8	3.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" or "Very large extent."

NR: Not reportable

138. Have you ever witnessed a military member use a social media site as a tool to ridicule, abuse, or harm...

a. Another military member?

b. Your leadership?

c. Your Reserve component?

d. The DoD as a whole?

	% Resp.	Percentages				Max ME
		a	b	c	d	
TOTAL DOD	68	8	5	5	7	±2
National Guard	68	7	5	6	7	±2
Reserve	69	8	4	4	6	±2
Enlisted	69	7	4	5	6	±2
E1-E4	72	5	2	3	3	±3
E5-E9	65	10	7	7	10	±2
Officers	65	9	7	6	11	±3
O1-O3	68	10	6	7	7	±5
O4-O6	63	7	7	6	14	±4
W1-W5	61	14	9	6	13	±9
Male	66	7	5	5	7	±2
Female	76	10	5	4	6	±4
Non-Hispanic White	69	8	5	5	7	±2
Total Minority	66	7	5	5	6	±2
Black	62	8	7	5	7	±4
Hispanic	66	7	4	4	5	±3
AIAN	57	4	2	2	4	±3
Asian	71	8	4	4	6	±3
NHPI	66	7	8	10	10	±11
Two or More Races	76	8	5	6	10	±6
AGR/FTS/AR	63	15	11	11	13	±4
Other Selected Reserve	69	7	4	4	6	±2
Reserve Unit	69	7	4	4	6	±2
Military Technicians	63	8	7	7	10	±4
IMA	66	11	8	6	17	±6
Not Activated Past 12 Months	68	7	4	4	7	±2
Activated in the Past 12 Months	68	9	6	7	9	±4
Deployed Past 12 Months	67	12	7	7	9	±6
ARNG	67	8	5	6	7	±2
Non-Hispanic White	68	8	5	6	8	±3
Total Minority	66	8	6	6	7	±3
Black	59	7	9	6	6	±6
Hispanic	67	8	5	6	5	±6
Asian	74	11	5	5	7	±6
Other Race/Ethnicity	77	9	6	8	12	±10
Enlisted	68	8	5	6	7	±3
Officers	67	10	9	10	11	±5

Note. Percent responding are Reserve component members who answered at least one item in the question (Q138a-d) and who use social media or online social networks (Q135).

138. Have you ever witnessed a military member use a social media site as a tool to ridicule, abuse, or harm...

	% Resp.	Percentages				Max ME
		a	b	c	d	
USAR	68	8	5	5	6	±4
Non-Hispanic White	71	9	4	4	5	±7
Total Minority	66	7	5	5	6	±5
Black	63	9	7	6	8	±12
Hispanic	68	6	4	5	5	±6
Asian	68	7	3	4	6	±5
Other Race/Ethnicity	71	4	2	6	5	±13
Enlisted	70	8	4	5	5	±5
Officers	63	12	5	7	9	±8
USNR	68	7	3	2	9	±5
Non-Hispanic White	70	9	3	2	13	±8
Total Minority	65	5	3	3	5	±3
Black	63	5	2	1	4	±5
Hispanic	60	5	2	2	3	±6
Asian	71	4	3	2	4	±6
Other Race/Ethnicity	75	8	7	8	12	±11
Enlisted	68	7	3	3	8	±7
Officers	68	8	3	1	12	±8
USMCR	69	6	3	4	5	±3
Non-Hispanic White	68	5	4	5	6	±5
Total Minority	70	6	3	3	5	±5
Black	69	13	5	5	13	±9
Hispanic	68	5	2	2	2	±9
Asian	73	8	6	4	9	±10
Other Race/Ethnicity	81	1	1	1	2	±4
Enlisted	69	5	3	4	5	±4
Officers	67	9	4	3	9	±7
ANG	68	6	5	3	7	±2
Non-Hispanic White	70	5	5	3	8	±3
Total Minority	61	9	5	4	6	±4
Black	62	7	6	4	5	±5
Hispanic	56	11	3	3	6	±8
Asian	69	7	7	5	9	±7
Other Race/Ethnicity	65	8	4	2	6	±6
Enlisted	69	6	4	3	6	±2
Officers	63	8	8	6	15	±8
USAFR	71	8	4	2	7	±3
Non-Hispanic White	71	10	5	2	8	±5
Total Minority	70	5	3	2	6	±3
Black	71	5	3	3	8	±7
Hispanic	71	2	2	1	3	±3
Asian	71	6	2	2	4	±4
Other Race/Ethnicity	63	8	6	5	10	±10
Enlisted	72	8	4	2	7	±4
Officers	66	6	5	1	8	±7

Note. Percent responding are Reserve component members who answered at least one item in the question (Q138a-d) and who use social media or online social networks (Q135).

139. Did you report this misuse of a social media site?

1. Yes

2. No

3. Does not apply; someone else reported

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	8	12	47	41	±6	
National Guard	9	13	49	38	±8	
Reserve	8	10	45	45	±10	
Enlisted	8	11	46	42	±7	
E1-E4	5	4	NR	NR	±6	
E5-E9	11	15	46	39	±6	
Officers	11	14	50	36	±10	
O1-O3	10	15	NR	38	±17	
O4-O6	11	16	48	36	±11	
W1-W5	13	5	NR	24	±18	
Male	8	12	49	39	±7	
Female	11	13	40	47	±13	
Non-Hispanic White	9	12	50	38	±8	
Total Minority	7	12	41	48	±8	
Black	8	9	35	56	±15	
Hispanic	6	13	41	46	±14	
AIAN	4	11	34	55	±16	
Asian	8	12	51	38	±12	
NHPI	10	NR	NR	NR		
Two or More Races	11	NR	NR	32	±17	
AGR/FTS/AR	15	19	33	48	±10	
Other Selected Reserve	8	10	50	40	±7	
Reserve Unit	8	11	50	39	±7	
Military Technicians	NA	NA	NA	NA		
IMA	14	NR	43	48	±14	
Not Activated Past 12 Months	8	13	47	40	±7	
Activated in the Past 12 Months	11	9	46	45	±13	
Deployed Past 12 Months	12	12	43	45	±15	
ARNG	9	13	49	39	±9	
Non-Hispanic White	9	13	49	38	±12	
Total Minority	8	11	49	40	±12	
Black	8	6	NR	NR	±10	
Hispanic	7	8	NR	NR	±13	
Asian	10	NR	NR	NR		
Other Race/Ethnicity	12	NR	NR	NR		
Enlisted	8	11	51	39	±11	
Officers	13	21	41	38	±15	

Note. Percent responding are Reserve component members who answered the question, who use social media or online social networks (Q135), and who witnessed a military member use a social media site as a tool to ridicule, abuse, or harm another military member, respondent's leadership, Reserve component, or DoD as a whole (Q138).

NR: Not reportable

NA: Not applicable

139. Did you report this misuse of a social media site?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	8	13	37	50	±16	
Non-Hispanic White	9	11	NR	NR	±14	
Total Minority	7	14	30	NR	±16	
Black	9	NR	NR	NR		
Hispanic	6	NR	NR	NR		
Asian	6	NR	NR	NR		
Other Race/Ethnicity	7	NR	NR	NR		
Enlisted	7	13	NR	NR	±11	
Officers	10	NR	NR	NR		
USNR	9	8	NR	33	±17	
Non-Hispanic White	12	NR	NR	NR		
Total Minority	6	10	41	NR	±17	
Black	4	NR	NR	NR		
Hispanic	6	NR	NR	NR		
Asian	5	NR	NR	NR		
Other Race/Ethnicity	10	NR	NR	NR		
Enlisted	9	NR	NR	NR		
Officers	10	NR	NR	NR		
USMCR	6	11	44	45	±16	
Non-Hispanic White	6	NR	NR	NR		
Total Minority	6	10	29	NR	±18	
Black	11	NR	NR	NR		
Hispanic	5	NR	NR	NR		
Asian	9	NR	NR	NR		
Other Race/Ethnicity	2	NR	NR	NR		
Enlisted	6	8	NR	NR	±12	
Officers	10	NR	NR	NR		
ANG	8	14	47	38	±9	
Non-Hispanic White	8	17	51	32	±10	
Total Minority	8	9	36	56	±12	
Black	7	NR	NR	NR		
Hispanic	8	7	NR	NR	±12	
Asian	9	NR	NR	NR		
Other Race/Ethnicity	9	NR	NR	NR		
Enlisted	7	16	43	42	±9	
Officers	13	11	NR	NR	±15	
USAFR	8	6	54	40	±13	
Non-Hispanic White	10	4	NR	NR	±9	
Total Minority	6	10	49	41	±17	
Black	7	NR	NR	NR		
Hispanic	3	NR	NR	NR		
Asian	5	4	NR	NR	±11	
Other Race/Ethnicity	9	5	NR	NR	±11	
Enlisted	8	7	51	42	±16	
Officers	9	1	NR	NR	±3	

Note. Percent responding are Reserve component members who answered the question, who use social media or online social networks (Q135), and who witnessed a military member use a social media site as a tool to ridicule, abuse, or harm another military member, respondent's leadership, Reserve component, or DoD as a whole (Q138).

NR: Not reportable

140. In cases where someone witnesses a military member using social media sites to ridicule, abuse, or harm, is there an established way to report this misuse?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	68	43	8	49	±3	
National Guard	67	45	9	46	±4	
Reserve	69	40	7	53	±4	
Enlisted	68	42	9	49	±3	
E1-E4	72	42	9	48	±5	
E5-E9	65	42	8	50	±3	
Officers	65	45	5	50	±4	
O1-O3	68	49	5	46	±7	
O4-O6	63	43	5	52	±5	
W1-W5	61	32	5	63	±9	
Male	66	45	8	47	±3	
Female	76	35	9	56	±5	
Non-Hispanic White	69	46	7	47	±4	
Total Minority	66	38	10	52	±4	
Black	62	33	11	56	±6	
Hispanic	66	40	9	51	±6	
AIAN	57	38	4	58	±10	
Asian	70	37	12	51	±7	
NHPI	66	26	8	66	±17	
Two or More Races	76	43	9	48	±12	
AGR/FTS/AR	63	39	10	50	±4	
Other Selected Reserve	68	43	8	49	±3	
Reserve Unit	68	43	8	49	±3	
Military Technicians	63	42	8	51	±6	
IMA	66	35	8	57	±7	
Not Activated Past 12 Months	68	43	8	49	±3	
Activated in the Past 12 Months	68	42	8	50	±7	
Deployed Past 12 Months	66	47	8	45	±9	
ARNG	67	47	9	44	±5	
Non-Hispanic White	68	50	7	43	±6	
Total Minority	66	42	13	45	±7	
Black	59	34	16	50	±11	
Hispanic	67	45	13	42	±10	
Asian	74	48	12	40	±13	
Other Race/Ethnicity	77	NR	10	NR	±16	
Enlisted	67	47	10	44	±5	
Officers	66	48	7	44	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

140. In cases where someone witnesses a military member using social media sites to ridicule, abuse, or harm, is there an established way to report this misuse?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	68	37	8	55	±6	
Non-Hispanic White	71	42	8	49	±10	
Total Minority	66	32	7	61	±7	
Black	63	32	7	60	±11	
Hispanic	68	31	6	63	±12	
Asian	67	27	14	59	±8	
Other Race/Ethnicity	71	NR	8	NR	±10	
Enlisted	70	36	9	56	±7	
Officers	63	45	3	52	±10	
USNR	68	41	5	54	±6	
Non-Hispanic White	70	44	4	52	±10	
Total Minority	65	37	7	55	±6	
Black	63	30	6	64	±9	
Hispanic	60	41	8	52	±10	
Asian	71	40	11	50	±10	
Other Race/Ethnicity	75	NR	5	NR	±8	
Enlisted	68	39	6	54	±8	
Officers	67	46	2	52	±9	
USMCR	68	51	7	43	±7	
Non-Hispanic White	67	57	5	38	±11	
Total Minority	70	43	9	48	±8	
Black	69	42	10	48	±12	
Hispanic	67	42	9	49	±11	
Asian	72	NR	15	41	±15	
Other Race/Ethnicity	80	NR	1	NR	±4	
Enlisted	68	52	7	41	±8	
Officers	67	41	6	53	±9	
ANG	67	39	7	54	±4	
Non-Hispanic White	70	40	6	53	±4	
Total Minority	61	34	9	58	±5	
Black	62	33	10	58	±8	
Hispanic	56	38	9	53	±10	
Asian	69	32	4	64	±8	
Other Race/Ethnicity	64	30	9	61	±9	
Enlisted	68	38	7	54	±4	
Officers	63	40	5	55	±9	
USAFR	70	40	7	53	±6	
Non-Hispanic White	71	41	6	54	±7	
Total Minority	69	40	9	51	±8	
Black	70	35	10	55	±9	
Hispanic	71	NR	9	42	±15	
Asian	71	27	9	64	±13	
Other Race/Ethnicity	62	37	6	56	±12	
Enlisted	72	41	7	51	±7	
Officers	66	36	5	58	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

a. Other members of your unit?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	67	39	33	17	6	5	±3	12.0	±2.0	
National Guard	67	34	34	19	7	6	±4	13.0	±3.0	
Reserve	68	44	31	16	6	4	±4	9.0	±3.0	
Enlisted	68	36	32	19	7	5	±3	12.0	±2.0	
E1-E4	71	37	31	20	7	5	±5	12.0	±4.0	
E5-E9	65	36	34	18	7	6	±3	12.0	±2.0	
Officers	64	50	34	9	4	3	±4	7.0	±3.0	
O1-O3	66	48	36	8	5	3	±8	8.0	±5.0	
O4-O6	63	53	31	10	3	3	±5	6.0	±3.0	
W1-W5	61	46	38	11	2	3	±10	5.0	±7.0	
Male	66	39	32	18	6	5	±3	11.0	±2.0	
Female	74	38	34	15	9	5	±5	14.0	±5.0	
Non-Hispanic White	69	37	34	17	7	5	±4	12.0	±3.0	
Total Minority	66	40	31	18	6	5	±4	11.0	±3.0	
Black	61	47	31	14	6	3	±6	8.0	±4.0	
Hispanic	66	40	28	20	6	6	±6	12.0	±5.0	
AIAN	57	32	42	14	4	9	±11	12.0	±9.0	
Asian	70	38	32	19	7	5	±7	11.0	±4.0	
NHPI	65	29	21	NR	7	8	±16	15.0	±11.0	
Two or More Races	76	30	38	19	8	5	±14	12.0	±7.0	
AGR/FTS/AR	63	40	31	19	4	5	±4	9.0	±3.0	
Other Selected Reserve	68	38	33	17	7	5	±3	12.0	±2.0	
Reserve Unit	68	38	33	17	7	5	±3	12.0	±2.0	
Military Technicians	63	38	31	19	7	6	±6	12.0	±5.0	
IMA	65	58	28	7	5	1	±7	7.0	±7.0	
Not Activated Past 12 Months	67	39	32	17	6	5	±3	11.0	±2.0	
Activated in the Past 12 Months	68	34	33	19	7	6	±7	13.0	±5.0	
Deployed Past 12 Months	66	26	30	26	10	8	±9	18.0	±8.0	
ARNG	67	34	34	18	8	7	±4	14.0	±4.0	
Non-Hispanic White	67	33	34	17	8	7	±6	15.0	±5.0	
Total Minority	66	34	32	20	7	6	±7	13.0	±5.0	
Black	59	46	31	14	6	4	±10	10.0	±8.0	
Hispanic	66	33	31	21	7	8	±10	15.0	±9.0	
Asian	73	29	37	22	7	5	±16	12.0	±7.0	
Other Race/Ethnicity	76	21	NR	NR	7	7	±11	14.0	±10.0	
Enlisted	67	32	33	20	8	7	±5	15.0	±4.0	
Officers	66	43	40	10	5	2	±8	7.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

a. Other members of your unit?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	67	44	30	16	6	4	±6	10.0	±5.0	
Non-Hispanic White	69	44	31	16	5	4	±10	9.0	±8.0	
Total Minority	65	45	29	16	7	4	±7	11.0	±6.0	
Black	61	48	31	13	6	3	±11	9.0	±9.0	
Hispanic	68	43	24	20	NR	6	±13	13.0	±13.0	
Asian	67	45	28	18	6	4	±8	10.0	±6.0	
Other Race/Ethnicity	70	NR	NR	4	8	3	±13	11.0	±12.0	
Enlisted	69	42	30	18	7	4	±7	10.0	±6.0	
Officers	61	56	30	6	3	5	±10	8.0	±8.0	
USNR	68	46	30	15	6	3	±7	8.0	±4.0	
Non-Hispanic White	70	46	31	15	6	3	±10	9.0	±7.0	
Total Minority	65	47	29	16	5	3	±6	8.0	±5.0	
Black	63	48	29	20	2	2	±11	3.0	±4.0	
Hispanic	60	49	27	17	4	2	±11	6.0	±7.0	
Asian	70	50	26	15	5	5	±10	10.0	±6.0	
Other Race/Ethnicity	75	40	NR	7	NR	3	±14	NR		
Enlisted	68	40	33	17	7	3	±8	10.0	±6.0	
Officers	68	64	22	9	3	2	±9	5.0	±6.0	
USMCR	68	34	30	26	6	3	±8	9.0	±5.0	
Non-Hispanic White	68	33	31	28	7	2	±11	9.0	±8.0	
Total Minority	70	36	30	24	5	5	±9	10.0	±6.0	
Black	69	47	29	14	7	3	±11	10.0	±10.0	
Hispanic	68	39	31	22	3	6	±11	9.0	±7.0	
Asian	73	25	27	23	NR	7	±13	NR		
Other Race/Ethnicity	80	NR	NR	NR	1	4	±7	5.0	±8.0	
Enlisted	69	31	31	28	7	3	±8	10.0	±6.0	
Officers	67	58	26	12	3	1	±9	3.0	±4.0	
ANG	67	35	36	20	5	5	±4	10.0	±3.0	
Non-Hispanic White	70	33	37	20	5	5	±4	10.0	±3.0	
Total Minority	61	39	34	18	4	5	±5	9.0	±3.0	
Black	62	45	32	16	3	4	±8	7.0	±5.0	
Hispanic	56	34	37	19	4	7	±10	10.0	±7.0	
Asian	69	46	28	17	5	4	±8	9.0	±6.0	
Other Race/Ethnicity	64	36	35	19	5	4	±10	9.0	±6.0	
Enlisted	68	34	35	20	5	5	±4	10.0	±3.0	
Officers	63	37	42	15	4	2	±9	5.0	±7.0	
USAFR	70	46	33	12	5	3	±5	8.0	±3.0	
Non-Hispanic White	71	44	37	10	5	3	±7	8.0	±5.0	
Total Minority	69	49	28	16	4	3	±8	7.0	±3.0	
Black	70	48	33	13	4	3	±9	6.0	±5.0	
Hispanic	70	56	18	21	2	3	±16	5.0	±5.0	
Asian	70	38	NR	14	3	3	±14	6.0	±5.0	
Other Race/Ethnicity	61	43	32	10	9	6	±13	15.0	±12.0	
Enlisted	71	45	34	14	4	3	±6	8.0	±4.0	
Officers	66	53	33	7	5	2	±8	7.0	±8.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

