

SYNOPSIS OF CONTENTS

PURPOSE: To obtain data on the Spanish-ethnic soldier's self-concept (a group of attitudes and beliefs that an individual maintains about himself), attitudes toward Army personnel, and problems and needs.

SUMMARY OF FINDINGS:

1. Differences in self-concept were found for both rank and ethnic group membership.
2. Puerto Rican enlisted men reported significantly more problems and needs as compared to Chicano, Black, and White enlisted men.
3. The data on attitudes toward Army personnel of all ethnic groups show that Chicano, Puerto Rican, and Black enlisted men had more negative attitudes than White enlisted men, but the three minority groups did not differ among themselves.
4. Significant ethnic group and rank differences were found on several items within each subsection of the Enlisted Personnel Questionnaire of the survey.

CONCLUSION: Spanish-ethnic groups are not experiencing Army life identically, and it is probably a mistake to talk about the Spanish-ethnic soldier in the Army. It is more appropriate to consider the experiences of Puerto Ricans and Mexican-Americans, or Chicanos, separately since they report different kinds of problems as well as different numbers of men experiencing problems.

RECOMMENDATION: The Army should make an attempt to develop procedures for dealing with the difficulties Spanish-speaking soldiers, primarily, Puerto Ricans, have with the language.

FINAL REPORT

A STUDY OF THE SPANISH-ETHNIC SOLDIER:

ATTITUDES, PROBLEMS, NEEDS

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EXECUTIVE SUMMARY

Introduction

Although there are approximately 47,000 Spanish-speaking soldiers in the U.S. Army, there is little information on how they experience Army life. The present study was designed to obtain data on the Spanish-ethnic soldier's self concept (a group of attitudes and beliefs that an individual maintains about himself), attitudes toward Army personnel, and problems and needs.

The findings of previous research on civilians from Spanish-ethnic backgrounds (primarily Mexican-Americans) have characterized them as possessing negative or low self-concept. This negative self-concept may be the result of discrimination against persons from Spanish backgrounds by the other American ethnic groups. Another explanation is that persons from a Spanish background experience competing pressures to become Anglicized and to retain their Spanish heritage, and this conflict is manifested in a negative self-concept. Negative self-concept does not cause, but is often related to, a negative attitude in general.

Methodology

LJA constructed the Army Experience Survey, an instrument composed of an adapted Berger Self-Acceptance Scale, Problems and Needs Scale, Attitudes Toward Army Personnel Scale, and an adapted Enlisted Personnel Questionnaire to assess the attitudes, problems, and needs of the Spanish-ethnic soldiers. The survey was given to approximately 1,000 Spanish-ethnic soldiers and 600 Black, White, and "Other" soldiers of four stateside Posts and five communities in Germany. Instructions for taking the survey and all survey items

were in both English and Spanish. Each testing session was conducted by one English speaking and one bilingual LJA researcher.

Analyses of variance and chi-square analyses were performed on the data obtained on the first three scales of the survey. The Enlisted Personnel Questionnaire was analyzed by the chi-square procedure only.

Findings

Differences in self-concept were found for both rank and ethnic group membership. Chicano¹ and Puerto Rican² enlisted men were lower in self-concept than Black and White enlisted men, but the two Spanish-ethnic groups did not differ from each other. NCOs had higher self-concept than enlisted men within each ethnic group.

Puerto Rican enlisted men reported significantly more problems and needs as compared to Chicano, Black, and White enlisted men. Chicano enlisted men expressed more problems and needs than White but did not differ from Black enlisted men. Differences among NCOs were between Whites and each of the minority groups (Chicanos, Puerto Ricans, and Blacks). The types of problems that differed among the groups were slow promotions, limited educational opportunities, harsh discipline, discrimination in housing, and difficulties with civilian merchants and police.

The data on attitudes toward Army personnel of all ethnic groups show that Chicano, Puerto Rican, and Black enlisted men had more negative attitudes

¹The term Chicano is used to refer to American citizens of Mexican-American heritage in keeping with the current usage by some Mexican-Americans. No racial or ethnic slur is intended.

²The term Puerto Rican is used to refer American citizens who were born in Puerto Rico or who identify themselves as such.

than White enlisted men, but the three minority groups did not differ among themselves. Chicano and Puerto Rican NCOs had less positive attitudes than White NCOs but more positive attitudes than Black NCOs. Blacks had the least positive attitudes among NCOs.

Significant ethnic group and rank differences were found on several items within each sub-section of the Enlisted Personnel Questionnaire of the survey. Puerto Rican and Chicano enlisted men reported experiencing some discrimination in the community, and Puerto Ricans have a dismal outlook about the racial situation in the Army. A large percentage of each ethnic group reported that they did not know the Equal Opportunity Regulations nor the name of the Equal Opportunity Officer. Puerto Rican and Chicano enlisted men and NCOs felt that educational and promotional opportunities were too limited for their group. They felt that there were too few Spanish-speaking lawyers, MPs, and workers in the PX. Spanish-speaking enlisted men felt that there were not enough books oriented towards Spanish culture in the Post library. Approximately half the Spanish-speaking soldiers view Race Relations Seminars as somewhat effective in reducing racial tension in the Army.

INTRODUCTION

Current estimates by the Department of Defense indicate that there are approximately 47,000 Spanish-surnamed soldiers in the U.S. Army. This represents about 5% of the total Army. Because of the relative paucity of information on this sizeable block of soldiers, this study was conducted to obtain data on (1) how the Spanish-ethnic soldier views himself in relation to the Army as a whole; (2) the Spanish-ethnic soldier's attitudes, values, and perceptions of the Army's race relations programs and his relationships with his non-Spanish-ethnic peers and superiors; and (3) the influence of self-concept on behavior, perceptions, and attitudes.

The term self-concept as used in the present study means a group of attitudes and beliefs that an individual maintains about himself. These attitudes, while personal, are strongly determined by the person's interpersonal experiences. Negative experiences in interpersonal behavior are most likely to lead to negative attitudes and feelings toward self. The opposite would be expected to result from positive interpersonal experiences.

Researchers have pointed to ethnic discrimination as a cause of the frequently reported low or negative self-concept of certain minority groups (Clark & Clark, 1939; Williams & Byars, 1968). These researchers suggested that to the extent that minority group individuals internalize stereotypes and negative attitudes held by the majority, the minority group members will suffer lowered self-concept. While many studies have documented the relationship between the lowered self-concept of blacks and majority group attitudes toward Blacks, there have been far fewer studies of this relationship with other minority groups. Specifically, little research in this area has been conducted with subjects of Spanish descent.

Attitudes Toward Spanish Ethnics

Most of the research to date has related to attitudes toward Spanish-ethnics, particularly Mexican-Americans. Simmons (1961) has documented the negative evaluations of Mexican-Americans held by Anglo-Americans. Most Anglo-Americans expressed the assumption that Mexican-Americans are essentially inferior, undependable, irresponsible, childlike, indolent, unclean, and deceitful. Further, he found that Mexican-Americans tended to concede the superiority of Anglo-American ways and consequently to define Mexican ways as undesirable, inferior, and disreputable. However, Mexican-Americans seem to possess a fierce racial pride.

Guzmán (1967) in the report of the Mexican-American study suggests that one of the causes of the negative attitudes toward Mexican-Americans is their portrayal in movies and other media as villainous, untrustworthy characters with shifty eyes and criminal proclivities. However, he points out that there is some contradictory images such as those in textbooks which have expounded a different view of the Mexican-American as a sweet, peasant-type person who is courteous, direct, and trustworthy.

Guzmán further points out that Mexican-Americans still remain in a kind of no-man's land between the full acceptance accorded persons of European stock and the outright rejection Blacks have come to expect. He proposes that the strong sense of ethnic identification and differences of language and culture have enabled the Mexican-American to endure exclusion and discrimination without shattering resentment.

Because of their racial pride and because Anglos are much more favorable to Mexican-Americans than to either Puerto Ricans or Blacks, Mexican-Americans

tend to display strong feelings of superiority and a desire to maintain social distance from these groups. There is more of a tendency to identify with the higher status Whites and keep their distance from Puerto Ricans and Blacks.

In a study to determine the relative amount of prejudice toward Mexican and Negro Americans, Pinkey (1963) found that although Mexican-Americans and Negroes suffered from discrimination, Mexican-Americans were discriminated against significantly less than Negroes.

Few studies have been conducted on attitudes toward Puerto Ricans and other Spanish-ethnics. However, Puerto Ricans are generally regarded as loud, aggressive, uncouth, irresponsible, and unprepared for living in the city or in a northern climate. Further, they are viewed less positively than Mexican-Americans (Guzmán, 1967).

Self-Concept

If one accepts the hypothesis that discrimination predisposes one to a lowered self-concept, the reported negative attitudes toward Mexican-Americans and even less favorable attitudes toward Puerto Ricans and Blacks would lead one to predict that in comparison to Anglos, the Mexican-American self-concept would be lower. However, it would be higher than the self-concept of Negroes and Puerto Ricans.

Several researchers have investigated the self-concept of Spanish-ethnics in relation to Anglos and Blacks. Dworkin (1965) conducted a study on the stereotypes and self-image held by native-born and foreign-born Mexican-Americans. Mexican-Americans born in Mexico (FBMA) had significantly more positive self-images than Mexican-Americans born in the U.S. (NBMA). NBMA described themselves as (a) emotional, (b) unscientific, (c) authori-

tarian, (d) materialistic, (e) old-fashioned, (f) short, fat, and dark, (g) poor and of a low social class, (h) having little care for education, (i) mistrusted, (j) proud, and (k) lazy, indifferent, and unambitious, while the FBMA viewed themselves as (a) proud, (b) religious, (c) having strong family ties, (d) athletic, (e) gregarious, (f) friendly, (g) happy, (h) field worker, (i) racially tolerant, (j) short, fat, and dark, (k) practical, and (l) well-adjusted. The author attributed his findings to differences in the groups' definition of their present social situation, that is, whether they employed their prior socio-economic status in the dominant society as a standard of evaluation.

Peterson and Ramírez (1971) found that Blacks and Mexican-Americans reported higher real-ideal self disparity scores than Anglos, an indication of low self-concept.³ They state that the young Mexican-American is under great pressure on the one side from Anglo-Americans to abandon his Mexican heritage, and on the other side, from parents, relatives, and friends to abandon the Anglo culture. The result is a person characterized by indecision, conflict, and self-rejection (Peterson & Ramírez, 1971). Zirkel and Moses (1971) reported that Puerto Rican fifth and sixth graders have self-concepts that are lower than Blacks and Whites as measured by the Coopersmith Self-Esteem Inventory. Blacks and Whites did not differ in that study. Most of the studies reviewed for this paper had children as subjects since research on the self-concept of minority adolescents and youth (with the exception of Blacks) has not been reported in the literature.

³The real-ideal self disparity is a measure of the difference between the way a person ideally would like to be and the way he actually views himself.

Some other investigators have presented results that indicate either that there is no difference in self-concept between Whites and minority group members (Carpenter & Busse, 1969; Kerensky, 1967), or that minority group children have higher self-concept than Whites (Soares & Soares, 1969).

In a study based on interviews with students, teachers, parents and administrators and three sets of socio-psychological instruments designed to measure self-concept of Mexican-American students, Carter (1968) concluded that there was nothing to support the belief that Mexican-American students saw themselves more negatively than Anglo students. This was in spite of the obvious fact that teachers and administrators believed them to be inferior and concluded that they saw themselves this way. Carter suggests that the Mexican-American student maintains and supports a positive self-concept and that the too-ready acceptance of the low self-concept hypothesis serves to protect educators from the in-depth examination of other problems relative to the success or failure of Mexican-Americans in school.

With the conflicting evidence to date, obviously one cannot give a definitive answer to the question of ethnic group differences in self-concept.

Personality theorists and investigators generally acknowledge that a person's attitudes in a given situation are governed by how he feels about himself. It then follows that an investigation of attitudes may be more meaningful if self-concept is examined at the same time. The attitudes of interest in the present study are those held by men of Spanish descent who are serving in the Army. Do their attitudes differ from Blacks and Whites? Do the sub-groups of Spanish-Americans differ in their attitudes toward Army life in experienced problems and needs and self-concept? Also of interest

is whether the men of Spanish descent experience the same degree of problems and needs as Black and White Army personnel. These questions formed the focus of the present research effort.

METHOD

Subjects

The subjects for this study were selected on the basis of ethnic background (Black, Spanish surname, and White) and pay grades (E2-E9, 01-04). The majority of Spanish surnamed soldiers fell into two major categories: Mexican-American or Chicano and Puerto Rican.

The remainder of the Spanish-surnamed soldiers were Latin Americans: Cubans, Dominicans, Panamanians, and South Americans (N = 40). Table 1 presents the sample requested for the study.

The action officers at the various posts had difficulty completing the sample requirements especially for the Spanish officers and non-commissioned officers. In some instances, these action officers oversampled enlisted men in an attempt to obtain the number of Spanish-surnamed men requested.

The distribution of the men who reported to the test sites and supplied LJA with usable data is presented in Table 2. These totalled 1,469 soldiers: 891 Chicanos and Puerto Ricans, 263 Blacks, and 315 Whites. Approximately 60 persons are not included in this Table due to a variety of reasons: failure to supply personal data, failure to answer the survey, and one person was a WAC.