b. Leadership?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	67	70	17	9	2	2	±3	4.0	±1.0	
National Guard	66	65	20	11	2	2	±4	5.0	±2.0	
Reserve	67	77	14	6	1	1	±3	3.0	±1.0	
Enlisted	67	69	17	9	2	2	±3	4.0	±2.0	
E1–E4	71	68	17	10	2	2	±5	4.0	±3.0	
E5–E9	64	71	18	8	2	2	±3	3.0	±1.0	
Officers	64	76	16	6	1	1	±4	2.0	±2.0	
O1–O3	66	77	14	6	2	1	±6	3.0	±4.0	
O4–O6	63	74	18	6	0	1	±5	1.0	±2.0	
W1–W5	61	76	20	3	1	0	±9	2.0	±4.0	
Male	65	71	17	9	2	2	±3	3.0	±2.0	
Female	73	69	19	8	3	2	±6	5.0	±4.0	
Non-Hispanic White	68	71	18	8	1	2	±4	3.0	±2.0	
Total Minority	65	69	17	10	3	2	±4	5.0	±2.0	
Black	60	73	16	7	3	1	±6	4.0	±3.0	
Hispanic	65	71	14	10	3	3	±6	5.0	±4.0	
AIAN	55	64	24	7	2	3	±11	5.0	±5.0	
Asian	70	63	21	11	2	3	±6	6.0	±3.0	
NHPI	65	NR	16	NR	6	4	±12	10.0	±9.0	
Two or More Races	75	64	24	10	1	2	±13	2.0	±5.0	
AGR/FTS/AR	62	67	20	9	1	2	±4	3.0	±2.0	
Other Selected Reserve	67	71	17	9	2	2	±3	4.0	±2.0	
Reserve Unit	67	70	17	9	2	2	±3	4.0	±2.0	
Military Technicians	62	69	16	11	2	2	±6	4.0	±4.0	
IMA	65	88	10	1	1	0	±3	1.0	±1.0	
Not Activated Past 12 Months	67	71	17	9	2	2	±3	4.0	±2.0	
Activated in the Past 12 Months	67	67	18	11	2	2	±6	4.0	±3.0	
Deployed Past 12 Months	65	58	20	16	4	1	±10	5.0	±8.0	
ARNG	66	61	21	12	2	3	±5	5.0	±3.0	
Non-Hispanic White	67	62	21	12	2	3	±6	5.0	±4.0	
Total Minority	65	60	20	14	3	3	±7	6.0	±4.0	
Black	58	67	21	8	3	1	±10	4.0	±6.0	
Hispanic	66	62	16	15	3	3	±11	7.0	±9.0	
Asian	73	59	20	15	3	4	±12	7.0	±6.0	
Other Race/Ethnicity	75	NR	NR	NR	1	3	±8	4.0	±7.0	
Enlisted	66	60	21	13	2	3	±5	6.0	±3.0	
Officers	65	69	22	6	2	1	±7	3.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

b. Leadership?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	67	78	13	7	2	1	±5	3.0	±2.0	
Non-Hispanic White	69	82	12	5	1	1	±9	1.0	±2.0	
Total Minority	64	74	13	8	3	2	±6	5.0	±3.0	
Black	60	72	15	8	5	1	±12	6.0	±7.0	
Hispanic	67	77	10	8	2	2	±9	5.0	±6.0	
Asian	66	60	23	9	3	4	±8	7.0	±6.0	
Other Race/Ethnicity	70	82	11	3	2	1	±13	3.0	±4.0	
Enlisted	68	78	13	6	2	1	±6	3.0	±2.0	
Officers	60	79	11	8	2	1	±8	3.0	±4.0	
USNR	67	72	18	8	1	1	±6	2.0	±2.0	
Non-Hispanic White	70	70	20	8	1	1	±9	2.0	±3.0	
Total Minority	62	74	15	7	1	2	±7	3.0	±3.0	
Black	55	77	10	11	0	2	±8	2.0	±4.0	
Hispanic	60	79	12	5	2	2	±9	4.0	±6.0	
Asian	70	72	12	10	1	4	±9	5.0	±6.0	
Other Race/Ethnicity	75	NR	NR	4	1	0	±5	1.0	±4.0	
Enlisted	66	70	19	9	1	1	±8	2.0	±2.0	
Officers	68	78	15	4	1	2	±8	3.0	±6.0	
USMCR	68	71	16	11	1	1	±7	2.0	±2.0	
Non-Hispanic White	67	76	11	12	0	1	±11	1.0	±2.0	
Total Minority	69	65	23	9	1	2	±9	4.0	±4.0	
Black	66	77	12	6	5	NR	±12	5.0	±12.0	
Hispanic	67	61	25	11	0	4	±12	4.0	±6.0	
Asian	73	62	23	11	1	2	±14	4.0	±7.0	
Other Race/Ethnicity	80	NR	NR	4	1	1	±10	2.0	±5.0	
Enlisted	68	70	16	12	1	1	±8	2.0	±2.0	
Officers	67	79	17	3	0	1	±9	1.0	±4.0	
ANG	66	76	16	5	1	1	±3	3.0	±2.0	
Non-Hispanic White	69	76	16	5	1	1	±4	2.0	±2.0	
Total Minority	60	75	15	6	2	2	±5	4.0	±3.0	
Black	61	78	11	8	1	2	±8	3.0	±4.0	
Hispanic	55	72	16	7	4	2	±10	5.0	±7.0	
Asian	68	77	14	7	2	0	±8	3.0	±5.0	
Other Race/Ethnicity	64	76	19	3	1	1	±8	2.0	±3.0	
Enlisted	67	76	15	6	2	1	±3	3.0	±2.0	
Officers	62	76	19	4	0	0	±8	1.0	±1.0	
USAFR	69	82	14	3	1	1	±5	2.0	±2.0	
Non-Hispanic White	70	81	14	3	0	1	±7	1.0	±3.0	
Total Minority	68	83	12	3	1	1	±6	2.0	±2.0	
Black	68	87	8	4	1	1	±7	2.0	±3.0	
Hispanic	70	85	11	1	2	0	±11	2.0	±6.0	
Asian	70	NR	NR	7	1	0	±5	2.0	±3.0	
Other Race/Ethnicity	58	78	16	5	1	1	±13	2.0	±4.0	
Enlisted	70	81	14	3	1	1	±6	2.0	±2.0	
Officers	65	85	11	4	0	0	±6	0.0	±1.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

c. Family?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	67	9	21	27	21	23	±3	44.0	±3.0	
National Guard	67	9	20	28	20	23	±3	43.0	±4.0	
Reserve	68	9	21	25	21	23	±4	44.0	±4.0	
Enlisted	68	9	19	27	21	24	±3	45.0	±3.0	
E1–E4	71	9	17	28	22	24	±5	45.0	±5.0	
E5–E9	65	9	22	25	20	24	±3	44.0	±3.0	
Officers	64	11	27	24	20	18	±4	38.0	±5.0	
O1–O3	66	8	25	24	23	20	±8	43.0	±7.0	
O4–O6	63	14	27	26	17	16	±5	33.0	±5.0	
W1–W5	61	8	34	22	18	18	±9	36.0	±10.0	
Male	66	10	21	28	20	21	±3	41.0	±3.0	
Female	75	6	19	21	23	30	±5	54.0	±5.0	
Non-Hispanic White	69	8	21	27	21	22	±4	43.0	±4.0	
Total Minority	66	11	20	25	20	25	±4	44.0	±4.0	
Black	61	12	25	27	16	20	±6	36.0	±6.0	
Hispanic	66	11	17	23	23	27	±6	50.0	±6.0	
AIAN	57	9	14	26	23	28	±13	50.0	±10.0	
Asian	70	12	21	25	17	25	±7	42.0	±6.0	
NHPI	65	6	11	NR	16	22	±13	NR		
Two or More Races	76	5	16	26	23	30	±12	53.0	±11.0	
AGR/FTS/AR	63	8	22	25	21	23	±4	44.0	±4.0	
Other Selected Reserve	68	9	20	27	21	23	±3	44.0	±3.0	
Reserve Unit	68	9	20	27	21	23	±3	44.0	±3.0	
Military Technicians	63	8	21	27	19	26	±7	44.0	±6.0	
IMA	65	11	24	23	19	22	±6	42.0	±6.0	
Not Activated Past 12 Months	67	10	21	27	20	22	±3	43.0	±3.0	
Activated in the Past 12 Months	68	7	18	26	22	26	±7	49.0	±6.0	
Deployed Past 12 Months	66	7	17	23	26	27	±10	53.0	±9.0	
ARNG	67	10	18	28	20	24	±4	44.0	±5.0	
Non-Hispanic White	67	10	18	28	20	24	±5	44.0	±6.0	
Total Minority	66	10	19	28	20	23	±6	44.0	±7.0	
Black	59	12	30	31	13	15	±10	28.0	±9.0	
Hispanic	66	10	13	27	24	27	±11	51.0	±10.0	
Asian	73	11	18	24	18	29	±17	48.0	±13.0	
Other Race/Ethnicity	76	5	14	27	25	NR	±18	NR		
Enlisted	67	9	17	29	20	25	±5	45.0	±5.0	
Officers	66	11	27	26	20	16	±9	37.0	±8.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

c. Family?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	67	9	20	27	20	24	±6	44.0	±6.0	
Non-Hispanic White	69	5	21	29	22	22	±10	44.0	±10.0	
Total Minority	65	12	19	24	19	26	±7	45.0	±7.0	
Black	61	12	21	24	17	26	±11	43.0	±11.0	
Hispanic	68	13	19	19	21	28	±14	49.0	±12.0	
Asian	67	15	19	28	16	22	±8	38.0	±8.0	
Other Race/Ethnicity	70	6	NR	NR	NR	24	±18	NR		
Enlisted	69	9	19	27	20	24	±7	45.0	±7.0	
Officers	61	7	25	25	20	23	±10	43.0	±10.0	
USNR	68	9	22	23	21	25	±6	45.0	±6.0	
Non-Hispanic White	70	8	26	21	21	23	±9	44.0	±10.0	
Total Minority	65	10	18	26	20	27	±6	47.0	±6.0	
Black	62	10	19	27	17	27	±11	44.0	±10.0	
Hispanic	60	9	19	21	23	28	±12	51.0	±10.0	
Asian	70	16	21	22	14	26	±10	41.0	±9.0	
Other Race/Ethnicity	75	5	13	NR	NR	26	±13	NR		
Enlisted	68	8	20	24	21	27	±8	49.0	±8.0	
Officers	68	14	29	21	18	18	±9	36.0	±9.0	
USMCR	68	9	20	30	21	20	±7	42.0	±7.0	
Non-Hispanic White	68	7	20	33	23	17	±11	40.0	±11.0	
Total Minority	70	11	20	26	18	25	±9	43.0	±8.0	
Black	69	14	15	29	21	22	±12	43.0	±12.0	
Hispanic	67	12	19	30	19	20	±11	38.0	±11.0	
Asian	73	11	NR	19	22	20	±13	42.0	±15.0	
Other Race/Ethnicity	80	5	NR	9	NR	NR	±14	NR		
Enlisted	68	9	18	30	21	21	±8	43.0	±8.0	
Officers	67	10	30	26	19	15	±9	34.0	±9.0	
ANG	67	9	24	27	20	20	±3	40.0	±4.0	
Non-Hispanic White	70	9	25	28	21	18	±4	39.0	±4.0	
Total Minority	61	9	23	24	19	24	±5	43.0	±5.0	
Black	62	12	24	29	15	19	±8	34.0	±8.0	
Hispanic	55	9	20	21	21	29	±10	50.0	±10.0	
Asian	69	11	24	25	19	21	±8	41.0	±8.0	
Other Race/Ethnicity	64	7	24	23	22	25	±9	47.0	±9.0	
Enlisted	68	8	24	27	21	21	±4	41.0	±4.0	
Officers	63	14	27	26	19	14	±8	32.0	±9.0	
USAFR	70	10	25	20	24	21	±5	45.0	±5.0	
Non-Hispanic White	71	10	26	21	24	19	±8	44.0	±7.0	
Total Minority	69	11	23	18	24	23	±10	47.0	±8.0	
Black	69	12	29	20	18	20	±9	39.0	±9.0	
Hispanic	70	11	19	13	NR	24	±14	57.0	±16.0	
Asian	70	10	NR	27	13	18	±12	31.0	±12.0	
Other Race/Ethnicity	62	7	12	22	24	34	±15	59.0	±12.0	
Enlisted	71	10	25	19	24	22	±6	46.0	±6.0	
Officers	66	13	26	21	24	17	±8	41.0	±8.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

d. Friends?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
TOTAL DOD	67	6	18	24	24	28	±3	51.0	±3.0	
National Guard	67	7	18	25	22	28	±4	50.0	±4.0	
Reserve	68	5	19	23	26	28	±4	53.0	±4.0	
Enlisted	68	6	17	24	24	29	±3	53.0	±3.0	
E1-E4	71	6	14	24	25	31	±5	56.0	±5.0	
E5-E9	65	6	20	25	23	26	±3	48.0	±3.0	
Officers	64	7	25	23	23	22	±4	45.0	±4.0	
O1-O3	66	5	21	21	25	27	±8	52.0	±7.0	
O4-O6	63	10	28	26	20	17	±5	37.0	±5.0	
W1-W5	61	7	32	19	24	19	±9	43.0	±9.0	
Male	66	7	19	25	24	26	±3	49.0	±3.0	
Female	74	3	16	22	24	35	±6	59.0	±5.0	
Non-Hispanic White	69	6	18	25	24	27	±4	51.0	±4.0	
Total Minority	66	7	18	23	22	29	±4	52.0	±4.0	
Black	61	8	23	24	21	25	±6	45.0	±6.0	
Hispanic	66	6	16	22	25	30	±7	55.0	±6.0	
AIAN	57	7	14	20	23	35	±12	58.0	±10.0	
Asian	70	7	16	28	20	29	±7	49.0	±6.0	
NHPI	65	6	12	NR	14	22	±13	NR		
Two or More Races	76	4	16	20	21	39	±12	60.0	±11.0	
AGR/FTS/AR	63	7	21	25	23	23	±4	47.0	±4.0	
Other Selected Reserve	68	6	18	24	24	28	±3	52.0	±3.0	
Reserve Unit	68	6	18	24	24	28	±3	52.0	±3.0	
Military Technicians	63	6	20	25	21	28	±7	49.0	±6.0	
IMA	65	6	24	21	24	25	±6	49.0	±5.0	
Not Activated Past 12 Months	67	7	18	24	24	27	±3	51.0	±3.0	
Activated in the Past 12 Months	68	5	17	24	23	31	±7	54.0	±6.0	
Deployed Past 12 Months	66	6	17	21	26	31	±9	57.0	±9.0	
ARNG	67	7	16	25	22	29	±5	51.0	±4.0	
Non-Hispanic White	67	8	15	25	21	30	±6	52.0	±6.0	
Total Minority	66	6	19	25	22	28	±7	50.0	±6.0	
Black	58	9	25	23	24	19	±10	43.0	±10.0	
Hispanic	66	5	17	25	24	29	±10	53.0	±10.0	
Asian	73	5	12	29	22	32	±16	53.0	±12.0	
Other Race/Ethnicity	76	5	13	27	17	NR	±18	NR		
Enlisted	67	7	15	25	22	30	±5	52.0	±5.0	
Officers	66	9	24	23	20	24	±9	43.0	±8.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

142. To what extent do you use social media sites to communicate with...

d. Friends?

	% Resp.	Percentages					Max ME	Percentage Reporting Large Extent		
		1	2	3	4	5				
USAR	67	5	17	24	27	27	±6	54.0	±6.0	
Non-Hispanic White	69	3	16	26	30	25	±10	55.0	±10.0	
Total Minority	65	7	18	22	24	30	±8	53.0	±7.0	
Black	61	7	23	24	17	29	±11	47.0	±11.0	
Hispanic	68	7	14	18	30	31	±15	61.0	±11.0	
Asian	67	10	14	30	19	26	±8	46.0	±8.0	
Other Race/Ethnicity	70	5	NR	22	NR	30	±18	NR		
Enlisted	69	5	16	24	27	28	±7	55.0	±7.0	
Officers	61	4	23	22	27	23	±10	50.0	±10.0	
USNR	68	5	22	19	25	29	±6	54.0	±6.0	
Non-Hispanic White	70	4	25	17	27	27	±9	54.0	±9.0	
Total Minority	65	6	17	23	24	31	±6	55.0	±6.0	
Black	63	6	16	26	21	32	±11	52.0	±10.0	
Hispanic	60	5	18	22	24	30	±11	54.0	±10.0	
Asian	70	9	20	22	17	31	±10	48.0	±9.0	
Other Race/Ethnicity	75	3	12	21	NR	32	±14	64.0	±14.0	
Enlisted	68	5	19	19	25	32	±8	57.0	±8.0	
Officers	68	5	30	20	25	20	±8	46.0	±9.0	
USMCR	68	4	17	29	21	30	±7	50.0	±7.0	
Non-Hispanic White	67	3	17	31	22	28	±11	49.0	±11.0	
Total Minority	70	5	17	27	19	32	±9	51.0	±8.0	
Black	69	8	12	28	26	26	±12	52.0	±11.0	
Hispanic	68	5	18	33	18	25	±12	44.0	±10.0	
Asian	73	4	11	22	23	NR	±13	63.0	±14.0	
Other Race/Ethnicity	80	0	NR	8	9	NR	±16	NR		
Enlisted	69	3	15	29	21	31	±8	52.0	±8.0	
Officers	67	7	28	27	21	17	±9	38.0	±9.0	
ANG	67	6	22	26	23	23	±3	46.0	±4.0	
Non-Hispanic White	70	6	22	27	24	21	±4	46.0	±4.0	
Total Minority	60	8	21	23	21	28	±5	48.0	±5.0	
Black	61	9	22	25	18	25	±8	43.0	±8.0	
Hispanic	56	8	20	24	21	28	±10	49.0	±10.0	
Asian	69	6	20	26	23	25	±8	48.0	±8.0	
Other Race/Ethnicity	64	5	23	17	24	31	±11	54.0	±9.0	
Enlisted	68	6	20	26	24	24	±4	48.0	±4.0	
Officers	63	10	30	24	20	17	±9	37.0	±9.0	
USAFR	70	7	22	21	24	26	±5	51.0	±5.0	
Non-Hispanic White	71	6	24	21	26	23	±7	49.0	±7.0	
Total Minority	69	8	19	20	22	32	±9	53.0	±8.0	
Black	70	6	24	23	23	24	±10	47.0	±9.0	
Hispanic	70	10	15	16	21	NR	±14	59.0	±16.0	
Asian	70	6	NR	28	14	23	±12	37.0	±13.0	
Other Race/Ethnicity	62	6	8	17	27	42	±15	69.0	±10.0	
Enlisted	71	7	22	19	24	28	±6	52.0	±6.0	
Officers	65	8	20	26	26	21	±8	46.0	±8.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Large Extent* includes members who indicated "Large extent" and "Very large extent."