Table 1

PERSONNEL REQUESTED AT EACH POST

<u>Army Posts</u>	<u>Spanish</u>			
	<u>Total</u>	<u>Officers</u>	<u>Non-Coms</u>	<u>Enlisted</u>
Fort Jackson	265	25	50	190
Fort Ord	265	25	50	190
Fort Carson	265	25	50	190
Fort Hood	265	25	50	190
Germany	500	50	100	350
<u>Black</u>				
	<u>Total</u>	<u>Officers</u>	<u>Non-Coms</u>	<u>Enlisted</u>
Fort Jackson	40	5	10	25
Fort Ord	40	5	10	25
Fort Carson	40	5	10	25
Fort Hood	40	5	10	25
Germany	100	10	30	60
<u>White</u>				
	<u>Total</u>	<u>Officers</u>	<u>Non-Coms</u>	<u>Enlisted</u>
Fort Jackson	40	5	10	25
Fort Ord	40	5	10	25
Fort Carson	40	5	10	25
Fort Hood	40	5	10	25
Germany	100	10	30	60
GRAND TOTALS	2080	210	440	1430

Table 2

THE OBTAINED SAMPLE OF ARMY PERSONNEL

<u>Army Posts</u>		<u>Puerto Rican and Chicano</u>		
	<u>Total</u>	<u>Officers</u>	<u>Non-Coms</u>	<u>Enlisted</u>
Fort Jackson	77	3	40	34
Fort Ord	110	9	35	66
Fort Carson	202	3	58	141
Fort Hood	149	11	40	98
Germany	353	8	44	301
<u>Black</u>				
	<u>Total</u>	<u>Officers</u>	<u>Non-Coms</u>	<u>Enlisted</u>
Fort Jackson	47	4	16	27
Fort Ord	45	6	15	24
Fort Carson	18	0	6	12
Fort Hood	50	3	16	31
Germany	103	15	25	63
<u>White</u>				
	<u>Total</u>	<u>Officers</u>	<u>Non-Coms</u>	<u>Enlisted</u>
Fort Jackson	59	6	22	31
Fort Ord	61	7	21	33
Fort Carson	41	6	14	21
Fort Hood	50	6	13	31
Germany	104	23	14	67
GRAND TOTALS ^a	1469	110	379	980

^aOne hundred thirty-one men classified themselves racially as Other, and 18 men omitted this item.

Instruments

A Personal Data Questionnaire and an Army Experience Survey were administered to each subject. Both of these were printed in English and Spanish. The English version was printed on the left page and the Spanish version was printed on the right page of the open booklets.

The personal data questionnaire consisted of 15 questions concerning the subjects' place and date of birth, marital status, pay grade and other data which were important for the classification and analysis of responses to the survey. A copy is presented in Appendix D.

The Army Experience Survey consisted of four different sections. Section I was a modified form of the Berger (1952) Self-Acceptance Scale, a 36-item instrument designed to obtain an index of an individual's perception of himself. LJA altered the sentence structure to make the sentences less complex, however, the original five-point self-rating scale was maintained. For this section respondents indicated whether a statement was Never, Seldom, Sometimes, Frequently or Always true of themselves.

Section II of the survey instrument was a Problems and Needs Scale, developed by the present investigators to (1) assess the problems experienced by men in the Army, and (2) to infer needs from these expressed problems. The items were selected so as to tap the areas of Promotion and Education, Military Discipline, Discrimination in Housing, Interactions with Civilians, Services, Interactions with Army Personnel, Social Life and Recreation, and Language Facility (Comprehension and Speaking). Section II contained descriptions of 27 potential problem situations of which nine were worded positively and eighteen worded in a negative fashion. An example of a

positive item is: "When I report a problem, my superior takes action on it."

An example of a negative item is: "The civilian police seem to harrass me and other members of my ethnic group." These items were developed by LJA in consultation with Army personnel and the Army Research Institute.

The distribution of the 27 items in the Problems and Needs Scale among the subareas of the scale is given below. The actual question number is used to assist the reader in locating the item in the survey booklet (Appendix D). The subareas of the scale are:

Promotion and Education	Q.42, Q.47
Military Discipline	Q.37, Q.44, Q.62
Discrimination in Housing	Q.41
Interactions with Civilians	Q.49, Q.57, Q.59
Services	Q.38, Q.46, Q.60, Q.61, Q.63
Social Life and Recreation	Q.39, Q.43, Q.45, Q.56
Language Facility	Q.53, Q.54
Interactions with Army Personnel	Q.40, Q.48, Q.50, Q.51, Q.52, Q.55, Q.58

Section III of the survey instrument was the Attitudes Toward Army Personnel Scale which was developed by the LJA staff. The purpose of this scale was to measure the attitudes of soldiers toward Spanish-ethnics, toward Blacks and/or Whites, toward relations between officers and minority soldiers, and toward interactions between Spanish-ethnic soldiers and others. The investigators did not use the terms Chicano, Mexican-American, nor Puerto Rican in this survey. Rather, the terms Spanish-speaking and Spanish-ethnic were used. An example of the items used in the scale is: "Spanish soldiers from different countries get along well among themselves." A five-point

self-rating scale from Never to Always was used to assess the extent to which a man believed the statement agreed with his experience.

The breakdown of the items in the Attitudes Toward Army Personnel Scale into subscales is as follows:

Attitudes Toward Spanish-ethnic Army Personnel:

Q.65, Q.69, Q.71, Q.73, Q.76, Q.78, Q.79, Q.80, Q.81, Q.82

Attitudes Toward Blacks and/or Whites:

Q.64, Q.66, Q.68, Q.72, Q.74, Q.85

Attitudes Toward Relations Among Spanish Ethnic, Blacks, and Whites

Q.67, Q.70, Q.75, Q.83, Q.84

Attitudes Toward Relations Between Officers and Minority Soldiers

Q.77

Section IV of the questionnaire was an adapted version of the Enlisted Personnel Questionnaire (Human Sciences Research, Inc., 1972) designed to measure the soldier's awareness of the Army Race Relations and Equal Opportunity Programs. There were 68 items selected for inclusion in this modified version. This section was arranged in a multiple-choice pattern. An example of an item in Section IV is "In general, race relations in the Army are: (a) good (b) fair (c) poor." Some items were of the Yes-No variety. In some instances on this scale, men wrote in the answer "Don't know" when they had no knowledge of the information sought in an item. The areas of military life covered by Section IV are: (1) General Perception of the Army's Race Problems (2) Regulations and Procedures, (3) Promotion/Selection, (4) Military Justice, (5) Services and Products Available on Post, (6) Equal Opportunity Officer, (7) Off-Post Housing, (8) Race Relations Education and (9) Race Relations Seminars and Councils. The four sections of this survey may be found in Appendix D.

Procedure

Two teams of LJA researchers were in the field simultaneously administering the survey instrument. For each team, one member was bilingual (English and Spanish) and the other spoke only English. In order to standardize the procedure at each post, introductions of researchers, description of the survey and its purpose, and instructions for responding to the questions in the survey were read to the soldiers by each member of the team in Spanish and in English. A copy of the standardized instructions used by the LJA scientist administering the survey is presented on pages 1 and 2 of the Army Experience Survey (Appendix D).

At each post several testing sessions were conducted over a four-day period. The size of the groups tested in any one session varied from 25 to 100. Since the men at all locations were highly cooperative, two test administrators had little difficulty dispensing and collecting materials.

The men were encouraged to work carefully and to answer all questions. Their answers were recorded on an IBM Digitek (optic scan) answer sheet.

Statistical Analyses

Sections I, II, and III (Berger Self-Acceptance, Problems and Needs, and Attitudes Toward Army Personnel - dependent variables) were each subjected to an analysis of variance to determine whether the variance of the dependent variable was explained by variation in the independent variables (ethnic group and rank). Paired comparisons between means on Sections I, II, and III were accomplished with the Newman-Keuls test. The data from Section IV did not lend themselves to these statistical approaches.

A chi-square analysis was performed on Section II, Section III, and

Section IV (Enlisted Personnel Questionnaire) of the survey. The chi-square test of independence tests whether there is a significant degree of association between two variables arranged in a row x column bivariate frequency distribution. If the null hypothesis (that there is independence) holds, the distribution of the observations should be the same within the columns. For example, if the row variable were the various alternatives on a multiple choice question and the column variable were various ethnic groups, the percentage of the people within each group selecting the various alternatives (levels of the row variable) would be equal if there were independence. A significant departure from independence suggests that the alternative a person selects is related to his ethnic group membership. Simply put, a significant chi-square value in the present example suggests that the groups responded differently on the multiple-choice items.

RESULTS

The results obtained in each of the first three parts of the survey, The Berger Self Acceptance Scale, The Problem and Needs Scale and the Attitudes Toward Army Personnel Scale are presented in Tables 3, 4, and 5 respectively.

In Table 3, it may be observed that lower scores reflecting lower self-concept were obtained by Mexican-Americans or Chicanos and Puerto Ricans, as compared to the scores of Black and White enlistees. This pattern was not observed among NCOs and officers. Due to the heterogeneity of variances on this scale ($F_{\max} = 2.45$; $p > .05$), the significance of these differences could not be measured.⁴ This deviation from homogeneity may be attributed primarily to the great disparity in the number of men of each rank and ethnic group who were available for the study.

As shown by the results on the Problems and Needs Scale summarized in Table 4, enlistees of all ethnic groups perceived more needs and problems than men of other ranks. The variances on this scale also proved heterogeneous ($F_{\max} = 3.10$; $p > .05$).

Table 5 presents the data for performance on the Scale of Attitudes Toward Army Personnel. These results suggest that enlistees of minority groups tended to have more negative attitudes toward Army personnel than did their White counterparts. In addition, it may be observed that these Puerto Rican, Mexican-American, and Black enlisted men had less positive attitudes toward

⁴Homogeneity of variance is a basic assumption underlying the analysis of variance models. It refers to the degree to which variances of the different means are similar. See Winer, 1971 for further details.

Table 3

MEANS ($\bar{x}$) AND STANDARD DEVIATIONS (SD) OF ENLISTEES, NCOs, AND OFFICERS
OF FOUR ETHNIC GROUPS ON THE BERGER SELF-ACCEPTANCE SCALE

Rank	Ethnic Group			
	Mexican- American or Chicano	Puerto Rican	Black	White
E-2 - E-4				
$\bar{x}$	3.64	3.62	3.75	3.75
SD	.49	.45	.39	.44
n	447	193	157	183
E-5 - E-6				
$\bar{x}$	3.83	3.89	3.95	3.82
SD	.45	.42	.34	.48
n	137	44	65	63
E-7 - E-9				
$\bar{x}$	3.96	3.93	3.92	4.09
SD	.32	.36	.40	.34
n	25	11	13	21
Officers				
$\bar{x}$	4.05	3.97	4.17	3.91
SD	.39	.33	.29	.31
n	15	14	23	42

Table 4

MEANS ($\bar{x}$) AND STANDARD DEVIATIONS (SD) OF ENLISTEES, NCOs, AND OFFICERS
OF FOUR ETHNIC GROUPS ON THE PROBLEMS AND NEEDS SCALE

Rank	Ethnic Group			
	Mexican- American or Chicano	Puerto Rican	Black	White
E-2 - E-4				
$\bar{x}$	2.59	3.01	2.62	2.24
SD	.65	.64	.58	.59
n	447	193	157	183
E-5 - E-6				
$\bar{x}$	2.56	2.41	2.40	2.03
SD	.63	.67	.49	.58
n	137	44	65	63
E-7 - E-9				
$\bar{x}$	1.96	1.84	2.48	1.63
SD	.60	.65	.66	.55
n	25	11	13	21
Officers				
$\bar{x}$	1.99	2.01	2.55	1.75
SD	.33	.59	.45	.38
n	15	14	23	42

Table 5

MEANS ($\bar{X}$) AND STANDARD DEVIATIONS (SD) OF ENLISTEES, NCOs, AND OFFICERS
OF FOUR ETHNIC GROUPS ON THE ATTITUDES TOWARD ARMY PERSONNEL SCALE

Rank	Ethnic Group			
	Mexican- American or Chicano	Puerto Rican	Black	White
E-2 - E-4				
$\bar{x}$	3.13	3.10	3.13	3.48
SD	.47	.41	.42	.44
n	447	193	157	183
E-5 - E-6				
$\bar{x}$	3.28	3.28	3.21	3.46
SD	.53	.56	.41	.51
n	137	44	65	63
E-7 - E-9				
$\bar{x}$	3.66	3.70	3.24	3.99
SD	.53	.79	.40	.37
n	25	11	13	21
Officers				
$\bar{x}$	3.48	3.38	3.47	3.59
SD	.56	.57	.38	.41
n	15	14	23	42

Army personnel than did NCOs and officers of their own ethnic groups. A test of homogeneity of variance for these data yielded $F_{\max} = 4.50$, with $p > .05$. Thus, the significance of the observed differences in Table 5 was not tested.

In order to reduce the disparity in the sample sizes, the data were regrouped. All enlisted men E2-E4 were placed in one rank group while the NCOs, E5-E9, constituted the second rank. Given the relatively small number of officers surveyed, this group was deleted. The new means and standard deviations on each of the scales are presented in Tables 6, 7, and 8. Homogeneity of variance was observed on each of the three scales. On the Berger Self-Acceptance Scale, $F_{\max} = 1.0$, $p = .05$; on the Problems and Needs Scale, $F_{\max} = 1.0$, $p = .05$; and, on the Attitudes Toward Army Personnel Scale, $F_{\max} = .92$, $p < .05$.

The data of the NCOs and enlisted men were analyzed by a 4 x 2 factorial design. Factor one was rank (enlisted, E2-E4, and NCO, E5-E9). Factor two was ethnic group member (Chicano, Puerto Rican, Black, and White). Results of the analyses of variance are presented in Appendix A.

Berger Self-Acceptance Scale

The self-concept of men of different ranks varies significantly, according to the results obtained ($F = 61.92$, $df = 1, 1351$; $p < .001$). Enlisted men of all ethnic groups had lower self-images than did NCOs of their own or any other ethnic group. An analysis of differences among enlistees revealed that the self-concept of Puerto Ricans and of Chicanos was lower than the image held by Blacks and Whites. Spanish-ethnics did not differ among themselves, and neither did Blacks and Whites. Among NCOs of different ethnic origin there were no statistically significant differences in self-concept.