NR: Not reportable

143. How often do you use social media sites at your military workplace?

1. Never
2. Almost never
3. Sometimes
4. Fairly often
5. Very often

	% Resp.	Percentages					Max ME	Percentage Reporting Often		
		1	2	3	4	5				
TOTAL DOD	68	41	34	20	3	2	±3	5.0	±2.0	
National Guard	67	36	36	23	3	2	±4	5.0	±2.0	
Reserve	68	47	32	17	2	2	±4	4.0	±2.0	
Enlisted	68	41	34	20	3	2	±3	5.0	±2.0	
E1-E4	72	43	30	23	3	2	±5	5.0	±3.0	
E5-E9	65	40	38	18	3	2	±3	4.0	±1.0	
Officers	65	39	38	19	3	1	±4	4.0	±2.0	
O1-O3	67	42	36	18	3	1	±8	4.0	±3.0	
O4-O6	63	36	40	19	3	2	±5	4.0	±3.0	
W1-W5	61	32	42	25	1	0	±10	1.0	±4.0	
Male	66	41	34	21	2	2	±3	4.0	±2.0	
Female	75	42	34	19	4	1	±5	5.0	±4.0	
Non-Hispanic White	69	40	36	20	3	2	±4	5.0	±2.0	
Total Minority	66	43	32	20	3	2	±4	4.0	±2.0	
Black	62	48	32	18	2	1	±6	3.0	±2.0	
Hispanic	66	44	29	21	3	3	±6	6.0	±3.0	
AIAN	57	41	42	14	3	1	±11	4.0	±5.0	
Asian	70	40	30	24	3	2	±6	5.0	±2.0	
NHPI	65	23	NR	13	4	NR	±13	6.0	±7.0	
Two or More Races	76	33	41	22	4	1	±14	4.0	±5.0	
AGR/FTS/AR	63	27	42	23	4	3	±4	7.0	±3.0	
Other Selected Reserve	68	42	33	20	3	2	±3	4.0	±2.0	
Reserve Unit	68	42	33	20	3	2	±3	4.0	±2.0	
Military Technicians	63	35	39	22	3	1	±6	5.0	±3.0	
IMA	65	43	41	13	1	1	±6	3.0	±2.0	
Not Activated Past 12 Months	68	42	34	20	3	2	±3	4.0	±2.0	
Activated in the Past 12 Months	68	38	37	20	3	3	±6	6.0	±3.0	
Deployed Past 12 Months	66	29	34	29	7	1	±10	8.0	±7.0	
ARNG	67	35	35	25	4	2	±4	6.0	±3.0	
Non-Hispanic White	68	33	36	25	4	2	±6	6.0	±4.0	
Total Minority	66	38	33	24	2	2	±7	5.0	±3.0	
Black	59	43	33	21	1	1	±10	2.0	±5.0	
Hispanic	66	42	27	25	3	4	±11	6.0	±6.0	
Asian	73	41	29	25	3	2	±14	5.0	±5.0	
Other Race/Ethnicity	76	22	NR	NR	4	1	±13	4.0	±7.0	
Enlisted	67	35	35	24	4	2	±5	6.0	±3.0	
Officers	66	32	37	28	3	1	±9	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Often* includes members who indicated "Fairly often" and "Very often."
NR: Not reportable

143. How often do you use social media sites at your military workplace?

	% Resp.	Percentages					Max ME	Percentage Reporting Often		
		1	2	3	4	5				
USAR	68	48	29	19	1	2	±6	4.0	±3.0	
Non-Hispanic White	70	50	28	19	0	3	±10	3.0	±7.0	
Total Minority	66	46	31	19	3	2	±7	4.0	±3.0	
Black	63	50	30	17	2	1	±11	3.0	±4.0	
Hispanic	68	43	31	21	3	3	±13	6.0	±6.0	
Asian	67	33	32	27	6	2	±8	8.0	±5.0	
Other Race/Ethnicity	70	NR	NR	11	1	1	±9	1.0	±2.0	
Enlisted	69	49	28	20	2	3	±7	4.0	±4.0	
Officers	62	45	38	15	0	2	±10	2.0	±4.0	
USNR	68	42	36	18	3	1	±6	3.0	±3.0	
Non-Hispanic White	70	43	36	19	1	1	±10	2.0	±3.0	
Total Minority	65	40	37	18	5	1	±6	5.0	±6.0	
Black	62	45	37	15	3	0	±10	3.0	±5.0	
Hispanic	60	41	31	24	4	0	±12	4.0	±6.0	
Asian	70	47	30	21	1	1	±9	3.0	±4.0	
Other Race/Ethnicity	75	25	NR	10	NR	2	±12	NR		
Enlisted	68	41	36	19	3	0	±8	3.0	±4.0	
Officers	68	43	37	16	2	1	±9	3.0	±5.0	
USMCR	69	40	37	18	4	1	±7	5.0	±4.0	
Non-Hispanic White	68	41	37	18	4	0	±11	4.0	±8.0	
Total Minority	70	39	36	19	5	2	±8	6.0	±6.0	
Black	69	38	35	19	6	2	±12	8.0	±10.0	
Hispanic	68	44	30	19	5	2	±11	7.0	±10.0	
Asian	73	25	31	NR	2	1	±14	4.0	±6.0	
Other Race/Ethnicity	80	NR	NR	3	2	NR	±7	3.0	±7.0	
Enlisted	69	40	37	18	4	1	±8	5.0	±5.0	
Officers	67	40	35	22	2	1	±10	3.0	±4.0	
ANG	67	40	40	16	3	1	±4	4.0	±2.0	
Non-Hispanic White	70	39	42	16	3	1	±4	4.0	±2.0	
Total Minority	61	45	35	16	2	3	±5	5.0	±3.0	
Black	62	51	27	19	2	1	±8	3.0	±4.0	
Hispanic	56	39	41	14	2	4	±10	6.0	±6.0	
Asian	69	51	30	14	5	1	±8	6.0	±5.0	
Other Race/Ethnicity	64	41	41	15	1	2	±10	3.0	±6.0	
Enlisted	68	41	40	16	2	1	±4	4.0	±2.0	
Officers	63	36	43	14	6	1	±9	7.0	±5.0	
USAFR	70	52	34	12	1	1	±5	2.0	±2.0	
Non-Hispanic White	71	49	38	11	1	2	±7	3.0	±3.0	
Total Minority	68	57	28	13	1	1	±7	2.0	±2.0	
Black	68	57	30	10	2	1	±9	3.0	±4.0	
Hispanic	70	65	22	13	1	0	±14	1.0	±2.0	
Asian	71	52	32	15	1	1	±16	1.0	±2.0	
Other Race/Ethnicity	61	39	35	22	4	0	±16	4.0	±8.0	
Enlisted	71	54	32	12	1	1	±6	2.0	±2.0	
Officers	66	43	42	11	2	2	±8	4.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Often* includes members who indicated "Fairly often" and "Very often."

NR: Not reportable

144. How concerned would you be if your military supervisor accessed your social network profile information?

1. Not at all concerned

2. Not very concerned

3. Neutral

4. Concerned

5. Very concerned

	% Resp.	Percentages					Max ME	Percentage Reporting Concerned		
		1	2	3	4	5				
TOTAL DOD	68	53	14	17	6	10	±3	16.0	±2.0	
National Guard	67	54	14	18	5	9	±4	15.0	±3.0	
Reserve	68	52	15	17	6	11	±4	17.0	±3.0	
Enlisted	68	52	14	18	6	10	±3	16.0	±3.0	
E1-E4	72	50	14	20	5	11	±5	16.0	±4.0	
E5-E9	65	54	14	16	6	10	±3	17.0	±2.0	
Officers	64	58	17	13	5	7	±4	12.0	±3.0	
O1-O3	66	58	17	14	4	7	±7	11.0	±5.0	
O4-O6	63	57	17	11	7	8	±5	14.0	±4.0	
W1-W5	61	65	12	14	4	6	±9	9.0	±6.0	
Male	66	52	14	18	6	10	±3	16.0	±3.0	
Female	75	58	15	16	4	8	±5	12.0	±4.0	
Non-Hispanic White	69	55	15	16	5	9	±4	13.0	±3.0	
Total Minority	66	49	12	19	7	12	±4	19.0	±3.0	
Black	62	51	12	18	7	12	±6	19.0	±5.0	
Hispanic	66	50	14	17	7	12	±6	19.0	±5.0	
AIAN	57	47	8	14	13	18	±13	31.0	±12.0	
Asian	70	33	14	25	10	18	±8	28.0	±6.0	
NHPI	65	NR	8	18	13	15	±12	28.0	±15.0	
Two or More Races	76	54	10	24	4	7	±15	11.0	±5.0	
AGR/FTS/AR	63	60	11	14	5	10	±4	15.0	±4.0	
Other Selected Reserve	68	52	15	18	6	10	±3	16.0	±2.0	
Reserve Unit	68	52	15	18	6	10	±3	16.0	±2.0	
Military Technicians	63	59	11	13	6	11	±6	17.0	±6.0	
IMA	65	55	14	14	6	10	±5	16.0	±4.0	
Not Activated Past 12 Months	67	53	14	17	6	10	±3	15.0	±2.0	
Activated in the Past 12 Months	68	52	14	18	4	12	±6	16.0	±5.0	
Deployed Past 12 Months	66	56	13	14	4	12	±9	17.0	±6.0	
ARNG	67	53	13	19	5	10	±5	15.0	±4.0	
Non-Hispanic White	68	54	14	18	5	9	±6	14.0	±5.0	
Total Minority	66	51	12	19	6	12	±6	18.0	±5.0	
Black	59	54	10	21	6	9	±10	15.0	±8.0	
Hispanic	66	51	15	12	6	16	±10	22.0	±10.0	
Asian	73	28	NR	26	9	19	±12	28.0	±12.0	
Other Race/Ethnicity	76	NR	4	NR	6	5	±6	11.0	±7.0	
Enlisted	67	52	13	20	6	10	±5	16.0	±4.0	
Officers	66	62	13	12	5	8	±7	13.0	±6.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Concerned* does not include members who indicated "Not at all concerned."

NR: Not reportable

144. How concerned would you be if your military supervisor accessed your social network profile information?

	% Resp.	Percentages					Max ME	Percentage Reporting Concerned		
		1	2	3	4	5				
USAR	68	50	14	19	5	12	±6	17.0	±5.0	
Non-Hispanic White	69	54	16	17	3	10	±10	13.0	±9.0	
Total Minority	66	47	11	20	8	14	±7	22.0	±6.0	
Black	63	47	11	16	10	17	±11	27.0	±11.0	
Hispanic	68	49	11	22	7	10	±13	18.0	±8.0	
Asian	67	36	10	28	10	16	±8	27.0	±8.0	
Other Race/Ethnicity	70	NR	NR	NR	4	15	±11	19.0	±11.0	
Enlisted	69	49	13	19	6	13	±7	19.0	±6.0	
Officers	61	56	20	15	4	6	±10	9.0	±5.0	
USNR	68	52	17	16	7	8	±6	15.0	±4.0	
Non-Hispanic White	70	56	17	13	8	6	±9	14.0	±7.0	
Total Minority	64	44	18	21	6	11	±6	17.0	±4.0	
Black	62	51	14	19	5	11	±10	16.0	±7.0	
Hispanic	59	44	24	17	6	9	±11	15.0	±8.0	
Asian	70	30	13	26	9	21	±10	30.0	±8.0	
Other Race/Ethnicity	75	46	NR	25	5	6	±16	11.0	±8.0	
Enlisted	68	52	16	17	7	7	±7	15.0	±5.0	
Officers	68	50	21	14	7	9	±9	16.0	±7.0	
USMCR	68	51	17	18	5	8	±7	14.0	±5.0	
Non-Hispanic White	68	56	19	14	4	7	±11	11.0	±8.0	
Total Minority	70	45	15	23	7	11	±8	17.0	±7.0	
Black	68	56	10	17	6	11	±12	17.0	±11.0	
Hispanic	67	40	15	28	4	12	±13	17.0	±12.0	
Asian	73	NR	17	17	15	11	±11	26.0	±13.0	
Other Race/Ethnicity	80	NR	NR	NR	NR	2	±4	NR		
Enlisted	68	50	18	18	5	8	±8	14.0	±6.0	
Officers	67	56	17	13	5	9	±9	14.0	±7.0	
ANG	67	56	16	15	6	7	±4	13.0	±3.0	
Non-Hispanic White	70	58	17	14	5	6	±4	11.0	±3.0	
Total Minority	60	51	16	17	7	9	±5	16.0	±4.0	
Black	61	53	21	15	5	6	±8	12.0	±6.0	
Hispanic	56	57	13	16	7	8	±10	15.0	±7.0	
Asian	68	38	16	23	7	15	±8	22.0	±8.0	
Other Race/Ethnicity	64	45	16	17	9	14	±10	22.0	±10.0	
Enlisted	68	56	16	15	6	7	±4	13.0	±3.0	
Officers	63	60	19	9	7	5	±9	12.0	±7.0	
USAFR	70	57	14	11	6	12	±5	18.0	±4.0	
Non-Hispanic White	71	59	15	8	6	12	±7	17.0	±6.0	
Total Minority	69	54	12	16	7	11	±8	19.0	±6.0	
Black	69	52	14	18	5	10	±9	15.0	±7.0	
Hispanic	70	64	7	13	8	8	±14	16.0	±10.0	
Asian	71	35	12	19	9	NR	±13	NR		
Other Race/Ethnicity	61	41	18	15	12	14	±16	26.0	±13.0	
Enlisted	71	56	13	12	6	13	±6	19.0	±5.0	
Officers	66	58	17	11	7	7	±8	14.0	±6.0	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135). *Percentage Reporting Concerned* does not include members who indicated "Not at all concerned."

NR: Not reportable

145. In your current military workplace, do each of the following people belong to your online social network?

a. Immediate supervisor

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	67	28	59	14	±3	
National Guard	67	31	55	14	±4	
Reserve	68	23	64	14	±4	
Enlisted	68	29	57	15	±3	
E1-E4	71	23	57	19	±5	
E5-E9	64	35	56	9	±3	
Officers	64	20	71	9	±4	
O1-O3	66	21	72	6	±6	
O4-O6	63	19	71	11	±5	
W1-W5	61	24	62	13	±10	
Male	66	29	57	14	±3	
Female	74	23	65	11	±5	
Non-Hispanic White	69	31	56	12	±4	
Total Minority	66	21	63	16	±4	
Black	61	18	68	14	±5	
Hispanic	66	22	63	15	±6	
AIAN	56	18	68	13	±9	
Asian	70	24	57	19	±6	
NHPI	65	19	67	14	±17	
Two or More Races	76	25	51	23	±13	
AGR/FTS/AR	63	32	59	9	±4	
Other Selected Reserve	68	27	59	14	±3	
Reserve Unit	68	27	58	14	±3	
Military Technicians	63	30	57	13	±6	
IMA	65	12	77	11	±4	
Not Activated Past 12 Months	67	28	59	14	±3	
Activated in the Past 12 Months	68	28	60	13	±6	
Deployed Past 12 Months	66	36	55	9	±9	
ARNG	67	31	53	16	±5	
Non-Hispanic White	68	34	51	14	±6	
Total Minority	66	25	58	18	±6	
Black	59	17	66	17	±10	
Hispanic	66	29	58	13	±10	
Asian	73	29	52	18	±13	
Other Race/Ethnicity	76	26	NR	28	±18	
Enlisted	67	31	52	17	±5	
Officers	66	29	64	7	±7	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

145. In your current military workplace, do each of the following people belong to your online social network?

a. Immediate supervisor

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	68	22	64	14	±6	
Non-Hispanic White	69	25	64	11	±10	
Total Minority	66	18	65	17	±7	
Black	63	18	72	10	±10	
Hispanic	68	16	64	21	±15	
Asian	67	23	56	21	±8	
Other Race/Ethnicity	70	NR	NR	NR		
Enlisted	69	24	62	15	±7	
Officers	61	12	78	10	±9	
USNR	67	21	68	10	±7	
Non-Hispanic White	70	24	67	9	±10	
Total Minority	62	18	70	12	±6	
Black	58	14	72	13	±8	
Hispanic	58	19	68	13	±10	
Asian	69	17	71	12	±10	
Other Race/Ethnicity	75	NR	69	10	±18	
Enlisted	66	25	64	11	±8	
Officers	68	12	80	9	±7	
USMCR	68	23	57	20	±7	
Non-Hispanic White	68	26	53	21	±11	
Total Minority	70	20	62	19	±8	
Black	68	24	54	21	±12	
Hispanic	67	17	62	21	±12	
Asian	72	19	60	22	±15	
Other Race/Ethnicity	80	NR	NR	5	±8	
Enlisted	68	25	55	21	±8	
Officers	67	13	73	14	±9	
ANG	67	33	59	9	±4	
Non-Hispanic White	69	35	56	9	±4	
Total Minority	60	25	67	8	±5	
Black	61	25	65	10	±8	
Hispanic	55	23	72	5	±8	
Asian	69	25	62	13	±8	
Other Race/Ethnicity	63	26	66	8	±9	
Enlisted	68	33	58	9	±4	
Officers	62	29	63	8	±9	
USAFR	70	27	61	12	±5	
Non-Hispanic White	71	31	59	10	±8	
Total Minority	69	20	65	15	±7	
Black	70	17	65	18	±9	
Hispanic	70	22	70	9	±15	
Asian	71	23	NR	NR	±11	
Other Race/Ethnicity	61	21	64	14	±12	
Enlisted	71	28	59	13	±6	
Officers	66	19	70	11	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

145. In your current military workplace, who of the following belongs to your online social network?

b. Senior leader

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	67	18	67	15	±3	
National Guard	67	22	63	15	±4	
Reserve	68	13	72	15	±4	
Enlisted	68	19	66	16	±3	
E1-E4	71	14	65	20	±5	
E5-E9	64	24	66	10	±3	
Officers	64	15	75	9	±4	
O1-O3	66	15	79	7	±6	
O4-O6	63	14	75	11	±5	
W1-W5	61	22	62	16	±10	
Male	66	19	66	16	±3	
Female	74	15	74	11	±5	
Non-Hispanic White	68	21	66	13	±4	
Total Minority	65	14	69	17	±4	
Black	61	12	74	14	±5	
Hispanic	66	14	70	17	±6	
AIAN	57	16	70	15	±10	
Asian	70	19	61	20	±6	
NHPI	65	16	68	16	±17	
Two or More Races	75	15	64	21	±13	
AGR/FTS/AR	63	26	63	10	±4	
Other Selected Reserve	68	17	68	15	±3	
Reserve Unit	68	17	67	15	±3	
Military Technicians	63	20	67	13	±6	
IMA	65	7	81	12	±4	
Not Activated Past 12 Months	67	18	67	15	±3	
Activated in the Past 12 Months	67	18	69	13	±6	
Deployed Past 12 Months	66	23	69	8	±9	
ARNG	67	22	62	16	±4	
Non-Hispanic White	67	25	60	15	±6	
Total Minority	65	18	64	18	±6	
Black	59	17	65	18	±10	
Hispanic	66	15	70	15	±10	
Asian	73	25	55	20	±12	
Other Race/Ethnicity	74	19	NR	NR	±11	
Enlisted	67	22	61	17	±5	
Officers	65	25	67	8	±7	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