Table 6

MEANS ($\bar{x}$) AND STANDARD DEVIATIONS (SD) OF ENLISTEES AND NCOs
OF FOUR ETHNIC GROUPS ON THE BERGER SELF-ACCEPTANCE SCALE

Rank	Ethnic Group			
	Mexican- American or Chicano	Puerto Rican	Black	White
E-2 - E-4				
$\bar{x}$	3.64	3.62	3.75	3.75
SD	.48	.45	.39	.44
n	447	193	157	183
E-5 - E-9				
$\bar{x}$	3.85	3.89	3.95	3.89
SD	.43	.41	.34	.46
n	162	55	78	84

Problems and Needs Scale

The Problems and Needs Scale reflected a statistically significant difference between NCOs, and enlisted men ($F = 117.65$; $df = 1, 1357$; $p < .001$), and a statistically significant main effect for ethnic group ($F = 51.38$; $df = 3, 1351$; $p = < .001$). There was a significant interaction between rank and ethnic group ($F = 5.63$; $df = 3, 1351$, $p < .001$).

Comparisons between the mean performance of the groups was done by means of the Newman-Keuls technique. This analysis revealed that the differences between Puerto Rican and Black, Puerto Rican and Chicano, and Puerto Rican and White enlistees were significant beyond the .001 probability level. That is, Puerto Ricans expressed significantly more needs and problems than White enlistees ($p < .05$). There was a significant difference between Black and White enlistees on this scale ($p < .01$).

Among NCOs, problems and needs were expressed from fewest to greatest as follows: White, Chicano, Puerto Rican, and Black. Comparisons by means of the Newman-Keuls technique of the data obtained from NCOs revealed that the number of problems and needs as seen by Black NCOs was significantly greater than those expressed by Chicano ($p < .05$) and White NCOs ($p < .01$). The difference between Puerto Rican and White NCOs was significant ($p < .01$) as was that between Chicano and White NCOs. There were no differences between Puerto Rican and Chicano, nor between Puerto Rican and Black NCOs.

A chi-square analysis of responses to each item on the Problems and Needs Scale is summarized in Appendix B-36 through B-63. On 23 of the 27 items, enlistees of various ethnic origins differed significantly. A significantly large proportion of Puerto Rican enlistees reported the following types

Table 7

MEANS ($\bar{x}$) AND STANDARD DEVIATIONS (SD) OF ENLISTEES AND NCOs
OF FOUR ETHNIC GROUPS ON THE PROBLEMS AND NEEDS SCALE

Rank	Ethnic Group			
	Mexican- American or Chicano	Puerto Rican	Black	White
E-2 - E-4				
$\bar{x}$	2.59	3.01	2.62	2.24
SD	.65	.64	.58	.59
n	447	193	157	183
E-5 - E-9				
$\bar{x}$	2.21	2.30	2.41	1.93
SD	.63	.70	.52	.59
n	162	55	78	84

of problems which they attributed to their ethnic background: slow promotions, limited educational opportunities, harsh military discipline, discrimination in housing, and difficulties with civilian merchants and law officers. These soldiers also reported that there is a need as far as services, social life and recreation, communication and interactions with officers and other Army personnel are concerned.

Problem areas for Chicano enlistees are primarily those associated with services. Other areas which emerged as problematic for Chicano enlistees are those dealing with social life and recreation and educational opportunities.

On this scale of Problems and Needs, similar problems were reported by Spanish-ethnic NCOs of both groups. These are slow promotions, limited educational opportunities, and limited services.

Attitudes Toward Army Personnel Scale

The third analysis of variance dealt with the attitudes of enlisted men and NCOs of four ethnic groups toward Army personnel.

The attitudes of men of different pay grades E2-E4, differed significantly from those of NCOs E5-E9 ($F = 42.35$, $df = 1, 1351$; $p < .001$). It may be noted that the attitudes of each group of minority enlistees were significantly less positive than those of White enlistees on all items ($p < .01$), but Puerto Ricans, Chicanos, and Blacks did not vary among themselves.

NCOs, on the other hand, presented a different pattern. Again, each group of minority NCOs had less positive attitudes toward Army personnel than did White NCOs ($p < .01$). However, there were significant differences

Table 8

MEANS ($\bar{X}$) AND STANDARD DEVIATIONS (SD) OF ENLISTEES AND NCOs OF FOUR
ETHNIC GROUPS ON THE ATTITUDES TOWARD ARMY PERSONNEL SCALE

Rank	Ethnic Group			
	Mexican- American or Chicano	Puerto Rican	Black	White
E-2 - E-4				
$\bar{X}$	3.13	3.10	3.13	3.48
SD	.47	.41	.42	.45
n	447	193	157	183
E-5 - E-9				
$\bar{X}$	3.37	3.34	3.22	3.59
SD	.63	.55	.41	.53
n	162	55	78	84

among minorities. Puerto Rican and Chicano NCOs had a more positive attitude than Blacks ($p < .05$ and $p < .05$, respectively). Spanish-ethnic NCOs did not differ on this scale.

Six items on this scale were designed with the purpose of measuring the attitudes of Spanish-speaking soldiers toward Black and/or White personnel. On the three items referring specifically to Whites, NCOs of Spanish-ethnic origin, primarily Puerto Ricans, responded that White soldiers get away with doing less work than Spanish-speaking soldiers, act as if men of other ethnic groups are naturally dumber than they are, and do not give Spanish-speaking soldiers the respect they deserve.

On two of the items with specific reference to Black soldiers, a larger proportion of Puerto Rican than Chicano NCOs responded that Black soldiers are always good men to serve with in the Army. Almost twice as many Puerto Rican as Chicano NCOs reported that Black men respect Spanish-speaking soldiers as men.

Fewer Spanish-speaking than Black or White NCOs feel that officers in the Army attempt to understand the difficulties experienced by minority group soldiers.

As far as the relations between Spanish-speaking soldiers and White personnel are concerned, Chicano NCOs were much more positive than Puerto Rican or even White NCOs themselves. Spanish-ethnics did not vary much in their perceptions of the relations between Black personnel and Spanish-speaking personnel, but they were less positive than Black NCOs.

Spanish-ethnics responded less favorably to the idea of separate barracks for each ethnic group than Blacks or Whites.

Results on those items dealing with attitudes toward Spanish-ethnic Army personnel show that compared to the responses of Black and White NCOs, a significantly smaller percentage of Spanish-ethnic NCOs felt that Spanish is used to criticize an officer or soldier of other ethnic groups. It may also be observed that a significantly larger proportion of Spanish-ethnic and Black NCOs felt that members of other ethnic groups are suspicious when Spanish-ethnics talk in Spanish. White soldiers did not respond this way.

More Spanish-speaking soldiers than White responded that they are not happy with the Army the way it is. However, they did not appear to think Spanish soldiers do a bad job in the Army.

Enlisted Personnel Questionnaire

The chi-square analyses on Section IV, the Enlisted Personnel Questionnaire, reveal many differences between Spanish-speaking soldiers and other ethnic groups in the perception of the Army's racial situation and its equal opportunity and race relations programs (Appendix B, Table B-86 through B-94). In this subsection of the Questionnaire, Puerto Ricans and Chicanos were least likely to report that race relations in the Army are getting better. They believed that White soldiers are treated better than Spanish-speaking soldiers and minority groups in general. Puerto Ricans and Chicanos felt that the Army's equal opportunity programs have been neither helpful nor harmful for the Spanish-speaking soldier. A third of all Spanish-Speaking soldiers did not know what effect these Army programs have had on the lives of soldiers from their ethnic group.

More than 50% of all Spanish-speaking soldiers reported that at least some discrimination against Spanish-speaking soldiers exists in the civilian

community. Scanning the response pattern over the several items of this subsection of the Enlisted Personnel Questionnaire, one observes a tendency for the Puerto Ricans to have a higher percentage of men reporting a negative or dismal outlook of the racial situation in the Army than the Chicano soldiers, but the Black soldiers had the most negative outlook of all groups. The perceptions of the two Spanish groups differed only minimally from the ethnic group labeled "Other".

More than half of Puerto Rican and Chicano enlisted men reported that some or few of the Spanish-speaking soldiers know what the Army's equal opportunity and treatment regulations say. Most Whites, Blacks, and "Others" did not know how many Spanish-speaking soldiers know what the regulations say. Puerto Rican soldiers appeared to have been enough in touch with Black soldiers to have an opinion about how many Black soldiers know what the regulations say; this was not true of Chicanos, Whites, and "Others." Puerto Rican and Black enlisted men responded in a highly similar manner when asked how many White soldiers know about the regulations. More than half of both groups felt that some or most of the White soldiers know about the regulations.

There were non-significant differences among NCOs from the various ethnic groups on all items in this subsection.

The data from items 98 through 101 which deal with opportunities for promotion and selection for special training show ethnic group differences at both levels of rank (E2-E4 and E5-E6). Puerto Rican and Chicano enlisted men differed in opinion on the chances Blacks have for promotion compared to Whites. The majority of Puerto Rican and Black enlisted men believed that White soldiers have a better chance for promotion, while Chicanos were almost

evenly divided between believing that the chances are equal and believing that Whites have a better chance. Chicano and Puerto Rican NCOs were more similar to each other in opinion than they were to Blacks, and they tended to believe that chances are equal.

When the Spanish-speaking soldiers' chances for promotion were compared to White soldiers, more Puerto Ricans than Chicanos within both levels of rank believed that Whites have a better chance. It is clear that Puerto Rican and Black enlisted men had the opinion that Whites have a better chance for specialized technical training, but Chicanos were evenly divided between this opinion and an opinion of equal opportunity. However, approximately half of the Spanish groups believed that chances for learning a skill area in the Army that will help one get a good paying job as a civilian are equal for all groups.

The soldiers' perceptions of the equality of the military justice system in the Army (Appendix B, Tables B-102 - B-107) varied along ethnic group lines within both levels or rank. The majority of the two Spanish-speaking groups as well as of Whites and "Others" believed that the military justice system treats all groups equally fairly, but more Puerto Ricans and Blacks than Chicanos believed that most commanders apply the system fairly to Whites, but not to Black and Spanish-speaking soldiers. Chicano, Puerto Rican, and Black enlisted men were less likely than White and "Other" soldiers to believe that the punishments given under Article 15 are fair to all groups. The majority of Black NCOs believed that these punishments are fair for Whites, but unfair for others. Chicano and Puerto Rican enlisted men had a slightly stronger preference than Blacks for having a trained

enlisted man available to provide legal advice. The two Spanish groups did not know whether or not there are enough Spanish-speaking MPs.

The subsection on services and products available on Post includes data from items 108 through 128. The trend was for Puerto Rican and Chicano enlisted men and NCOs to respond that they have no opinion when asked if there are enough Black lawyers, commanders, teachers, or workers in the PX, but they tended to answer no when asked if there are enough Spanish-speaking personnel serving in these positions. Blacks tended to respond that there are not enough Blacks or Spanish-speaking personnel in these positions.

The same trends held when the question asked about the attention given to Black culture in entertainment, military dependent school, and in activities for wives -- Chicano, Puerto Rican, as well as White and "Other" soldiers had no opinion. When asked if enough attention is given to Spanish culture in the areas just mentioned, the majority of Chicano, Puerto Rican, and Black soldiers answered no.

Finally, Puerto Ricans, Whites, and "Others" had a slight tendency not to know if the Post library has books on Black history, books by Black authors, and books about military contributions by Blacks. Puerto Ricans and Chicanos differed in opinion on the availability of Spanish books -- the Puerto Ricans were more likely to respond that Spanish books are not available at the Post library.

The next subsection of Section IV contained questions about the Equal Opportunity Officer and his work (Appendix B, Tables B-129 through B-135). Most enlisted men did not know that there is an Equal Opportunity Officer, but most NCOs did know. The same trend held when the men were asked if they

know how to get in touch with him. NCOs and enlisted men of all ethnic groups did not know the name and rank of the Equal Opportunity Officer, consequently, the men were not sure how the various ethnic groups view the work of the Equal Opportunity Officer.

The soldiers' experience with discrimination in off-Post housing is assessed in items 136 through 139 (Appendix B, Tables B-136 - B-139). The trend was for Puerto Ricans and Chicanos of both levels of rank to view discrimination in off-Post housing as not serious for Blacks or for Spanish-speaking soldiers, and for Chicano and Puerto Rican E2s-E4s to report that the equal opportunity off-Post housing program has led to little or no improvement or that they do not know. All groups, except Blacks, responded that they do not know how much the equal opportunity programs have improved off-Post housing conditions for Black soldiers.

Items 140 through 145 deal with soldiers' experiences with race relations training (Appendix B, Tables B-140 - B-145). Almost half of the men in each ethnic group have had some course work on race relations, and most of them have received training at their present Post. This training has somewhat increased the understanding of racial problems and the causes of racial tension in the Army. The Chicanos and Puerto Ricans found that the discussions of the current racial situation supplemented with filmed or taped situations are most valuable to them.

The final subsection of the Enlisted Personnel Questionnaire (Section IV of the survey) deals with the Race Relations Council and Seminars (Appendix B, Tables B-146 - B-153). Approximately half of the Chicano and Puerto Rican NCOs believed that Race Relations Seminars are at least somewhat effective in reducing tensions in the Army. This belief is less strongly held

for Race Relations Councils. Chicanos and Puerto Ricans do not know how Black soldiers or White soldiers view Race Relations Councils or Seminars, but they responded that Spanish-speaking soldiers see Race Relations Councils and Seminars as neither helpful nor harmful.

Although the sample sizes for E-7 through E-9 and O-1 through O-4 were too small for reliable analysis, LJA performed chi-square analyses for these and all other ranks on all items of the Army Experience Survey. The results of these chi-squares are presented in Appendix C.

DISCUSSION AND CONCLUSIONS

In this chapter, we will attempt to provide an explanation and synthesis of findings reported in the preceding chapter. We will point out interrelationships among the several scales of the Army Experience Survey wherever possible. We will point out similarities and dissimilarities in response pattern between the two Spanish-ethnic groups, the Chicanos (Mexican-Americans) and the Puerto Ricans. We will also discuss the similarities and dissimilarities between these groups and the Black, White, and "Other" soldiers. The major emphasis throughout will be on the performance of the Spanish-ethnic soldiers.