145. In your current military workplace, who of the following belongs to your online social network?

b. Senior leader

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	68	13	72	16	±6	
Non-Hispanic White	69	15	71	14	±10	
Total Minority	66	10	72	17	±7	
Black	63	6	84	10	±8	
Hispanic	68	13	65	22	±15	
Asian	66	17	62	21	±9	
Other Race/Ethnicity	70	5	NR	NR	±4	
Enlisted	69	14	70	17	±7	
Officers	61	6	84	11	±8	
USNR	66	12	78	11	±6	
Non-Hispanic White	68	12	79	9	±10	
Total Minority	63	12	76	13	±6	
Black	59	9	76	15	±8	
Hispanic	60	7	79	14	±9	
Asian	69	16	72	12	±10	
Other Race/Ethnicity	75	NR	NR	7	±7	
Enlisted	66	12	77	11	±8	
Officers	68	11	79	10	±7	
USMCR	68	16	64	20	±7	
Non-Hispanic White	68	20	60	20	±11	
Total Minority	70	11	68	21	±8	
Black	68	15	62	23	±12	
Hispanic	67	12	67	21	±12	
Asian	71	13	64	23	±15	
Other Race/Ethnicity	80	2	85	NR	±18	
Enlisted	68	17	63	21	±8	
Officers	67	11	74	15	±9	
ANG	67	22	68	10	±4	
Non-Hispanic White	69	23	66	10	±4	
Total Minority	60	16	75	9	±4	
Black	60	13	77	10	±7	
Hispanic	55	18	76	6	±9	
Asian	68	14	73	13	±9	
Other Race/Ethnicity	64	16	73	11	±8	
Enlisted	67	22	67	10	±4	
Officers	62	16	77	8	±8	
USAFR	70	14	73	13	±5	
Non-Hispanic White	71	15	74	11	±6	
Total Minority	68	12	73	15	±7	
Black	69	12	71	18	±9	
Hispanic	70	11	80	9	±13	
Asian	70	9	NR	NR	±6	
Other Race/Ethnicity	61	15	73	12	±12	
Enlisted	71	15	72	13	±5	
Officers	65	10	78	12	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

145. In your current military workplace, who of the following belongs to your online social network?

c. Military coworkers

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	67	69	22	9	±3	
National Guard	67	73	18	9	±3	
Reserve	68	64	27	9	±4	
Enlisted	68	70	21	10	±3	
E1-E4	71	64	23	13	±5	
E5-E9	64	76	18	6	±3	
Officers	64	66	29	5	±4	
O1-O3	66	69	28	3	±7	
O4-O6	63	62	31	8	±5	
W1-W5	60	71	21	8	±8	
Male	66	69	21	9	±3	
Female	74	67	25	7	±5	
Non-Hispanic White	69	73	20	8	±4	
Total Minority	66	63	26	11	±4	
Black	61	59	31	10	±6	
Hispanic	66	62	26	12	±6	
AIAN	57	67	24	9	±12	
Asian	70	61	24	14	±6	
NHPI	65	72	15	12	±15	
Two or More Races	76	74	14	12	±12	
AGR/FTS/AR	63	74	19	7	±4	
Other Selected Reserve	68	69	22	9	±3	
Reserve Unit	68	69	22	9	±3	
Military Technicians	63	73	19	8	±6	
IMA	65	54	37	9	±5	
Not Activated Past 12 Months	67	69	22	9	±3	
Activated in the Past 12 Months	68	70	22	8	±7	
Deployed Past 12 Months	66	81	13	6	±8	
ARNG	67	71	19	10	±4	
Non-Hispanic White	68	75	17	9	±5	
Total Minority	66	65	22	13	±6	
Black	59	61	28	11	±10	
Hispanic	66	65	24	11	±11	
Asian	73	66	19	16	±11	
Other Race/Ethnicity	76	71	11	NR	±17	
Enlisted	67	71	18	11	±5	
Officers	66	74	22	3	±7	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

145. In your current military workplace, who of the following belongs to your online social network?

c. Military coworkers

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	68	64	26	9	±6	
Non-Hispanic White	69	67	25	8	±10	
Total Minority	66	61	28	11	±7	
Black	63	59	34	7	±11	
Hispanic	68	59	25	15	±13	
Asian	67	58	28	14	±8	
Other Race/Ethnicity	69	81	12	7	±11	
Enlisted	69	65	25	10	±7	
Officers	61	57	36	7	±10	
USNR	67	62	33	5	±6	
Non-Hispanic White	70	65	31	4	±9	
Total Minority	63	56	36	8	±6	
Black	59	47	43	10	±10	
Hispanic	60	58	34	8	±10	
Asian	70	55	38	8	±9	
Other Race/Ethnicity	75	69	26	5	±14	
Enlisted	67	63	31	5	±7	
Officers	68	57	37	5	±9	
USMCR	68	70	17	14	±7	
Non-Hispanic White	68	71	16	13	±12	
Total Minority	70	68	18	14	±7	
Black	68	67	17	15	±11	
Hispanic	67	64	19	17	±11	
Asian	71	78	11	11	±12	
Other Race/Ethnicity	80	NR	NR	4	±8	
Enlisted	68	70	15	14	±8	
Officers	67	64	29	7	±9	
ANG	67	78	17	5	±3	
Non-Hispanic White	69	80	15	5	±4	
Total Minority	60	70	24	6	±5	
Black	61	63	29	9	±8	
Hispanic	55	81	17	3	±7	
Asian	69	64	29	7	±8	
Other Race/Ethnicity	64	69	25	6	±11	
Enlisted	68	78	17	5	±4	
Officers	62	76	19	5	±8	
USAFR	70	64	27	9	±5	
Non-Hispanic White	71	68	25	7	±7	
Total Minority	69	58	31	11	±9	
Black	69	60	28	12	±9	
Hispanic	70	NR	NR	7	±9	
Asian	71	NR	22	NR	±10	
Other Race/Ethnicity	61	77	13	9	±9	
Enlisted	71	65	26	9	±6	
Officers	66	59	32	9	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

145. In your current military workplace, who of the following belongs to your online social network?

d. Family of military coworkers

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	67	37	50	13	±3	
National Guard	67	42	45	13	±4	
Reserve	68	29	57	14	±4	
Enlisted	68	37	49	14	±3	
E1-E4	71	28	54	18	±5	
E5-E9	64	47	44	9	±3	
Officers	64	36	54	10	±4	
O1-O3	66	34	58	8	±7	
O4-O6	63	34	54	12	±5	
W1-W5	61	53	37	10	±9	
Male	66	37	49	14	±3	
Female	74	34	55	11	±5	
Non-Hispanic White	69	41	48	12	±4	
Total Minority	65	30	54	16	±4	
Black	61	26	58	16	±6	
Hispanic	66	31	54	15	±6	
AIAN	57	40	49	10	±10	
Asian	70	29	53	19	±6	
NHPI	65	NR	28	18	±15	
Two or More Races	76	30	53	18	±12	
AGR/FTS/AR	63	48	43	9	±4	
Other Selected Reserve	68	35	51	14	±3	
Reserve Unit	68	36	51	14	±3	
Military Technicians	63	46	42	11	±6	
IMA	65	28	60	12	±5	
Not Activated Past 12 Months	67	36	51	13	±3	
Activated in the Past 12 Months	68	42	46	12	±7	
Deployed Past 12 Months	65	52	39	9	±9	
ARNG	67	42	45	14	±5	
Non-Hispanic White	67	47	41	12	±6	
Total Minority	66	33	50	17	±6	
Black	58	31	53	16	±10	
Hispanic	66	35	50	15	±10	
Asian	73	28	54	19	±12	
Other Race/Ethnicity	76	33	NR	22	±18	
Enlisted	67	41	44	15	±5	
Officers	65	48	45	7	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

145. In your current military workplace, who of the following belongs to your online social network?

d. Family of military coworkers

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	68	27	58	15	±6	
Non-Hispanic White	69	28	59	13	±10	
Total Minority	66	27	57	16	±7	
Black	63	21	64	15	±10	
Hispanic	68	31	52	17	±13	
Asian	67	28	51	21	±9	
Other Race/Ethnicity	70	NR	NR	NR		
Enlisted	69	28	56	15	±7	
Officers	61	24	64	12	±10	
USNR	67	31	60	8	±7	
Non-Hispanic White	70	35	59	6	±10	
Total Minority	64	26	62	12	±6	
Black	59	21	66	13	±9	
Hispanic	60	28	61	11	±11	
Asian	70	31	59	11	±10	
Other Race/Ethnicity	75	NR	62	12	±17	
Enlisted	67	33	59	8	±8	
Officers	68	26	65	10	±9	
USMCR	68	34	47	19	±7	
Non-Hispanic White	67	38	44	18	±11	
Total Minority	69	28	52	20	±8	
Black	67	35	40	24	±12	
Hispanic	67	24	54	22	±11	
Asian	72	24	56	20	±15	
Other Race/Ethnicity	80	NR	NR	NR		
Enlisted	68	34	47	20	±8	
Officers	67	35	52	13	±9	
ANG	67	45	46	10	±4	
Non-Hispanic White	69	48	43	9	±4	
Total Minority	60	34	53	13	±5	
Black	61	26	55	20	±8	
Hispanic	55	40	49	10	±10	
Asian	69	34	55	11	±8	
Other Race/Ethnicity	64	34	57	9	±9	
Enlisted	68	45	45	10	±4	
Officers	62	42	49	10	±9	
USAFR	70	31	56	13	±5	
Non-Hispanic White	71	34	54	12	±7	
Total Minority	68	27	59	15	±7	
Black	68	29	54	17	±9	
Hispanic	70	18	73	10	±12	
Asian	71	29	41	NR	±14	
Other Race/Ethnicity	61	44	45	11	±13	
Enlisted	71	31	56	14	±6	
Officers	66	32	57	11	±8	

Note. Percent responding are Reserve component members who answered the question and who use social media or online social networks (Q135).

NR: Not reportable

146. To what extent do you agree or disagree that access to social media sites should not be allowed during military work hours?

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
TOTAL DOD	89	8	13	41	18	19	±2	38.0	±2.0	
National Guard	89	9	14	41	18	18	±3	36.0	±3.0	
Reserve	90	8	13	40	19	21	±3	40.0	±3.0	
Enlisted	89	9	13	42	18	19	±3	37.0	±3.0	
E1-E4	88	10	11	45	18	16	±5	34.0	±4.0	
E5-E9	90	8	14	38	18	22	±2	40.0	±2.0	
Officers	93	7	17	35	22	19	±4	41.0	±4.0	
O1-O3	90	7	15	32	27	19	±7	46.0	±6.0	
O4-O6	95	8	18	38	19	18	±4	37.0	±4.0	
W1-W5	96	5	17	38	15	25	±8	39.0	±8.0	
Male	90	8	13	40	18	20	±3	38.0	±3.0	
Female	88	8	14	42	19	17	±5	36.0	±5.0	
Non-Hispanic White	91	9	15	39	19	18	±3	37.0	±3.0	
Total Minority	88	8	11	42	18	21	±3	39.0	±3.0	
Black	82	7	12	41	17	22	±5	40.0	±5.0	
Hispanic	90	8	10	42	20	20	±5	40.0	±5.0	
AIAN	87	5	11	40	16	29	±12	45.0	±10.0	
Asian	91	8	10	40	20	22	±6	42.0	±5.0	
NHPI	84	7	6	55	15	16	±16	31.0	±13.0	
Two or More Races	96	9	16	47	10	18	±10	28.0	±8.0	
AGR/FTS/AR	89	9	18	40	16	18	±4	34.0	±4.0	
Other Selected Reserve	89	8	13	41	19	19	±3	38.0	±3.0	
Reserve Unit	89	8	13	41	19	19	±3	38.0	±3.0	
Military Technicians	91	8	14	42	18	19	±5	37.0	±5.0	
IMA	94	8	21	31	20	19	±5	40.0	±4.0	
Not Activated Past 12 Months	89	8	13	40	18	20	±3	39.0	±3.0	
Activated in the Past 12 Months	89	9	15	42	19	15	±6	33.0	±5.0	
Deployed Past 12 Months	92	10	16	37	22	15	±9	38.0	±8.0	
ARNG	88	10	13	42	19	17	±4	36.0	±4.0	
Non-Hispanic White	89	11	14	40	18	17	±5	35.0	±5.0	
Total Minority	87	7	11	45	19	18	±6	37.0	±5.0	
Black	77	7	11	44	17	21	±9	38.0	±9.0	
Hispanic	91	8	9	43	25	15	±9	40.0	±9.0	
Asian	92	9	12	34	26	19	±15	45.0	±12.0	
Other Race/Ethnicity	96	5	13	56	7	19	±14	25.0	±11.0	
Enlisted	88	10	13	43	18	17	±4	35.0	±4.0	
Officers	92	8	16	34	22	19	±7	42.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."

146. To what extent do you agree or disagree that access to social media sites should not be allowed during military work hours?

	% Resp.	Percentages					Max ME	Percentage Reporting Agree		
		1	2	3	4	5				
USAR	89	7	13	40	18	22	±5	40.0	±5.0	
Non-Hispanic White	90	7	14	41	19	19	±9	38.0	±8.0	
Total Minority	88	7	12	40	16	25	±6	41.0	±6.0	
Black	84	6	12	38	17	27	±9	43.0	±9.0	
Hispanic	90	6	12	42	16	24	±10	40.0	±10.0	
Asian	91	6	9	45	16	25	±7	41.0	±7.0	
Other Race/Ethnicity	93	NR	14	36	15	21	±16	36.0	±15.0	
Enlisted	89	8	12	41	16	22	±6	39.0	±6.0	
Officers	90	6	16	36	23	20	±8	43.0	±8.0	
USNR	91	8	15	34	22	22	±5	43.0	±6.0	
Non-Hispanic White	94	8	16	31	25	20	±8	44.0	±8.0	
Total Minority	87	8	13	38	17	24	±5	41.0	±5.0	
Black	82	9	14	41	17	19	±8	36.0	±8.0	
Hispanic	86	9	9	37	13	32	±9	45.0	±9.0	
Asian	93	5	10	38	22	25	±8	47.0	±8.0	
Other Race/Ethnicity	94	6	19	37	18	19	±18	37.0	±14.0	
Enlisted	90	9	13	34	20	24	±6	44.0	±7.0	
Officers	94	5	18	36	26	15	±10	41.0	±9.0	
USMCR	90	9	13	48	16	15	±6	31.0	±6.0	
Non-Hispanic White	94	9	14	46	17	14	±9	31.0	±9.0	
Total Minority	86	8	11	51	14	16	±7	30.0	±6.0	
Black	85	8	15	46	14	17	±10	31.0	±11.0	
Hispanic	86	8	8	51	15	18	±9	33.0	±9.0	
Asian	84	7	NR	43	14	18	±14	32.0	±13.0	
Other Race/Ethnicity	90	NR	NR	NR	9	7	±12	16.0	±15.0	
Enlisted	90	9	12	50	15	14	±7	30.0	±6.0	
Officers	93	6	24	32	20	19	±8	38.0	±7.0	
ANG	92	7	16	41	17	19	±3	36.0	±3.0	
Non-Hispanic White	93	6	18	41	17	19	±4	35.0	±4.0	
Total Minority	89	10	12	40	17	21	±4	38.0	±4.0	
Black	88	11	11	42	18	18	±7	36.0	±7.0	
Hispanic	88	12	8	40	18	23	±8	41.0	±8.0	
Asian	92	7	10	45	14	25	±7	39.0	±7.0	
Other Race/Ethnicity	92	8	19	38	15	21	±9	36.0	±8.0	
Enlisted	91	7	16	42	16	19	±3	35.0	±3.0	
Officers	97	9	15	36	21	19	±7	40.0	±7.0	
USAFR	91	8	11	37	22	22	±4	44.0	±5.0	
Non-Hispanic White	91	8	12	34	23	23	±6	46.0	±6.0	
Total Minority	91	8	10	41	19	22	±7	40.0	±6.0	
Black	90	5	16	41	20	19	±8	38.0	±8.0	
Hispanic	95	7	6	42	20	24	±14	45.0	±13.0	
Asian	89	NR	5	38	17	23	±11	40.0	±12.0	
Other Race/Ethnicity	83	12	11	43	13	22	±15	35.0	±10.0	
Enlisted	90	8	10	37	22	23	±5	46.0	±5.0	
Officers	94	8	19	37	19	18	±7	37.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting Agree* includes members who indicated "Agree" or "Strongly agree."
 NR: Not reportable

147. Does your military workplace have a formal policy restricting the use of social media sites during military work hours?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	89	22	33	45	±2	
National Guard	89	24	35	42	±3	
Reserve	90	20	31	50	±3	
Enlisted	89	23	32	45	±3	
E1-E4	88	25	24	51	±5	
E5-E9	90	20	40	39	±2	
Officers	92	16	38	46	±4	
O1-O3	89	15	36	49	±6	
O4-O6	95	16	41	44	±4	
W1-W5	95	22	35	43	±8	
Male	90	23	33	44	±3	
Female	88	19	32	50	±5	
Non-Hispanic White	91	21	36	43	±3	
Total Minority	87	24	28	48	±3	
Black	82	23	28	49	±5	
Hispanic	90	27	28	45	±5	
AIAN	87	24	30	46	±11	
Asian	90	28	29	43	±6	
NHPI	84	26	23	NR	±12	
Two or More Races	96	15	26	59	±9	
AGR/FTS/AR	89	18	49	32	±4	
Other Selected Reserve	90	22	31	47	±3	
Reserve Unit	89	22	31	47	±3	
Military Technicians	91	26	36	38	±5	
IMA	93	17	31	52	±4	
Not Activated Past 12 Months	90	22	33	45	±3	
Activated in the Past 12 Months	89	21	35	44	±6	
Deployed Past 12 Months	92	24	41	34	±9	
ARNG	89	26	34	40	±4	
Non-Hispanic White	90	26	38	36	±5	
Total Minority	86	24	28	47	±6	
Black	76	26	30	45	±9	
Hispanic	91	25	29	46	±9	
Asian	92	33	28	38	±13	
Other Race/Ethnicity	95	17	23	60	±13	
Enlisted	88	26	34	40	±4	
Officers	92	20	39	42	±7	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

147. Does your military workplace have a formal policy restricting the use of social media sites during military work hours?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	89	18	31	51	±5	
Non-Hispanic White	91	12	33	55	±8	
Total Minority	87	24	28	48	±6	
Black	84	21	28	51	±9	
Hispanic	89	29	29	42	±12	
Asian	89	24	30	46	±7	
Other Race/Ethnicity	93	17	23	60	±16	
Enlisted	89	18	30	52	±6	
Officers	89	18	35	46	±8	
USNR	91	24	35	41	±5	
Non-Hispanic White	94	24	37	39	±8	
Total Minority	87	24	32	44	±5	
Black	82	20	33	47	±8	
Hispanic	87	24	33	43	±9	
Asian	93	29	26	46	±8	
Other Race/Ethnicity	94	27	35	39	±16	
Enlisted	90	28	34	37	±7	
Officers	94	13	36	52	±8	
USMCR	90	22	26	52	±6	
Non-Hispanic White	94	18	28	54	±9	
Total Minority	86	27	24	49	±7	
Black	85	25	28	48	±11	
Hispanic	85	33	20	47	±9	
Asian	84	20	45	35	±15	
Other Race/Ethnicity	90	8	20	NR	±17	
Enlisted	90	22	25	53	±7	
Officers	93	14	39	47	±8	
ANG	92	18	36	47	±3	
Non-Hispanic White	93	16	38	45	±4	
Total Minority	89	21	28	51	±4	
Black	88	20	23	58	±7	
Hispanic	87	24	28	48	±8	
Asian	92	27	31	42	±7	
Other Race/Ethnicity	92	16	33	51	±8	
Enlisted	91	19	34	47	±3	
Officers	96	10	42	48	±7	
USAFR	91	19	31	50	±4	
Non-Hispanic White	91	16	35	48	±6	
Total Minority	91	22	24	54	±6	
Black	90	22	23	55	±8	
Hispanic	95	26	21	52	±13	
Asian	89	20	23	56	±12	
Other Race/Ethnicity	83	15	36	49	±11	
Enlisted	90	22	28	50	±5	
Officers	93	9	42	50	±7	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

148. If there is a policy that forbids all use of social media sites during military work hours, do members of your military work group generally abide by the policy?

1. Yes

2. No

3. Don't know

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
TOTAL DOD	19	57	16	26	±5	
National Guard	21	55	20	24	±6	
Reserve	18	60	10	29	±7	
Enlisted	20	59	16	25	±5	
E1-E4	22	63	13	24	±8	
E5-E9	18	54	20	26	±5	
Officers	15	45	20	35	±8	
O1-O3	13	50	12	38	±15	
O4-O6	15	43	24	33	±11	
W1-W5	21	36	30	34	±16	
Male	20	59	16	25	±5	
Female	16	47	20	32	±11	
Non-Hispanic White	19	56	19	25	±7	
Total Minority	21	60	12	28	±6	
Black	18	55	15	30	±11	
Hispanic	24	64	11	25	±10	
AIAN	20	60	12	28	±16	
Asian	24	56	10	34	±15	
NHPI	22	49	21	30	±17	
Two or More Races	14	NR	11	NR	±14	
AGR/FTS/AR	16	47	27	25	±8	
Other Selected Reserve	20	58	15	27	±5	
Reserve Unit	20	58	15	27	±5	
Military Technicians	24	43	28	29	±13	
IMA	16	59	13	28	±8	
Not Activated Past 12 Months	20	59	16	25	±5	
Activated in the Past 12 Months	18	47	20	33	±15	
Deployed Past 12 Months	22	NR	16	NR	±12	
ARNG	22	55	22	23	±7	
Non-Hispanic White	23	56	24	19	±9	
Total Minority	20	52	18	30	±10	
Black	18	NR	NR	34	±16	
Hispanic	22	58	19	23	±17	
Asian	29	NR	9	NR	±11	
Other Race/Ethnicity	17	NR	NR	NR		
Enlisted	23	56	22	21	±8	
Officers	18	41	23	36	±13	

Note. Percent responding are Reserve component members who answered the question and whose military workplace has a formal policy restricting the use of social media sites during military work hours (Q147).

NR: Not reportable

148. If there is a policy that forbids all use of social media sites during military work hours, do members of your military work group generally abide by the policy?

	% Resp.	Percentages			Max ME	Percentage Reporting Yes
		1	2	3		
USAR	16	59	11	30	±12	
Non-Hispanic White	11	NR	16	NR	±13	
Total Minority	21	67	8	24	±12	
Black	17	NR	NR	NR		
Hispanic	25	NR	5	NR	±11	
Asian	21	66	8	26	±15	
Other Race/Ethnicity	16	NR	5	NR	±9	
Enlisted	16	63	9	28	±15	
Officers	16	41	21	NR	±16	
USNR	22	67	9	24	±12	
Non-Hispanic White	23	NR	10	NR	±12	
Total Minority	21	66	8	26	±9	
Black	16	55	13	31	±17	
Hispanic	20	71	4	25	±16	
Asian	26	58	14	28	±16	
Other Race/Ethnicity	25	NR	2	NR	±7	
Enlisted	25	69	7	24	±14	
Officers	12	NR	NR	27	±18	
USMCR	19	65	5	29	±13	
Non-Hispanic White	17	NR	7	NR	±13	
Total Minority	23	68	3	29	±12	
Black	21	NR	4	NR	±11	
Hispanic	28	66	3	31	±15	
Asian	16	NR	NR	NR		
Other Race/Ethnicity	8	NR	NR	NR		
Enlisted	20	66	4	30	±14	
Officers	13	58	NR	26	±16	
ANG	16	56	12	31	±7	
Non-Hispanic White	15	57	11	32	±9	
Total Minority	19	54	15	31	±9	
Black	17	59	20	21	±14	
Hispanic	21	NR	12	42	±16	
Asian	25	58	NR	28	±13	
Other Race/Ethnicity	14	61	19	21	±16	
Enlisted	17	57	12	31	±7	
Officers	10	NR	11	NR	±14	
USAFR	17	55	12	33	±13	
Non-Hispanic White	15	NR	14	NR	±13	
Total Minority	20	60	10	30	±12	
Black	20	41	4	54	±16	
Hispanic	25	NR	NR	13	±13	
Asian	18	64	11	25	±14	
Other Race/Ethnicity	12	NR	NR	19	±12	
Enlisted	19	54	13	33	±14	
Officers	8	67	5	28	±16	

Note. Percent responding are Reserve component members who answered the question and whose military workplace has a formal policy restricting the use of social media sites during military work hours (Q147).

NR: Not reportable

149. In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

1. Much less often
4. More often

2. Less often
5. Much more often

3. About the same

	% Resp.	Percentages					Max ME	Percentage Reporting More Often		
		1	2	3	4	5				
TOTAL DOD	89	9	17	38	22	14	±2	36.0	±2.0	
National Guard	89	9	17	38	22	14	±3	36.0	±3.0	
Reserve	90	8	18	37	23	13	±3	36.0	±3.0	
Enlisted	89	9	17	36	22	15	±3	37.0	±3.0	
E1–E4	87	12	20	32	23	13	±4	36.0	±5.0	
E5–E9	90	7	15	40	22	17	±2	39.0	±2.0	
Officers	92	5	18	46	21	10	±4	31.0	±4.0	
O1–O3	90	4	16	49	21	10	±6	31.0	±6.0	
O4–O6	95	5	21	44	21	9	±4	30.0	±4.0	
W1–W5	95	8	15	37	25	15	±8	40.0	±8.0	
Male	90	9	19	37	21	13	±3	35.0	±3.0	
Female	87	6	12	39	27	16	±5	44.0	±5.0	
Non-Hispanic White	90	9	19	38	22	13	±3	34.0	±3.0	
Total Minority	87	8	16	37	23	16	±3	39.0	±3.0	
Black	81	4	9	37	26	24	±5	50.0	±5.0	
Hispanic	90	11	21	34	22	12	±5	34.0	±5.0	
AIAN	87	10	11	41	20	17	±11	38.0	±10.0	
Asian	91	10	23	37	18	12	±6	30.0	±5.0	
NHPI	84	8	18	29	NR	13	±12	NR		
Two or More Races	96	8	10	48	21	13	±10	34.0	±9.0	
AGR/FTS/AR	89	7	15	39	23	15	±4	39.0	±4.0	
Other Selected Reserve	89	9	18	38	22	14	±3	36.0	±3.0	
Reserve Unit	89	9	18	37	22	14	±3	36.0	±3.0	
Military Technicians	91	9	16	34	25	15	±5	41.0	±5.0	
IMA	93	5	17	45	21	11	±4	32.0	±4.0	
Not Activated Past 12 Months	89	9	18	38	22	14	±3	36.0	±3.0	
Activated in the Past 12 Months	89	8	16	37	23	15	±6	38.0	±6.0	
Deployed Past 12 Months	91	8	20	34	23	15	±9	38.0	±8.0	
ARNG	88	10	17	36	22	15	±4	37.0	±4.0	
Non-Hispanic White	89	10	18	37	21	14	±5	35.0	±5.0	
Total Minority	86	9	16	36	23	16	±6	39.0	±6.0	
Black	76	3	8	41	24	23	±9	47.0	±9.0	
Hispanic	91	14	22	27	24	13	±9	37.0	±9.0	
Asian	92	10	26	36	14	13	±15	27.0	±10.0	
Other Race/Ethnicity	95	10	8	46	24	13	±15	36.0	±15.0	
Enlisted	87	10	17	35	22	15	±4	38.0	±4.0	
Officers	91	7	19	44	19	12	±7	31.0	±7.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting More Often* includes members who indicated "More often" or "Much more often."
NR: Not reportable

149. In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

	% Resp.	Percentages					Max ME	Percentage Reporting More Often		
		1	2	3	4	5				
USAR	89	8	17	36	25	13	±5	39.0	±5.0	
Non-Hispanic White	90	9	19	35	26	10	±9	37.0	±8.0	
Total Minority	88	8	15	37	24	16	±6	41.0	±6.0	
Black	84	5	10	33	29	24	±9	53.0	±9.0	
Hispanic	90	10	20	38	21	11	±10	33.0	±10.0	
Asian	91	9	23	36	21	11	±7	32.0	±7.0	
Other Race/Ethnicity	93	NR	7	47	24	13	±17	37.0	±16.0	
Enlisted	89	9	17	34	26	14	±6	40.0	±6.0	
Officers	91	4	16	45	24	10	±8	35.0	±8.0	
USNR	91	9	20	36	21	14	±5	35.0	±5.0	
Non-Hispanic White	93	10	22	35	21	11	±8	32.0	±8.0	
Total Minority	87	8	16	36	22	18	±5	40.0	±5.0	
Black	81	5	7	37	23	27	±8	50.0	±8.0	
Hispanic	87	10	23	36	14	16	±9	31.0	±8.0	
Asian	93	10	20	41	20	7	±8	28.0	±7.0	
Other Race/Ethnicity	93	7	14	29	35	15	±17	50.0	±13.0	
Enlisted	89	11	21	32	20	17	±7	37.0	±6.0	
Officers	95	6	18	46	23	6	±9	29.0	±8.0	
USMCR	90	12	20	43	17	8	±6	25.0	±6.0	
Non-Hispanic White	94	12	22	45	16	7	±9	22.0	±8.0	
Total Minority	86	12	17	42	18	11	±7	29.0	±7.0	
Black	85	8	7	39	26	21	±10	47.0	±10.0	
Hispanic	85	12	22	37	19	10	±11	28.0	±10.0	
Asian	84	NR	15	45	12	7	±14	19.0	±10.0	
Other Race/Ethnicity	90	14	10	NR	8	5	±17	12.0	±14.0	
Enlisted	90	13	20	43	16	8	±7	24.0	±6.0	
Officers	93	7	16	47	20	10	±8	30.0	±7.0	
ANG	91	7	18	43	20	13	±3	33.0	±3.0	
Non-Hispanic White	92	6	18	45	19	12	±4	31.0	±4.0	
Total Minority	89	7	17	36	24	17	±4	40.0	±4.0	
Black	87	7	11	33	30	21	±7	50.0	±7.0	
Hispanic	88	8	20	33	24	16	±8	40.0	±8.0	
Asian	92	8	17	39	24	12	±7	36.0	±7.0	
Other Race/Ethnicity	92	4	22	43	16	15	±9	31.0	±8.0	
Enlisted	91	7	18	42	20	14	±3	34.0	±3.0	
Officers	96	4	18	50	19	9	±7	29.0	±7.0	
USAFR	91	5	17	40	21	16	±5	37.0	±4.0	
Non-Hispanic White	91	5	19	40	21	14	±6	36.0	±6.0	
Total Minority	90	5	14	41	20	20	±7	40.0	±6.0	
Black	88	2	9	36	25	28	±8	52.0	±8.0	
Hispanic	95	7	17	46	18	12	±14	30.0	±11.0	
Asian	88	10	20	31	18	NR	±10	38.0	±17.0	
Other Race/Ethnicity	83	3	17	47	16	17	±11	33.0	±10.0	
Enlisted	90	6	16	39	20	19	±5	40.0	±5.0	
Officers	94	4	21	46	23	7	±7	29.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. *Percentage Reporting More Often* includes members who indicated "More often" or "Much more often."

NR: Not reportable

150. In your opinion, have race/ethnic relations in our nation gotten better or worse during the last five years?

1. Worse today

2. About the same as five years ago

3. Better today

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	89	46	34	20	±2
National Guard	89	47	33	19	±3
Reserve	90	45	34	21	±3
Enlisted	89	45	34	21	±3
E1–E4	87	38	34	28	±5
E5–E9	90	52	33	15	±3
Officers	93	49	36	15	±4
O1–O3	90	45	40	15	±6
O4–O6	95	53	32	15	±4
W1–W5	95	51	33	17	±8
Male	90	46	33	21	±3
Female	87	47	36	17	±5
Non-Hispanic White	90	47	33	20	±3
Total Minority	87	44	36	20	±3
Black	81	51	36	13	±5
Hispanic	90	41	35	24	±5
AIAN	87	46	37	16	±11
Asian	91	33	33	33	±6
NHPI	84	NR	29	25	±12
Two or More Races	96	46	39	16	±11
AGR/FTS/AR	89	53	31	16	±4
Other Selected Reserve	89	45	34	21	±3
Reserve Unit	89	45	34	21	±3
Military Technicians	91	50	31	18	±5
IMA	93	49	37	15	±4
Not Activated Past 12 Months	89	46	34	20	±3
Activated in the Past 12 Months	89	49	31	20	±6
Deployed Past 12 Months	91	55	27	19	±8
ARNG	88	47	33	20	±4
Non-Hispanic White	89	49	32	20	±5
Total Minority	86	43	36	21	±6
Black	76	47	39	14	±9
Hispanic	90	43	33	25	±9
Asian	91	30	33	38	±13
Other Race/Ethnicity	95	43	41	15	±16
Enlisted	87	46	33	21	±4
Officers	92	49	35	16	±6

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

150. In your opinion, have race/ethnic relations in our nation gotten better or worse during the last five years?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	89	44	34	22	±5
Non-Hispanic White	91	42	36	23	±9
Total Minority	88	46	33	21	±6
Black	84	56	32	12	±9
Hispanic	89	40	35	26	±11
Asian	91	38	31	31	±8
Other Race/Ethnicity	93	48	32	20	±17
Enlisted	89	44	33	23	±6
Officers	91	43	40	17	±8
USNR	91	47	34	19	±5
Non-Hispanic White	93	48	32	20	±9
Total Minority	87	44	38	17	±5
Black	81	50	40	10	±8
Hispanic	86	38	41	21	±9
Asian	93	31	39	30	±8
Other Race/Ethnicity	94	58	30	12	±13
Enlisted	89	44	35	21	±7
Officers	94	54	32	14	±9
USMCR	90	37	36	27	±6
Non-Hispanic White	93	37	36	27	±9
Total Minority	86	35	37	28	±7
Black	85	47	39	14	±10
Hispanic	86	35	33	31	±10
Asian	84	26	35	39	±17
Other Race/Ethnicity	90	NR	NR	NR	
Enlisted	90	34	37	29	±7
Officers	92	55	33	12	±8
ANG	91	48	34	18	±3
Non-Hispanic White	92	49	34	17	±4
Total Minority	89	47	35	18	±4
Black	87	50	36	14	±7
Hispanic	88	48	31	21	±8
Asian	92	42	37	21	±7
Other Race/Ethnicity	91	42	40	19	±9
Enlisted	90	48	34	18	±3
Officers	97	51	35	14	±7
USAFR	91	49	34	17	±5
Non-Hispanic White	91	52	30	17	±6
Total Minority	90	44	40	16	±7
Black	88	55	36	9	±8
Hispanic	95	33	51	16	±13
Asian	88	31	32	37	±17
Other Race/Ethnicity	83	56	24	20	±10
Enlisted	90	48	34	18	±5
Officers	94	52	34	14	±7

Note. Percent responding are Reserve component members who answered the question.
 NR: Not reportable

151. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

1. Much less often
4. More often

2. Less often
5. Much more often

3. About the same

	% Resp.	Percentages					Max ME	Percentage Reporting More Often		
		1	2	3	4	5				
TOTAL DOD	52	15	34	44	5	1	±2	6.0	±1.0	
National Guard	51	15	35	44	5	1	±3	6.0	±2.0	
Reserve	55	15	33	45	5	2	±3	6.0	±2.0	
Enlisted	47	16	33	44	5	2	±3	7.0	±2.0	
E1–E4	14	23	30	43	3	1	±10	4.0	±4.0	
E5–E9	81	15	34	44	6	2	±3	7.0	±2.0	
Officers	80	12	36	47	4	1	±4	5.0	±2.0	
O1–O3	65	10	37	49	3	1	±8	4.0	±3.0	
O4–O6	92	13	36	47	4	1	±4	5.0	±3.0	
W1–W5	94	15	37	40	7	1	±8	8.0	±5.0	
Male	53	15	35	43	5	1	±3	6.0	±1.0	
Female	48	13	27	52	6	1	±5	7.0	±3.0	
Non-Hispanic White	57	15	36	44	4	1	±3	5.0	±2.0	
Total Minority	46	15	31	45	7	2	±3	9.0	±2.0	
Black	45	9	30	49	9	3	±5	12.0	±4.0	
Hispanic	46	18	34	42	6	1	±5	7.0	±3.0	
AIAN	58	25	21	46	6	1	±11	7.0	±6.0	
Asian	48	18	32	41	6	4	±7	10.0	±6.0	
NHPI	51	17	29	43	6	5	±9	11.0	±7.0	
Two or More Races	47	22	25	47	4	2	±15	7.0	±5.0	
AGR/FTS/AR	81	12	33	46	6	2	±4	8.0	±3.0	
Other Selected Reserve	49	16	34	44	5	1	±3	6.0	±1.0	
Reserve Unit	49	16	34	44	5	1	±3	6.0	±1.0	
Military Technicians	64	14	35	42	7	1	±5	8.0	±3.0	
IMA	83	12	40	46	2	1	±4	3.0	±2.0	
Not Activated Past 12 Months	53	15	34	45	5	1	±3	6.0	±1.0	
Activated in the Past 12 Months	51	13	36	44	5	2	±5	7.0	±3.0	
Deployed Past 12 Months	63	11	38	44	5	2	±8	7.0	±5.0	
ARNG	46	15	34	44	6	1	±4	7.0	±2.0	
Non-Hispanic White	49	15	35	43	5	1	±5	6.0	±3.0	
Total Minority	40	17	30	44	8	2	±7	9.0	±4.0	
Black	32	5	30	54	10	2	±10	12.0	±7.0	
Hispanic	45	18	32	40	8	2	±10	9.0	±7.0	
Asian	43	22	28	43	5	2	±15	7.0	±8.0	
Other Race/Ethnicity	43	NR	25	40	5	1	±15	6.0	±7.0	
Enlisted	41	16	33	43	6	2	±4	8.0	±3.0	
Officers	80	13	37	45	4	1	±7	5.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who have spent more than 5 years in military service (Q7). *Percentage Reporting More Often* includes members who indicated "More often" or "Much more often."