It was reported that there were significant ethnic group and rank differences in self-concept. It appears that younger enlisted Chicanos and Puerto Ricans experience lower or negative self-concept. This kind of negative self-concept was reported for Mexican-American children in the study by Peterson & Ramirez (1971). The negative self-concept of younger Spanish-ethnic enlisted men are in agreement with past findings on the self-concept of Spanish-ethnics.

Since the Spanish-ethnic groups, especially the Puerto Ricans, report a high degree of problems and needs, it is likely that the experience of significant problems in both their military and civilian lives have had a negative effect of their self-concept. However, as these Puerto Rican and Chicano soldiers stay in the Army and move up in rank, their self-concepts may become more positive. As NCOs, they experience less problems and needs. Perhaps then, problems and needs are an important factor in the formation of the self-concept of the Spanish-ethnic soldiers. We find that among NCOs

self-concept does not differ along ethnic group lines. It seems possible that as the Spanish-ethnic soldier succeeds in the Army and increases in rank or pay grade, that he begins to take on more of the ways of Anglos and become more Anglicized. As this process occurs, his self-esteem may increase through identification with the majority group and the resulting acceptance by the majority group. Consequently, we find no differences among the self-concepts of the Spanish-ethnic groups and the White, Black, and "Other" NCOs. This process of becoming Anglicized is suggested by Peterson and Ramirez (1971).

The higher self-concept among Spanish-ethnic NCOs may also be the result of re-enlistment of high self-concept enlisted men. Thus, after the initial period of enlistment, Spanish-ethnic soldiers with low self-concept may leave the Army; those with positive self-concept may re-enlist and become NCOs.

Summarizing the results on self-concept, we find that only the younger Spanish-ethnic soldiers fit the pattern that has been reported in the literature -- that Spanish-ethnics have a negative or low self-concept. We cannot overlook the importance of socio-economic status for self-concept since the NCOs are at a higher socio-economic level than the enlisted men. Consequently, one would expect the NCOs to have a higher self-concept than the enlisted men on the basis of previous findings on the relationship between socio-economic level and self-concept. Dworkin (1965) reports findings that illustrate the importance of socio-economic status for the self-esteem (self-concept) of the Mexican-American.

The most pervasive problem for the Spanish-ethnic soldiers appears to be that of language. Puerto Ricans, especially, report difficulties in

communicating with their superiors, which cause them to receive poor assignments in the military and harsher discipline. The language problem leads them into problems in other areas as reflected by the data. For instance, they are more likely to have to wait a longer time to receive service at Post hospitals than men of other ethnic groups. This may be due to an inability to effectively communicate with the medic receiving them at the Post hospital. Consequently, they spend quite a bit of time trying to get medical attention from medics who cannot or will not determine what their medical need is.

Language could also be responsible for the reported difficulties in gaining educational opportunities and difficulties that Puerto Ricans experience with merchants and law officers in the civilian community. It is interesting to note that for these particular problems, differences are found between the two Spanish-ethnic groups. Chicanos appear to be less troubled with problems of language and communication, and, consequently, report less problems in gaining educational opportunities and in interactions with civilian merchants and police. It is most likely that the Chicanos, who for the most part are born and raised in the western and southwestern United States, begin speaking English earlier and adopt it as their primary language more so than the Puerto Ricans, many of whom come directly from Puerto Rico into the Army, or speak Spanish in the home.

One realizes that language difficulty is not the only explanation for the problems and needs experienced by Chicanos and Puerto Ricans when one observes that the Spanish-speaking NCOs, who have spent years in the Army, still report problems in the areas of promotion and educational opportunities.

They are competent in English, but NCOs from Spanish-ethnic backgrounds along with Black NCOs report high levels of problems and needs. One has to consider the possibility that discrimination against minority groups exists in the Army. These minority groups report that problems exist in the areas of education, services, the availability of items in the PX that are appropriate for men from minority groups, meals in the commissary that are desirable to men from different backgrounds, and religious services on Post.

It is important to note that certain types of problems experienced by the Spanish-ethnic groups tend to clear up as the men rise in pay grade. Problems such as unpleasant experiences in the community, discrimination in housing, and problems in the civilian community decrease with increased rank. Apparently, the NCOs learn how to deal more effectively than enlisted men with the civilians in the community surrounding the Post. However, NCOs of Spanish-ethnic background still feel that promotions are too slow in coming for men of their ethnic background and that educational opportunities are limited.

We have to conclude that the Spanish-ethnic groups are not experiencing Army life identically, and that it is probably a mistake to talk about the Spanish-ethnic soldier in the Army. It is more appropriate to consider the experiences of Puerto Ricans and Mexican-Americans, or Chicanos, separately since they report different kinds of problems as well as different numbers of men experiencing problems.

An interesting point about these differences between Chicanos and Puerto Ricans is that the Puerto Ricans tend to respond similarly to Blacks, more so than do Chicanos. Chicanos and White enlisted men report similar kinds of problems. This trend for a similarity between the Puerto Ricans and Blacks,

and Chicanos and Whites appears in other sections of the Army Experience Survey. This similarity may be due to the Anglicizing that the Chicanos undergo. Therefore, Chicanos would report experiencing Army life more similarly to White soldiers than Puerto Ricans would. This pattern tended to exist among the enlisted men more so than it did among the NCOs. Thus, the Puerto Rican enlisted men may be faced with the compounded difficulty of being discriminated against due to language problems and their similarity to Blacks.

Although the types of problems experienced differ between Chicanos and Puerto Ricans, enlisted men from the two groups tend to have similar attitudes toward Army Personnel as reported in Section III of the Army Experience Survey. In fact both groups of enlisted men, Chicanos and Puerto Ricans, do not differ significantly from Black enlisted men, but all three minority groups differ significantly in their attitudes from White enlisted men.

The fact that more White than Spanish-speaking enlisted men think that a positive relationship exists between Spanish-speaking and White soldiers may be due to the reluctance of the Spanish-speaking groups to express negative attitudes toward Whites. Since White enlisted men do not hear any negative attitudes being expressed by the Spanish-speaking enlisted men, they feel that the relationships are positive between Whites and Spanish-speaking soldiers. This difference in perception of the relationship between Spanish-speaking soldiers and Whites may be due to a lack of communication between the groups.

Among the NCOs, Chicanos, Puerto Ricans, and Blacks are less positive in their attitudes than are White NCOs. Furthermore, the similarity in attitudes observed among Puerto Ricans, Chicanos, and Black enlisted men does

not exist among NCOs. Puerto Ricans are more likely than are Chicanos to believe that Black soldiers are good soldiers. Again, this positive feeling between the Puerto Ricans and Blacks comes through. Puerto Rican NCOs believe that Black men in the Army show respect for Spanish-speaking soldiers. Chicano NCOs are more positive than Puerto Ricans in their outlook on the relationship between Whites and Spanish-speaking soldiers.