NR: Not reportable

151. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

	% Resp.	Percentages					Max ME	Percentage Reporting More Often		
		1	2	3	4	5				
USAR	54	15	32	46	6	2	±5	7.0	±3.0	
Non-Hispanic White	59	16	32	48	4	1	±8	5.0	±3.0	
Total Minority	49	14	31	43	8	3	±6	11.0	±4.0	
Black	54	13	30	43	10	4	±11	14.0	±7.0	
Hispanic	44	17	34	43	6	1	±10	7.0	±7.0	
Asian	45	14	39	36	10	2	±11	11.0	±9.0	
Other Race/Ethnicity	50	14	21	56	3	7	±15	9.0	±12.0	
Enlisted	50	16	31	45	6	2	±6	8.0	±3.0	
Officers	73	12	33	49	5	1	±8	6.0	±5.0	
USNR	64	15	39	42	3	1	±6	4.0	±3.0	
Non-Hispanic White	69	13	43	41	3	0	±9	3.0	±5.0	
Total Minority	57	18	34	43	4	2	±6	6.0	±3.0	
Black	53	12	31	47	6	4	±9	10.0	±6.0	
Hispanic	61	21	40	38	1	0	±11	1.0	±3.0	
Asian	67	16	32	43	6	NR	±10	8.0	±7.0	
Other Race/Ethnicity	49	23	24	45	8	0	±12	8.0	±7.0	
Enlisted	57	17	39	40	4	1	±8	5.0	±3.0	
Officers	85	12	40	45	3	0	±10	3.0	±6.0	
USMCR	29	16	32	49	2	1	±7	3.0	±3.0	
Non-Hispanic White	33	15	30	52	2	1	±10	3.0	±4.0	
Total Minority	24	18	36	43	3	1	±10	4.0	±4.0	
Black	31	16	25	52	4	2	±17	7.0	±6.0	
Hispanic	24	21	37	39	2	0	±15	3.0	±8.0	
Asian	15	11	35	53	NR	1	±16	1.0	±6.0	
Other Race/Ethnicity	25	NR	NR	NR	NR	2	±8	4.0	±11.0	
Enlisted	23	18	30	49	2	1	±10	3.0	±3.0	
Officers	79	13	36	48	3	1	±8	3.0	±4.0	
ANG	66	14	37	44	3	1	±3	4.0	±2.0	
Non-Hispanic White	69	14	39	43	3	1	±4	3.0	±2.0	
Total Minority	59	15	31	47	5	2	±5	7.0	±3.0	
Black	58	7	32	53	6	2	±8	8.0	±6.0	
Hispanic	57	15	36	42	5	2	±8	7.0	±4.0	
Asian	62	20	27	47	4	2	±10	5.0	±4.0	
Other Race/Ethnicity	65	20	25	47	5	2	±10	7.0	±8.0	
Enlisted	63	16	37	43	3	1	±4	4.0	±2.0	
Officers	89	9	38	49	4	0	±7	4.0	±4.0	
USAFR	63	14	33	47	4	2	±4	6.0	±3.0	
Non-Hispanic White	69	16	35	44	4	1	±6	4.0	±3.0	
Total Minority	54	12	27	50	6	5	±6	10.0	±6.0	
Black	52	9	26	55	6	4	±9	10.0	±6.0	
Hispanic	53	16	28	50	5	1	±10	7.0	±6.0	
Asian	58	16	27	32	5	NR	±14	NR		
Other Race/Ethnicity	60	9	31	52	5	NR	±12	8.0	±10.0	
Enlisted	58	15	31	46	5	3	±5	8.0	±4.0	
Officers	80	12	37	49	2	0	±7	2.0	±3.0	

Note. Percent responding are Reserve component members who answered the question and who have spent more than 5 years in military service (Q7). *Percentage Reporting More Often* includes members who indicated "More often" or "Much more often."

NR: Not reportable

152. In your opinion, have racial/ethnic relations overall in the military gotten better or worse during the last five years?

1. Worse today

2. About the same as five years ago

3. Better today

	% Resp.	Percentages			Max ME
		1	2	3	
TOTAL DOD	52	7	48	45	±2
National Guard	51	7	47	47	±3
Reserve	55	7	49	44	±3
Enlisted	47	7	47	46	±3
E1–E4	14	4	43	53	±10
E5–E9	81	8	47	45	±3
Officers	79	6	51	44	±4
O1–O3	65	4	49	47	±7
O4–O6	92	6	53	41	±4
W1–W5	94	8	45	47	±8
Male	53	7	47	46	±3
Female	48	7	51	42	±5
Non-Hispanic White	57	7	47	47	±3
Total Minority	46	8	49	43	±3
Black	45	9	56	35	±5
Hispanic	46	7	43	51	±5
AIAN	58	5	53	42	±10
Asian	48	8	45	47	±6
NHPI	50	14	43	44	±10
Two or More Races	47	7	55	38	±11
AGR/FTS/AR	81	8	49	43	±4
Other Selected Reserve	49	7	47	46	±3
Reserve Unit	49	7	47	46	±3
Military Technicians	64	8	49	43	±5
IMA	83	4	51	45	±4
Not Activated Past 12 Months	53	7	47	46	±3
Activated in the Past 12 Months	51	8	50	42	±5
Deployed Past 12 Months	62	9	50	41	±8
ARNG	46	8	46	46	±4
Non-Hispanic White	49	8	46	46	±5
Total Minority	40	8	46	45	±6
Black	32	10	58	33	±10
Hispanic	45	8	39	53	±10
Asian	43	6	43	51	±12
Other Race/Ethnicity	43	7	48	NR	±15
Enlisted	41	8	46	45	±4
Officers	80	6	45	48	±7

Note. Percent responding are Reserve component members who answered the question and who have spent more than 5 years in military service (Q7).

NR: Not reportable

152. In your opinion, have racial/ethnic relations overall in the military gotten better or worse during the last five years?

	% Resp.	Percentages			Max ME
		1	2	3	
USAR	54	8	50	43	±5
Non-Hispanic White	59	6	51	43	±8
Total Minority	49	9	49	42	±6
Black	54	10	54	37	±10
Hispanic	44	7	44	50	±10
Asian	45	12	40	49	±11
Other Race/Ethnicity	50	10	58	32	±14
Enlisted	50	8	48	45	±6
Officers	72	7	57	36	±8
USNR	65	5	44	51	±6
Non-Hispanic White	70	5	42	53	±9
Total Minority	57	5	47	48	±6
Black	53	6	51	43	±9
Hispanic	61	2	43	56	±10
Asian	67	7	46	47	±10
Other Race/Ethnicity	49	7	54	40	±11
Enlisted	57	6	43	52	±8
Officers	85	3	47	49	±9
USMCR	29	4	48	48	±7
Non-Hispanic White	33	4	48	48	±10
Total Minority	24	3	48	49	±10
Black	31	8	59	33	±15
Hispanic	23	1	38	61	±15
Asian	15	1	54	45	±16
Other Race/Ethnicity	25	4	NR	NR	±11
Enlisted	23	4	47	49	±10
Officers	79	4	51	45	±8
ANG	67	5	47	48	±3
Non-Hispanic White	69	4	46	50	±4
Total Minority	59	6	52	42	±5
Black	58	7	60	33	±8
Hispanic	56	7	43	49	±8
Asian	62	6	51	43	±9
Other Race/Ethnicity	65	4	55	41	±10
Enlisted	63	4	46	50	±4
Officers	89	6	53	40	±7
USAFR	63	8	50	42	±4
Non-Hispanic White	69	8	46	46	±5
Total Minority	54	8	56	36	±6
Black	52	11	57	33	±10
Hispanic	52	5	56	38	±9
Asian	58	4	NR	40	±17
Other Race/Ethnicity	60	13	54	33	±12
Enlisted	58	10	48	42	±5
Officers	81	3	54	43	±7

Note. Percent responding are Reserve component members who answered the question and who have spent more than 5 years in military service (Q7).

NR: Not reportable

Survey Instrument

H&R Health & Readiness Surveys

2015 Workplace and Equal Opportunity Survey of Reserve Component Members

Welcome

[Security Protection Advisory](#)

[RCS# P&R\(QD\)1946](#)

[Exp. 12/21/20](#)

You have been selected to take a survey about your attitudes and opinions about your workplace and experiences over the past year for National Guard/Reserve members. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation.

Section 508 Compliance

The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\), as amended in 1999](#). Send feedback or concerns related to the accessibility of this website to: DoDSection508@osd.mil. For more information about Section 508, please visit the [DoD Section 508 website](#). Last Updated: 08/13/2013

Continue

[Frequently Asked Questions / How to Contact Us](#)



Defense Research, Surveys, and Statistics Center (RSSC)

You have reached the redirect page for Department of Defense Research, Surveys, and Statistics Center (RSSC) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.

DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call DSN 372-1034 from any DoD or other government telephone with DSN for a list of current DMDC surveys. If you do not have access to a DSN telephone line, call 1-571-372-1034. The prerecorded list does not include surveys conducted by agencies other than DMDC.

- Please enter your Ticket Number below, then click the Continue button to access your survey.

- If you are not automatically transferred, click on the link: <http://www.dodsurvey.net>
- Authorities: [10 USC 1782](#)
- Sponsor: [Office of the Under Secretary of Defense for Personnel and Readiness](#)
- Report Control Number: DD-P&R(AR)2145
- Contract: M67004-04-D-0018
- Survey Results: <http://www.dmdc.osd.mil/surveys> (Accessible by CAC/DS Logon)
- [Accessibility/Section 508](#)

PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. Most people can complete the survey in 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative.

Additional Information

In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is P&R(QD)1946, expiring 12/21/20.

10 United States Code 136, 481, 1782, and 2358 and NDAA-FY2003, authorize the Department of Defense to conduct this survey. Information collected in this survey will be used to research a variety of topics, including attitudes and perceptions about racial and ethnic issues including harassment and discrimination and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve programs and services for military members and their families. Reports will be provided to the Department of Defense (DoD), each Military Department, and the Joint Chiefs of Staff.

Your responses could be used in future research. Results from these surveys will be posted on the web: <http://www.dmdc.osd.mil/appj/dwp/surveys.jsp>

DMDC uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service, race and ethnicity, and gender). Your responses will be kept private to the extent permitted by law.

Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. In no case will individual identifiable survey responses be reported.

The data collection procedures are not expected to involve any risk or discomfort to you.

Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. DMDC performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual.

If you answer any items in such a way that you indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC may notify an office in your area for appropriate action.

If you are a victim of racial/ethnic harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:

Army:	1-800-267-9964	Marine Corps:	1-703-784-9371
Navy:	1-800-253-0931	Air Force:	1-800-616-3775

To reach Military OneSource 24/7:

Stateside: 1-800-342-9647

Overseas: 00-800-3429-6477 or call collect 1-484-530-5908

Worldwide: <http://www.militaryonesource.com/>

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to WEO-Survey@mail.mil or calling, 1-800-881-5307.

If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-6522/703-681-8320 or e-mail RDHA.R202.PR@mail.mil.

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to April 18, 2016. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

Click *Continue* if you agree to take the survey.

HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** WEO-Survey@mail.mil
- **Fax:** 1-763-268-3002

FREQUENTLY ASKED QUESTIONS

What is Defense Manpower Data Center (DMDC)?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in the Department of Defense (DoD). DMDC also conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass Surveys, and Health and Readiness Surveys for the DoD. To learn more, visit the DMDC website.

<http://www.dmdc.osd.mil/>

What is the Health & Readiness Program?

- Health & Readiness is a DoD personnel program that features web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members on the full range of personnel issues.

How do I know this is an official, approved DoD survey?

- In accordance with [DoD Instruction 8910.01](#), all data collection in DoD must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is RCS# P&R(QD)1946, expiring 12/21/20.

How did you pick me?

- DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service, race and ethnicity, and gender).

Why should I participate?

- This is your chance to be heard on issues that directly affect you, including satisfaction with aspects of military life, satisfaction with your workplace environment and the prevalence of racial/ethnic harassment/discrimination.
- Your responses on this survey **make a difference**.

What is WEO-Survey@mail.mil?

- The official e-mail address for communicating with National Guard/Reserve members about this Health & Readiness survey. "WEO-Survey@mail.mil" is short for Workplace and Equal Opportunity Survey.

Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DMDC. Once you enter your Ticket Number, you are redirected to a contractor site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

Do I have to answer all questions?

- No, it is not necessary to answer every question. Within the survey screen, you have four control buttons: *Next Page* (→), *Previous Page* (←), *Clear Responses*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- DMDC reports overall results, as well as by other characteristics, such as location, gender, etc. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.

- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Will my answers be kept private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579). [Privacy Act Statement](#)
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

Can I withdraw my answers once I have started the survey?

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to April 18, 2016 by sending an e-mail to WEO-Survey@mail.mil or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

Will I ever see the results of the survey?

- DMDC posts survey results on the following website:

<http://www.dmdc.osd.mil/appj/dwp/surveys.jsp>

YOUR BACKGROUND**1. Were you a member of the National Guard/Reserve on December 28, 2015?**

- ☒ Yes
- ☒ No, I separated or retired on or before December 28, 2015

2. Are you...?

- ☒ Male
- ☒ Female

3. Are you Spanish/Hispanic/Latino?

- ☒ No, not Spanish/Hispanic/Latino
- ☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

4. What is your race? Mark one or more races to indicate what race you consider yourself to be.

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

5. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

- ☒ Yes
- ☒ No

If you are currently activated, report whether you were a military technician in the week prior to your current activation.

6. [Ask if ([RSV_SCAT] = "Drilling Unit Member" OR [RSV_SCAT] = "On Initial Active Duty For Training (IADT)" OR [RSV_SCAT] = "Person awaiting IADT" OR [RSV_SCAT] = "Awaiting Second Part of IADT" OR [RSV_SCAT] = "Simultaneous Membership Program (SMP)" OR [RSV_SCAT] = "FT members performing AD on FTNGD for >180, but exempt from" OR [RSV_SCAT] = "SEL RES - Other Training Programs") AND ([RORG_CD] = "Army National Guard" OR [RORG_CD] = "Army Reserve" OR [RORG_CD] = "Air National Guard" OR [RORG_CD] = "Air Force Reserve")) Are you a military technician?

- ☒ Yes, I am currently a military technician
- ☒ Yes, in the week before my current activation, I was a military technician
- ☒ No

SATISFACTION AND RETENTION INTENTION**7. How many years have you spent in military service? Do not count partial years. To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35". Include in military service years:**

- Time spent as an active duty Service member
- Time spent as a National Guard/Reserve component member, to include:
 - Time spent as a Drilling unit Reservist/Traditional Guardsman/Troop Program Unit (TPU) Reservist
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time, active duty program
 - Time spent in the Individual Ready Reserve (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)
 - Time spent in the Standby Reserve

Years

8. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- ☒ Very likely
- ☒ Likely
- ☒ Neither likely nor unlikely
- ☒ Unlikely
- ☒ Very unlikely

9. Overall, how satisfied are you with the military way of life?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

TEMPO

10. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/ Reserve status? *To indicate none, enter "0".*

Days

11. In the past 12 months, how many nights did you spend away from your home because of your military duties? *Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".*

Nights

ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. When you see any form of the terms "**activation**" or "**deployment**" later in this survey, you can click on the words to recall these definitions.

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10 USC 12301(a) (Full Mobilization), 10 USC 12301(d) (Voluntary Active Duty), 10 USC 12302 (Partial Mobilization), or 10 USC 12304 (Presidential Callup). **It does NOT apply to members on full-time active duty (Active Guard Reserve [AGR], Full-Time Support [FTS], or Active Reserve [AR]), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

12. Have you been activated in the past 12 months? *This includes activations that started more than 12 months ago and continued into the past 12 months. If you have been an Active Guard Reserve (AGR), Full-Time Support (FTS), or Active Reserve (AR) for the past 12 months, select "No".*

- ☒ Yes
- ☒ No

13. [Ask if Q12 = "Yes"] Was at least one of your activations in the past 12 months longer than 30 consecutive days?

- ☒ Yes
- ☒ No

14. [Ask if Q12 = "Yes" AND Q13 = "Yes"] In the past 12 months, has (have) your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

- ☒ Voluntary
- ☒ Involuntary
- ☒ Both

15. [Ask if Q12 = "Yes"] Are you currently activated?

- ☒ Yes
- ☒ No

16. [Ask if Q12 = "Yes" AND Q13 = "Yes"] Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

☒ Yes
☒ No

17. [Ask if Q12 = "Yes" AND Q13 = "Yes" AND Q16 = "Yes"] In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

☒ CONUS
☒ OCONUS
☒ Both

18. [Ask if Q12 = "Yes" AND Q13 = "Yes" AND Q15 = "Yes" AND Q16 = "Yes"] Are you currently deployed?

☒ Yes
☒ No

19. [Ask if Q12 = "Yes" AND Q13 = "Yes" AND Q15 = "Yes" AND Q16 = "Yes"] In the past 12 months, how many times have you been deployed?

20. [Ask if Q12 = "Yes" AND Q13 = "Yes" AND Q15 = "Yes" AND Q16 = "Yes"] In the past 12 months, have you been deployed to a combat zone or an area where you drew imminent danger pay or hostile fire pay?

☒ Yes
☒ No

YOUR MILITARY WORKPLACE

21. How long have you been in your present military unit? To indicate less than one year, enter "0".

 Years

22. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?

☒ Yes, I have had at least one formal mentor (for example, assigned/provided to you as part of a formal mentorship program)
☒ Yes, I have had at least one informal mentor
☒ Yes, I have had both a formal and informal mentor
☒ No, I have not had a mentor

23. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor.	☒	☒	☒	☒	☒
b. Your supervisor ensures that all assigned personnel are treated fairly.	☒	☒	☒	☒	☒
c. There is very little conflict between your supervisor and the people who report to him/her.	☒	☒	☒	☒	☒
d. Your supervisor evaluates your work performance fairly.	☒	☒	☒	☒	☒
e. Your supervisor assigns work fairly in your work group.	☒	☒	☒	☒	☒
f. You are satisfied with the direction/supervision you receive.	☒	☒	☒	☒	☒

24. How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers.	☒	☒	☒	☒	☒
b. Your coworkers put in the effort required for their jobs.	☒	☒	☒	☒	☒

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
c. The people in your work group tend to get along.	☐	☐	☐	☐	☐
d. The people in your work group are willing to help each other.	☐	☐	☐	☐	☐
e. You are satisfied with the relationships you have with your coworkers.	☐	☐	☐	☐	☐
f. You put more effort into your job than your coworkers do.	☐	☐	☐	☐	☐

25. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride.	☐	☐	☐	☐	☐
b. Your work makes good use of your skills.	☐	☐	☐	☐	☐
c. You like the kind of work you do.	☐	☐	☐	☐	☐
d. Your job gives you the chance to acquire valuable skills.	☐	☐	☐	☐	☐
e. You are satisfied with your job as a whole.	☐	☐	☐	☐	☐

26. Overall, how well prepared... *Mark one answer for each item.*

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job?	☐	☐	☐	☐	☐
b. Is <u>your military unit</u> to perform its wartime mission?	☐	☐	☐	☐	☐

27. How would you rate... *Mark one answer for each item.*

	Very low	Low	Moderate	High	Very high
a. <u>Your current level of morale?</u>	☐	☐	☐	☐	☐
b. The current level of morale in <u>your military unit?</u>	☐	☐	☐	☐	☐

28. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members in your unit really care about each other.	☐	☐	☐	☐	☐
b. Members in your unit work well together as a team.	☐	☐	☐	☐	☐
c. Members in your unit pull together to get the job done.	☐	☐	☐	☐	☐
d. Members in your unit trust each other.	☐	☐	☐	☐	☐

29. How often during the past 12 months have you had experiences where military coworkers or military supervisors... *Mark one answer for each item.*

	Very often	Often	Sometimes	Once or twice	Never
a. Did not provide you with information or assistance when needed?	☐	☐	☐	☐	☐
b. Were excessively harsh in their criticism of your work performance?	☐	☐	☐	☐	☐
c. Took credit for your work or ideas?	☐	☐	☐	☐	☐

	Never	Once or twice	Sometimes	Often	Very often
d. Gossiped/talked about you?.....	☒	☒	☒	☒	☒
e. Used insults, sarcasm, or gestures to humiliate you?.....	☒	☒	☒	☒	☒
f. Yelled when they were angry with you?.....	☒	☒	☒	☒	☒

WORKPLACE EXPERIENCES

30. In this section, you will be asked about **upsetting or offensive things that someone from your military work might have said or done that were related to your race/ethnicity**. The questions ask about things that happened AFTER [X date].

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

When a question mentions "someone from work," please include any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, a civilian employee, contractor, or military personnel at any rank. They could be in your unit or in other units.

These things might have occurred on duty or off duty, on base or off base. Please include them as long as the person who did them was someone from your military work.

Do not include experiences that happened in a nonmilitary job.

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

31. Since [X date], has someone from work made you uncomfortable, angry, or upset by **telling racial/ethnic jokes**?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

32. Since [X date], has someone from work **used an offensive racial/ethnic term that made you uncomfortable, angry, or upset**?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

33. Since [X date], has someone from work made you uncomfortable, angry, or upset by **claiming that their race/ethnicity is better than others**?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

34. Since [X date], has someone from work made you uncomfortable, angry, or upset by **displaying something that threatens or insults a racial/ethnic group**? This includes tattoos, e-mails, pictures, flags, or anything that insults racial/ethnic groups or refers to racial supremacy groups.

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

35. Since [X date], has someone from work made you uncomfortable, angry, or upset by **insulting your racial/ethnic group**?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

36. Since [X date], has someone from work made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group?

Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

37. Since [X date], has someone from work made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group? This might be, for example, a comment about your skin color, height, hair, or eye shape.

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

38. Since [X date], has someone from work made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

39. Since [X date], has someone from work made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

40. Since [X date], has someone from work made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity?

☒ Yes

☒ No

"Someone from work" includes any person you have contact with as part of your military duties.

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

41. Since [X date], has someone from work threatened or physically assaulted you because of your race/ethnicity?

☒ Yes

☒ No

We have asked you questions about how someone from work might have created difficulties for you. We are also interested in whether someone from work targeted another person based on their race/ethnicity.

42. Since [X date], has someone from work directed an offensive action or comment at another person because of their race/ethnicity?

☒ Yes

☒ No

43. [Ask if Q42 = "Yes"] Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes.

44. [Ask if Q31 = "Yes"] Do you think they ever knew that you or someone else wanted them to stop? If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes.

45. [Ask if Q31 = "Yes" AND Q44 = "Yes"] Did they continue telling these jokes even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by telling racial/ethnic jokes.

46. [Ask if Q31 = "Yes" AND ((Q44 = "No" OR Q44 = Not answered) OR (Q44 = "Yes" AND (Q45 = "No" OR Q45 = Not answered)))] Do you think most people know that telling racial/ethnic jokes would be offensive to military members in certain racial/ethnic groups?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by using an offensive racial/ethnic term.

47. [Ask if Q32 = "Yes"] Do you think they ever knew that you or someone else wanted them to stop? If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by using an offensive racial/ethnic term.

48. [Ask if Q32 = "Yes" AND Q47 = "Yes"] Did they continue using the offensive racial/ethnic term even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by using an offensive racial/ethnic term.

49. [Ask if Q32 = "Yes" AND ((Q47 = "No" OR Q47 = Not answered) OR (Q47 = "Yes" AND (Q48 = "No" OR Q48 = Not answered)))] Do you think most people know that using a racial/ethnic term would be offensive to military members in certain racial/ethnic groups?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others.

50. [Ask if Q33 = "Yes"] Do you think they ever knew that you or someone else wanted them to stop? If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others.

51. [Ask if Q33 = "Yes" AND Q50 = "Yes"] Did they continue making these claims even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by claiming that their race/ethnicity is better than others.

52. [Ask if Q33 = "Yes" AND ((Q50 = "No" OR Q50 = Not answered) OR (Q50 = "Yes" AND (Q51 = "No" OR Q51 = Not answered)))] Do you think most people know that these claims would be offensive to military members in certain racial/ethnic groups?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group. This includes tattoos, e-mails, pictures, flags, and so on.

53. [Ask if Q34 = "Yes"] Do you think they ever knew that you or someone else wanted them to stop? If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group. This includes tattoos, e-mails, pictures, flags, and so on.

54. [Ask if Q34 = "Yes" AND Q53 = "Yes"] Did they continue displaying these materials even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by displaying something that threatens or insults a racial/ethnic group. This includes tattoos, e-mails, pictures, flags, and so on.

55. [Ask if Q34 = "Yes" AND ((Q53 = "No" OR Q53 = Not answered) OR (Q53 = "Yes" AND (Q54 = "No" OR Q54 = Not answered)))] **Do you think most people know that displaying these materials would be offensive to military members in certain racial/ethnic groups?**

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group.

56. [Ask if Q35 = "Yes"] **Do you think they ever knew that you or someone else wanted them to stop?** If more than one person did this, do you think any of them ever knew?

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group.

57. [Ask if Q35 = "Yes" AND Q56 = "Yes"] **Did they continue these insults even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by insulting your racial/ethnic group.

58. [Ask if Q35 = "Yes" AND ((Q56 = "No" OR Q56 = Not answered) OR (Q56 = "Yes" AND (Q57 = "No" OR Q57 = Not answered)))] **Do you think most people know that these insults would be offensive to military members in certain racial/ethnic groups?**

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

59. [Ask if Q36 = "Yes"] **Do you think they ever knew that you or someone else wanted them to stop?** If more than one person did this, do you think any of them ever knew?

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

60. [Ask if Q36 = "Yes" AND Q59 = "Yes"] **Did they continue using this stereotype even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by using a stereotype about your racial/ethnic group. Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.

61. [Ask if Q36 = "Yes" AND ((Q59 = "No" OR Q59 = Not answered) OR (Q59 = "Yes" AND (Q60 = "No" OR Q60 = Not answered)))] **Do you think most people know that using this stereotype would be offensive to military members in certain racial/ethnic groups?**

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group.

62. [Ask if Q37 = "Yes"] **Do you think they ever knew that you or someone else wanted them to stop?** If more than one person did this, do you think any of them ever knew?

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group.

63. [Ask if Q37 = "Yes" AND Q62 = "Yes"] **Did they continue making this comment even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making a comment about a physical characteristic of your racial/ethnic group.

64. [Ask if Q37 = "Yes" AND ((Q62 = "No" OR Q62 = Not answered) OR (Q62 = "Yes" AND (Q63 = "No" OR Q63 = Not answered)))] **Do you think most people know that this comment would be offensive to military members in certain racial/ethnic groups?**

- ☒ Yes
☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk.

65. [Ask if Q38 = "Yes"] **Do you think they ever knew that you or someone else wanted them to stop?** If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk.

66. [Ask if Q38 = "Yes" AND Q65 = "Yes"] **Did they continue making this comment even after they knew that you or someone else wanted them to stop?**

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making a comment about the way people in your racial/ethnic group talk.

67. [Ask if Q38 = "Yes" AND ((Q65 = "No" OR Q65 = Not answered) OR (Q65 = "Yes" AND (Q66 = "No" OR Q66 = Not answered)))] **Do you think most people know that making this comment would be offensive to military members in certain racial/ethnic groups?**

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity.

68. [Ask if Q39 = "Yes"] **Do you think they ever knew that you or someone else wanted them to stop?** If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity.

69. [Ask if Q39 = "Yes" AND Q68 = "Yes"] **Did they continue showing you a lack of respect even after they knew that you or someone else wanted them to stop?**

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity.

70. [Ask if Q39 = "Yes" AND ((Q68 = "No" OR Q68 = Not answered) OR (Q68 = "Yes" AND (Q69 = "No" OR Q69 = Not answered)))] **Do you think most people know that showing you a lack of respect because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?**

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity.

71. [Ask if Q40 = "Yes"] **Do you think they ever knew that you or someone else wanted them to stop?** If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity.

72. [Ask if Q40 = "Yes" AND Q71 = "Yes"] **Did they continue excluding you even after they knew that you or someone else wanted them to stop?**

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by excluding you from an activity because of your race/ethnicity.

73. [Ask if Q40 = "Yes" AND ((Q71 = "No" OR Q71 = Not answered) OR (Q71 = "Yes" AND (Q72 = "No" OR Q72 = Not answered)))] **Do you think most people know that excluding you from an activity because of your race/ethnicity would be offensive to military members in certain racial/ethnic groups?**

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity.

74. [Ask if Q42 = "Yes" AND Q43 = "Yes"] **Do you think they ever knew that you or someone else wanted them to stop?** If more than one person did this, do you think any of them ever knew?

☒ Yes

☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity.

75. [Ask if Q42 = "Yes" AND Q43 = "Yes" AND Q74 = "Yes"] Did they continue the offensive action or comments even after they knew that you or someone else wanted them to stop?

☒ Yes
☒ No

You indicated that, after [X date], someone from work made you uncomfortable, angry, or upset by directing an offensive action or comment at another person because of their race/ethnicity.

76. [Ask if Q42 = "Yes" AND Q43 = "Yes" AND ((Q74 = "No" OR Q74 = Not answered) OR (Q74 = "Yes" AND (Q75 = "No" OR Q75 = Not answered)))] Do you think most people know that the action or comment would be offensive to many military members?

☒ Yes
☒ No

Earlier you answered questions about upsetting or offensive things that someone from work did since [X Date].

77. [Ask if Q31 = "Yes" OR Q32 = "Yes" OR Q33 = "Yes" OR Q34 = "Yes" OR Q35 = "Yes" OR Q36 = "Yes" OR Q37 = "Yes" OR Q38 = "Yes" OR Q39 = "Yes" OR Q40 = "Yes" OR Q41 = "Yes" OR (Q42 = "Yes" AND Q43 = "Yes")] Do you consider any of the things you experienced to be racial/ethnic harassment?

☒ Yes
☒ No

78. The next question will ask about some of your experiences. Please consider the following things that someone from work did:

- [Ask if Q45 = "Yes" OR Q46 = "Yes"] Told racial/ethnic jokes
- [Ask if Q48 = "Yes" OR Q49 = "Yes"] Used an offensive racial/ethnic term
- [Ask if Q51 = "Yes" OR Q52 = "Yes"] Claimed that their race/ethnicity is better than others
- [Ask if Q54 = "Yes" OR Q55 = "Yes"] Displayed something that threatens or insults a racial/ethnic group
- [Ask if Q75 = "Yes" OR Q76 = "Yes"] Directed an offensive action or comment at another person because of their race/ethnicity

79. [Ask if Q45 = "Yes" OR Q46 = "Yes" OR Q48 = "Yes" OR Q49 = "Yes" OR Q51 = "Yes" OR Q52 = "Yes" OR Q54 = "Yes" OR Q55 = "Yes" OR Q75 = "Yes" OR Q76 = "Yes"] Thinking about the workplace experiences that made you uncomfortable, angry, or upset you, was the upsetting or offensive behavior directed at...

☒ Your racial/ethnic group?
☒ Someone else's racial/ethnic group?
☒ Both your racial/ethnic group and another racial/ethnic group?

The next questions ask if someone from work treated you unfairly because of your race/ethnicity and if they would have treated someone of a different race/ethnicity better.

80. Since [X Date], did someone give you a lower military performance evaluation because of your race/ethnicity?

☒ Yes
☒ No

81. [Ask if Q80 = "Yes"] What led you to believe that the person gave you a lower military performance evaluation because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	☒	☒
b. The person said or did something showing they dislike your racial/ethnic group.	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	☒	☒

82. Since [X date], did someone make it harder for you to get a military award because of your race/ethnicity? This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.

☒ Yes
☒ No

83. [Ask if Q82 = "Yes"] What led you to believe that the person made it harder for you to get a military award because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	☒	☒

	Yes	No
b. The person said or did something showing they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	☒	☒

84. Since [X Date], did someone make it harder for you to get a military promotion because of your race/ethnicity?

☒ Yes

☒ No

85. [Ask if Q84 = "Yes"] What led you to believe that the person made it harder for you to get a military promotion because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	☒	☒

86. Since [X Date], did someone from the military make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.

☒ Yes

☒ No

87. [Ask if Q86 = "Yes"] What led you to believe that the person made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒

	Yes	No
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.....	☒	☒

88. Since [X Date], did someone assign you to an undesirable military unit, installation, or country because of your race/ethnicity?

☒ Yes

☒ No

89. [Ask if Q88 = "Yes"] What led you to believe that the person assigned you to an undesirable military unit, installation, or country because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.....	☒	☒

90. Since [X Date], did someone assign you to either an undesirable or unimportant military task because of your race/ethnicity?

☒ Yes

☒ No

91. [Ask if Q90 = "Yes"] What led you to believe that the person assigned you to either an undesirable or unimportant military task because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒

	Yes	No
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.....	☒	☒

92. Since [X Date], did someone **make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?**

☒ Yes

☒ No

93. [Ask if Q92 = "Yes"] What led you to believe that the person made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.....	☒	☒

94. Since [X Date], did someone **give you an unfair military training evaluation or grade because of your race/ethnicity?**

☒ Yes

☒ No

95. [Ask if Q94 = "Yes"] What led you to believe that the person gave you an unfair military training evaluation or grade because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒

	Yes	No
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.....	☒	☒

96. Since [X Date], did someone **deny your military leave, pass, or liberty request because of your race/ethnicity?**

☒ Yes

☒ No

97. [Ask if Q96 = "Yes"] What led you to believe that the person denied your military leave, pass, or liberty request because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.....	☒	☒

98. Since [X Date], did someone from the military **punish you unfairly because of your race/ethnicity?** For example, you were disciplined more harshly for misconduct than someone of another race/ethnicity.

☒ Yes

☒ No

99. [Ask if Q98 = "Yes"] What led you to believe that the person punished you unfairly because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.....	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.....	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.....	☒	☒

	Yes	No
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	☒	☒

The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services.

100. Since [X Date], did someone in one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity?

- ☒ Yes
☒ No

101. [Ask if Q100 = "Yes"] What led you to believe that the person provided worse service or fewer benefits to you because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.	☒	☒
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	☒	☒

102. Since [X Date], did someone from the military restrict your options for scheduling your military requirements because of your race/ethnicity? For example, scheduling drill days or military training.

- ☒ Yes
☒ No

103. [Ask if Q102 = "Yes"] What led you to believe that the person restricted your options for scheduling your military requirements because of your race/ethnicity? Mark "Yes" or "No" for each item.

	Yes	No
a. The person made a comment showing they took your race/ethnicity into account.	☒	☒
b. The person said or did something showing that they dislike your racial/ethnic group.	☒	☒

	Yes	No
c. The person treated you worse than other people in the same situation who were of a different race/ethnicity.	☒	☒
d. You suspect it was due to your race/ethnicity, because it is common for people in the military to mistreat people of your race/ethnicity.	☒	☒

Earlier you answered questions about unfair things that someone from work has done since [X Date].

104. [Ask if Q80 = "Yes" OR Q82 = "Yes" OR Q84 = "Yes" OR Q86 = "Yes" OR Q88 = "Yes" OR Q90 = "Yes" OR Q92 = "Yes" OR Q94 = "Yes" OR Q96 = "Yes" OR Q98 = "Yes" OR Q100 = "Yes" OR Q102 = "Yes"] Do you consider any of the things that happened to you to be racial/ethnic discrimination?

- ☒ Yes
☒ No

105. Based on your answers earlier, it appears that, in the past 12 months, at least one person acted in a way that created an upsetting or unfair work environment.

Please consider the following things that someone from work did, and select the one situation or set of related events that bothered you most. The next questions will ask for additional information about these experiences. Mark "Yes" or "No" for each item.

	Yes	No
a. [Ask if Q31 = "Yes"] Told racial/ethnic jokes.	☒	☒
b. [Ask if Q32 = "Yes"] Used an offensive racial/ethnic term.	☒	☒
c. [Ask if Q33 = "Yes"] Claimed that their race/ethnicity is better than others.	☒	☒
d. [Ask if Q34 = "Yes"] Displayed something that threatens or insults a racial/ethnic group.	☒	☒
e. [Ask if Q35 = "Yes"] Insulted your racial/ethnic group.	☒	☒
f. [Ask if Q36 = "Yes"] Used a stereotype about your racial/ethnic group.	☒	☒
g. [Ask if Q37 = "Yes"] Made a comment about a physical characteristic of your racial/ethnic group.	☒	☒
h. [Ask if Q38 = "Yes"] Made a comment about the way people in your racial/ethnic group talk.	☒	☒
i. [Ask if Q39 = "Yes"] Showed you a lack of respect because of your race/ethnicity.	☒	☒
j. [Ask if Q40 = "Yes"] Excluded you from an activity because of your race/ethnicity.	☒	☒

	Yes	No
k. [Ask if Q41 = "Yes"] Threatened or physically assaulted you because of your race/ethnicity.....	☒	☒
l. [Ask if Q42 = "Yes" AND Q43 = "Yes"] Directed an offensive action or comment at <u>someone else</u> because of their race/ethnicity.....	☒	☒
m. [Ask if Q80 = "Yes"] Gave you a lower military performance evaluation because of your race/ethnicity.....	☒	☒
n. [Ask if Q82 = "Yes"] Made it harder for you to get a military award because of your race/ethnicity.....	☒	☒
o. [Ask if Q84 = "Yes"] Made it harder for you to get a military promotion because of your race/ethnicity.....	☒	☒
p. [Ask if Q86 = "Yes"] Made it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity.....	☒	☒
q. [Ask if Q88 = "Yes"] Assigned you to an undesirable military unit, installation, or country because of your race/ethnicity.....	☒	☒
r. [Ask if Q90 = "Yes"] Assigned you to either an undesirable or unimportant military task because of your race/ethnicity	☒	☒
s. [Ask if Q92 = "Yes"] Made it difficult or impossible for you to get a military training opportunity because of your race/ethnicity.....	☒	☒
t. [Ask if Q94 = "Yes"] Gave you an unfair military training evaluation or grade because of your race/ethnicity	☒	☒
u. [Ask if Q96 = "Yes"] Denied your military leave, pass, or liberty request because of your race/ethnicity.....	☒	☒
v. [Ask if Q98 = "Yes"] Punished you unfairly because of your race/ethnicity.....	☒	☒
w. [Ask if Q100 = "Yes"] Provided worse service or fewer benefits to you because of your race/ethnicity.....	☒	☒
x. [Ask if Q102 = "Yes"] Restricted your options for scheduling your military requirements because of your race/ethnicity.....	☒	☒

Think about the situation or set of related events you selected in the previous question that bothered you the most as you answer the following items.

106. [Ask if [INCIDENTF] = "Yes"] During the course of the situation you have in mind, how often did the behavior(s) occur?

- ☒ Once
☒ Occasionally
☒ Frequently
☒ Still occurring

107. [Ask if [INCIDENTF] = "Yes"] Where did this situation occur?

- ☒ At a military installation (for example, on base)
☒ Some behaviors occurred at a military installation and some did not
☒ Not at a military installation (for example, off base)

108. [Ask if [INCIDENTF] = "Yes"] Did the situation occur... Mark "Yes" or "No" for each item.

	Yes	No
a. At your military work (the place where you perform your military duties)?.....	☒	☒
b. During duty hours?.....	☒	☒
c. In a military work environment where members of your racial/ethnic background are uncommon?	☒	☒
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?.....	☒	☒
e. While you were deployed?	☒	☒

109. [Ask if [INCIDENTF] = "Yes"] How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.

	At least one	None
a. Unknown race/ethnicity.....	☒	☒
b. Multiracial/ethnic individual(s)	☒	☒
c. White.....	☒	☒
d. Black or African American.....	☒	☒
e. American Indian or Alaska Native	☒	☒
f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese).....	☒	☒
g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro).....	☒	☒
h. Spanish/Hispanic/Latino	☒	☒

110. [Ask if [INCIDENTF] = "Yes"] Was/were the offender(s)... Mark one answer for each item.

	Don't know	No	Yes
a. Someone in your chain of command?	☒	☒	☒
b. Other military person(s), not in your chain of command, of higher rank/grade than you?	☒	☒	☒

	Don't know		
	No		
	Yes		
c. Your military coworker(s)?	☒	☒	☒
d. Your military subordinate(s)?	☒	☒	☒
e. Other military person(s)?	☒	☒	☒
f. DoD/DHS civilian employee(s)?	☒	☒	☒
g. DoD/DHS civilian contractor(s)?	☒	☒	☒
h. A civilian from the local community?	☒	☒	☒
i. Unknown person(s)?	☒	☒	☒

111. [Ask if [INCIDENTF] = "Yes"] As a result of the situation, did you... Mark "Yes" or "No" for each item.

	No	
	Yes	
a. Request a transfer?	☒	☒
b. Think about getting out of your National Guard/Reserve component?	☒	☒

112. [Ask if [INCIDENTF] = "Yes"] Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.

	No	
	Yes	
a. Someone in your chain of command	☒	☒
b. Someone in the chain of command of the offender	☒	☒
c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	☒	☒
d. Other person or office with responsibility for follow-up	☒	☒

[Ask if [INCIDENTF] = "Yes" AND Q112 d = "Yes"] Please specify the other person or office with responsibility for follow-up. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

113. [Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes")] What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

	No	
	Yes	
a. To prevent it from happening again	☒	☒
b. To prevent it from happening to someone else	☒	☒
c. To punish the person	☒	☒
d. To make your chain of command situationally aware	☒	☒
e. To reduce any impact on your evaluation or promotion	☒	☒
f. To make your military work environment a better place	☒	☒
g. To transfer yourself or the offender out of your unit	☒	☒
h. Other reason	☒	☒

[Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes") AND Q113 h = "Yes"]

Please specify the other reason(s) you reported the situation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

114. [Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes")] How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. Availability of information about how to follow-up on a report	☒	☒	☒	☒	☒
b. Treatment by personnel handling your report	☒	☒	☒	☒	☒
c. Amount of time it took/is taking to resolve your report	☒	☒	☒	☒	☒
d. How well you were/are kept informed about the progress of your report	☒	☒	☒	☒	☒

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
e. Degree to which your privacy was/is being protected.....	☒	☒	☒	☒	☒
f. The reporting process overall.....	☒	☒	☒	☒	☒

[Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes") AND Q114 f = "Dissatisfied" OR "Very dissatisfied"] Please specify why you were dissatisfied with the reporting process overall. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

115. [Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes")] Do you know the outcome of your report?

- ☒ Yes
☒ No
☒ Does not apply; it is still in process

116. [Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes") AND Q115 = "Yes"] Was your report found to be true?

- ☒ Yes
☒ No
☒ They were unable to determine whether your report was true or not

117. [Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes") AND Q115 = "Yes"] How satisfied were you with the outcome of your report?

- ☒ Very satisfied
☒ Satisfied
☒ Neither satisfied nor dissatisfied
☒ Dissatisfied
☒ Very dissatisfied

[Ask if (INCIDENTF) = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes") AND Q115 = "Yes" AND (Q117 = "Dissatisfied" OR Q117 = "Very dissatisfied")] Please specify why you were dissatisfied with the outcome of your report. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

118. [Ask if [INCIDENTF] = "Yes" AND Q112 any a–d = "Yes" AND Q115 = "Yes"] In response to your report, was official action taken against... Mark one answer for each item.

	Don't know	No	Yes
a. You?	☒	☒	☒
b. One or more of the person(s) who bothered you?	☒	☒	☒

[Ask if [INCIDENTF] = "Yes" AND (Q112 a = "Yes" OR Q112 b = "Yes" OR Q112 c = "Yes" OR Q112 d = "Yes") AND Q115 = "Yes" AND Q118 a = "Yes"] Please specify the official action taken against you in response to your report. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

119. [Ask if [INCIDENTF] = "Yes"] Was the situation corrected?

- ☒ Yes
☒ No

[Ask if [INCIDENTF] = "Yes" AND Q119 = "Yes"] Please specify how or in what way the situation was corrected. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

120. [Ask if [INCIDENTF] = "Yes"] As a result of the situation, did you experience any... Mark one answer for each item.

	Don't know		
	No		
	Yes		
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?.....	☐	☐	☐
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?.....	☐	☐	☐

[Ask if [INCIDENTF] = "Yes" AND Q120 b = "Yes"] Please specify in what way you experienced social retaliation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

121. [Ask if [INCIDENTF] = "Yes" AND (Q112a = "No" OR Q112 a = Not answered OR Q112 b = "No" OR Q112 b = Not answered OR Q112 c = "No" OR Q112 c = Not answered OR Q112 d = "No" OR Q112 d = Not answered)] What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? "Yes" or "No" for each item.

	No	
	Yes	
a. You thought it was not important enough to report.	☐	☐
b. You did not know how to report.	☐	☐
c. You felt uncomfortable making the report.	☐	☐
d. You took care of the problem yourself.	☐	☐
e. You did not think anything would be done.	☐	☐
f. You thought you would not be believed.	☐	☐
g. You thought reporting would take too much time and effort.	☐	☐
h. You thought you would be labeled a troublemaker.	☐	☐
i. You thought it would make your work situation unpleasant.	☐	☐
j. You thought your performance evaluation or chance for promotion would suffer.	☐	☐
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	☐	☐
l. You were afraid of retaliation/reprisals from your chain of command.	☐	☐
m. You were encouraged to withdraw your report.	☐	☐

	No	
	Yes	
n. You did not know the identity of the person(s) who did it.	☐	☐
o. Situation only involved civilian(s) off an installation.	☐	☐
p. Other reason(s).....	☐	☐

[Ask if [INCIDENTF] = "Yes" AND (Q112a = "No" OR Q112a = Not answered OR Q112b = "No" OR Q112b = Not answered OR Q112c = "No" OR Q112c = Not answered OR Q112d = "No" OR Q112d = Not answered) AND Q121 p = "Yes"] Please specify the other reason(s) why you did not report the situation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

PERSONNEL POLICY AND PRACTICES

122. Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially? Mark one answer for each item.

	Don't know		
	No		
	Yes		
a. Senior leadership of my National Guard/Reserve component.....	☐	☐	☐
b. Senior leadership of my installation/ship.....	☐	☐	☐
c. My immediate military supervisor.....	☐	☐	☐

123. Has the military paid too much or too little attention to... Mark one answer for each item.

	Too little attention		
	The right amount of attention		
	Too much attention		
a. Racial/ethnic harassment and discrimination?	☐	☐	☐
b. Sexual harassment and discrimination?	☐	☐	☐
c. Religious harassment and discrimination?	☐	☐	☐
d. Other harassment and discrimination?	☐	☐	☐

124. Does your immediate military supervisor pay too much or too little attention to... Mark one answer for each item.

	Too little attention		
	The right amount of attention		
	Too much attention		
a. Racial/ethnic harassment and discrimination?	☒	☒	☒
b. Sexual harassment and discrimination?	☒	☒	☒
c. Religious harassment and discrimination?	☒	☒	☒
d. Other harassment and discrimination?	☒	☒	☒

125. In your opinion, if someone in the military reported racial/ethnic harassment and discrimination, would their chances of getting promoted be...

- ☒ The same?
☒ Better?
☒ Worse?

126. In your military work group, to what extent... Mark one answer for each item.

	Very large extent				
	Large extent				
	Moderate extent				
	Small extent				
	Not at all				
a. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?	☒	☒	☒	☒	☒
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	☒	☒	☒	☒	☒
c. Would people be able to get away with racial/ethnic harassment and discrimination?	☒	☒	☒	☒	☒
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	☒	☒	☒	☒	☒

127. At your National Guard/Reserve installation/duty station... Mark "Yes" or "No" for each item.

	Yes	No
a. Would you know how to report experiences of racial/ethnic harassment?	☒	☒
b. Would you know how to report experiences of racial/ethnic discrimination?	☒	☒
c. Is the availability of reporting hotlines publicized enough?	☒	☒

TRAINING

128. In the past 12 months, have you had training on racial/ethnic harassment and discrimination?

- ☒ Yes
☒ No

129. [Ask if Q128 = "Yes"] My National Guard/Reserve component's training... Mark one answer for each item.

	Does not apply/My training did not cover this					
	Strongly disagree					
	Disagree					
	Neither agree nor disagree					
	Agree					
	Strongly agree					
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.	☒	☒	☒	☒	☒	☒
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.	☒	☒	☒	☒	☒	☒
c. Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.	☒	☒	☒	☒	☒	☒

Does not apply/My training did not cover this

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

- d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.....
- e. Explains the process for reporting racial/ethnic harassment and discrimination.....
- f. Makes me feel it is safe to report offensive racial/ethnic situations.....
- g. Promotes cross-cultural awareness.....
- h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.....
- i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.....
- j. Promotes religious tolerance.....

130. [Ask if Q128 = "Yes"] In your opinion, how effective was the training you received in actually reducing or preventing racial/ethnic harassment and discrimination?

- ☒ Very effective
- ☒ Moderately effective
- ☒ Slightly effective
- ☒ Not at all effective

SOCIAL PERCEPTIONS

131. To what extent do you feel... Mark one answer for each item.

Very large extent

Large extent

Moderate extent

Small extent

Not at all

- a. Comfortable interacting with people from different racial/ethnic groups?.....
- b. Pressure from military members not to socialize with members of other racial/ethnic groups?.....
- c. The need to watch what you say when with people from different racial/ethnic groups?.....
- d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?.....
- e. Comfortable interacting with people with different religious beliefs than you?.....
- f. Pressure from military members to avoid socializing with members with different religious beliefs?.....
- g. Comfortable being open about your religious beliefs with other military members?.....

132. Do you agree with the ideals of organizations that... "Yes" or "No" for each item.

No

Yes

- a. Support the separation of people based on race/ethnicity?.....
- b. Warn of the dangers of interactions between people of different races/ethnicities?.....
- c. Point out the dangers of racial/ethnic diversity?.....

133. At your military duty station, to what extent...
Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem?	☒	☒	☒	☒	☒
b. Are hate crimes a problem?	☒	☒	☒	☒	☒
c. Are gangs a problem?	☒	☒	☒	☒	☒

[Ask if Q133 a = "Large extent" OR Q133 a = "Very large extent" OR Q133b = "Large extent" OR Q133 b = "Very large extent" OR Q133 c = "Large extent" OR Q133 c = "Very large extent"] Please specify the problems that exist at your military duty station. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

134. In the local community around your military duty station, to what extent... Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem?	☒	☒	☒	☒	☒
b. Are hate crimes a problem?	☒	☒	☒	☒	☒
c. Are gangs a problem?	☒	☒	☒	☒	☒

[Ask if Q134 a = "Large extent" OR Q134 a = "Very large extent" OR Q134 b = "Large extent" OR Q134 b = "Very large extent" OR Q134 c = "Large extent" OR Q134 c = "Very large extent"] Please specify the problems that exist in the local community around your military duty station. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

SOCIAL MEDIA USE

135. Do you use social media or online social networks (for example, Facebook, Twitter, LinkedIn, Snapchat)?

- ☒ Yes
☒ No

136. [Ask if Q135 = "Yes"] Does your National Guard/Reserve unit leadership, installation, or component use social media to communicate with you?

- ☒ Yes
☒ No

137. [Ask if Q135 = "Yes"] To what extent do you use social media sites to get information from your National Guard/Reserve unit leadership, installation, or component?

- ☒ Very large extent
☒ Large extent
☒ Moderate extent
☒ Small extent
☒ Not at all

138. [Ask if Q135 = "Yes"] Have you ever witnessed a military member use a social media site as a tool to ridicule, abuse, or harm... Mark "Yes" or "No" for each item.

	Yes	No
a. Another military member?	☒	☒
b. Your leadership?	☒	☒
c. Your Reserve component?	☒	☒
d. The DoD as a whole?	☒	☒

139. [Ask if Q135 = "Yes" AND (Q138 a = "Yes" or Q138 b = "Yes" or Q138 c = "Yes" or Q138 d = "Yes")] Did you report this misuse of a social media site?

- ☒ Yes
☒ No
☒ Does not apply; someone else reported

140. [Ask if Q135 = "Yes"] In cases where someone witnesses a military member using social media sites to ridicule, abuse, or harm, is there an established way to report this misuse?

- ☒ Yes
☒ No
☒ Don't know

141. [Ask if Q135 = "Yes" AND Q140 = "Yes"] Please specify the established way(s) to report social media misuse. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

142. [Ask if Q135 = "Yes"] To what extent do you use social media sites to communicate with... Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Other members of your unit?	☒	☒	☒	☒	☒
b. Leadership?	☒	☒	☒	☒	☒
c. Family?	☒	☒	☒	☒	☒
d. Friends?	☒	☒	☒	☒	☒

143. [Ask if Q135 = "Yes"] How often do you use social media sites at your military workplace?

- ☒ Very often
☒ Fairly often
☒ Sometimes
☒ Almost never
☒ Never

144. [Ask if Q135 = "Yes"] How concerned would you be if your military supervisor accessed your social network profile information?

- ☒ Not at all concerned
☒ Not very concerned
☒ Neutral
☒ Concerned
☒ Very concerned

145. [Ask if Q135 = "Yes"] In your current military workplace, do each of the following people belong to your online social network? Mark one answer for each item.

	Yes	No	Don't know
a. Immediate supervisor	☒	☒	☒
b. Senior leader	☒	☒	☒
c. Military coworkers	☒	☒	☒
d. Family of military coworkers	☒	☒	☒

146. To what extent do you agree or disagree that access to social media sites should not be allowed during military work hours?

- ☒ Strongly agree
☒ Agree
☒ Neither agree nor disagree
☒ Disagree
☒ Strongly disagree

147. Does your military workplace have a formal policy restricting the use of social media sites during military work hours?

- ☒ Yes
☒ No
☒ Don't know

148. [Ask if Q147 = "Yes"] If there is a policy that forbids all use of social media sites during military work hours, do members of your military work group generally abide by the policy? Mark one.

- ☒ Yes
☒ No
☒ Don't know

MILITARY/CIVILIAN COMPARISONS

149. In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

- ☒ Much less often
☒ Less often
☒ About the same
☒ More often
☒ Much more often

150. In your opinion, have race/ethnic relations in our nation gotten better or worse during the last five years?

- ☒ Better today
☒ About the same as five years ago
☒ Worse today

151. [Ask if Q7 > 5] In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

- ☒ Much less often
☒ Less often
☒ About the same
☒ More often
☒ Much more often

152. [Ask if Q7 > 5] In your opinion, have racial/ethnic relations overall in the military gotten better or worse during the last five years?

- ☒ Better today
☒ About the same as five years ago
☒ Worse today

FURTHER BACKGROUND INFORMATION

153. Please indicate your religious affiliation by selecting from the list below. *If your religion is not listed, please select "Other".*

Please indicate your religious affiliation by selecting from the list below. *If your religion is not listed, please select "Other".*

[Ask if Q153 = "Other"] Please indicate your religious affiliation. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others.

TAKING THE SURVEY

154. Thank you for participating in the survey. There are no more questions on this survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not include any Personally Identifiable Information (PII) that could identify yourself or others. Your comments will be viewed and considered as policy deliberations take place. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated.

155. [Ask if (Q1 = "No, I separated or retired on or before December 28, 2015")] Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer(s). To submit your answers, click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail WEO-Survey@mail.mil, or send a fax to 1-763-268-3002.

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14. ABSTRACT The 2016 Workplace and Equal Opportunity Survey of Reserve Component Members was designed to fulfill the Congressional mandate outlined in Title 10 U.S. Code Section 481 to conduct Joint Service quadrennial assessments of race/ethnic issues. .One of the key features of the survey is the ability to derive estimated past year rates of racial/ethnic harassment/discrimination. Additional survey content includes effectiveness of policies and programs to improve relations among different racial/ethnic groups, effectiveness of reporting processes for complaints, and diversity and inclusion climate. This tabulation volume provides an introduction to the survey, cross tabulations of the survey responses, and a copy of the survey instrument. Results are tabulated by Service, paygrade, gender, race/ethnicity, reserve program, and deployment status. Reporting categories within Service are further broken out by race/ethnicity and paygrade.						
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