Spanish-ethnic enlisted men are not happy with the Army as it is today according to responses made on the Attitudes Toward Army Personnel Scale. In conversations with LJA Spanish-speaking researchers, they indicated that they hoped changes would occur in the way Army life is today. They also predicted confrontations between Spanish-speaking soldiers and soldiers of other ethnic groups if the situation does not improve. This suggests that there may be dissent building among Spanish-ethnic soldiers in the Army today. They believe that they are not treated as fairly as White and Black soldiers. Furthermore, they feel that difficulties are not of their own making, and that Spanish-speaking soldiers are doing a good job in the Army.

They believe that the Army should make an attempt to develop procedures for dealing with the difficulties Spanish-speaking soldiers, primarily Puerto Ricans, have with the language. One comment made was that the entrance exam should be given in Spanish in order to enable Spanish-speaking soldiers to obtain job placements that are more desirable. They believe that they do not demonstrate their true ability on the test due to difficulties with English.

The results of Section IV of the Army Experience Survey corroborates the findings of Sections II and III of the survey. Again, we see that the Spanish-ethnic soldiers, primarily Puerto Ricans, report that White soldiers

have better chances for promotions, while White soldiers tend to think that the chances are equal. The Spanish-ethnic soldiers agree with Black soldiers that punishments given under Article 15 are fair for Whites but not for minorities. In short, Spanish-speaking soldiers believe that Whites are getting a better deal in the Army than soldiers from Spanish-ethnic backgrounds. This belief tends to be stronger among enlisted men than among NCOs from Spanish-ethnic backgrounds. Even more striking is the number of Spanish-speaking soldiers who seem not to know that there is an Equal Opportunity Officer. One way that this communication can be increased is through discussions in the race relations training that the men are getting at the Post level. Spanish-ethnic soldiers believe that they are gaining some useful information from this race relations training.

Spanish-speaking soldiers believe that not enough attention is given to Spanish culture in several areas of Post life activities for their wives and dependents and in the entertainment activities. Puerto Ricans believe that there are not enough books by Spanish authors, and books about Spanish culture at the Post library.

On the basis of the data from Section IV of the survey, it appears that Spanish-ethnic groups believe that promotions are too difficult to obtain, that educational opportunities and opportunities for obtaining a skill area in the Army are difficult for Spanish-ethnic soldiers to obtain. Whites believe that chances are equal for all ethnic groups. Spanish-speaking soldiers and Blacks are in agreement that there is a lack of equality in the way that promotions, the military justice system, and educational and training opportunities are meted out to the several ethnic groups in the

Army. Specifically, minority group soldiers feel that the White soldiers are getting a much better deal than minority group soldiers.

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APPENDIX A:

Summary Tables for
Analyses of Variance

Table A-1

ANALYSIS OF VARIANCE OF PERFORMANCE
ON THE BERGER SELF-ACCEPTANCE SCALE BY ENLISTED
MEN AND NCOs OF FOUR ETHNIC GROUPS

Source	df	MS	F
Between			
Rank	1	12.34	61.92**
Ethnic Group	3	1.05	5.29**
Rank x Ethnic Group	3	0.16	0.82
Within Cells			
Error	1351	0.19	

**Significant at the .001 level or below.

Table A-2

ANALYSIS OF VARIANCE OF PERFORMANCE
ON THE PROBLEMS AND NEEDS SCALE
BY ENLISTED MEN AND NCOs OF
FOUR ETHNIC GROUPS

Source	df	MS	F
Between			
Rank	1	45.97	117.65**
Ethnic Group	3	19.91	51.38**
Rank x Ethnic Group	3	2.18	5.63**
Within Cells			
Error	1351	0.39	

**Significant at the .001 level or below.

Table A-3

ANALYSIS OF VARIANCE OF PERFORMANCE ON THE
ATTITUDES TOWARD ARMY PERSONNEL SCALE
BY ENLISTED MEN AND NCOs OF FOUR ETHNIC GROUPS

Source	df	MS	F
Between			
Rank	1	9.45	42.35**
Ethnic Group	3	8.20	36.75**
Rank by Ethnic Group	3	0.42	1.88
Within Cells			
Error	1351	0.22	

**Significant at the .001 level or below.

APPENDIX B:

Percent Responses by Rank and Ethnic Group
for Each Item in Sections II Through IV
of the Army Experience Survey

Table B-37
PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 37. My superiors punish me when I form a group with men from my own ethnic background.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	62.3	50.3	58.3	65.7	63.0
b.	13.2	18.8	16.0	16.6	9.8
c.	13.9	16.2	12.2	11.0	13.0
d.	5.4	5.8	5.1	3.3	3.3
e.	5.2	8.9	8.3	3.3	10.9

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	76.6	67.4	64.6	79.4	84.0
b.	9.5	9.3	13.8	12.7	4.0
c.	10.2	16.3	13.8	4.8	4.0
d.	.7	4.7	4.6	1.6	8.0
e.	2.9	2.3	3.1	1.6	0.0

Non-significant χ^2

The differences among groups of enlistees, E2-E4, on this item are not significant. Hence, further interpretations and generalizations are not warranted.

The same is true of the data obtained on NCOs, E5-E6.

Table B-38

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 38. I can get records which I really want in the PX.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	42.4	69.8	23.6	19.2	38.0
b.	20.4	15.6	21.0	23.7	21.7
c.	23.1	10.4	34.4	29.9	26.1
d.	7.2	1.6	10.8	16.9	5.4
e.	7.0	2.6	10.2	10.2	8.7

$$\chi^2 = 140.09, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	31.4	41.9	9.2	14.3	20.0
b.	19.7	25.6	30.8	17.5	24.0
c.	32.1	23.3	44.6	19.0	28.0
d.	6.6	4.7	7.7	19.0	4.0
e.	10.2	4.7	7.7	19.0	24.0

$$\chi^2 = 43.88, \text{ df} = 16, p < .01$$

Over 69% of Puerto Rican and 42% of Chicano enlistees feel that they never can obtain records at the PX. This is a significantly greater problem for Spanish ethnic enlisted men than it is for their Black and White counterparts

Over 50% of the NCOs, E5-E6, of each Spanish ethnic group never or seldom find records they really want.

Table B-39

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 39. I can find girls from my ethnic group to take out on dates in the nearby civilian community.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	44.0	43.5	29.9	27.9	37.8
b.	16.4	22.5	21.7	25.1	16.7
c.	19.1	19.9	23.6	18.4	27.8
d.	9.9	6.3	8.9	17.3	6.7
e.	10.6	7.9	15.9	11.2	11.1

$$\chi^2 = 41.97, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	34.8	42.9	16.9	17.7	50.0
b.	17.8	19.0	12.3	9.7	4.2
c.	24.4	21.4	23.1	27.4	25.0
d.	5.9	9.5	13.8	17.7	12.5
e.	17.0	7.1	33.8	27.4	8.3

$$\chi^2 = 38.16, \text{ df} = 16, p < .01$$

Dating girls of their own ethnic group constitutes a much greater problem for Spanish ethnic soldiers of both rank groups than it is for Black and White enlistees and NCOs. Spanish ethnics of both groups tend to see the problem in the same way.

Table B-40

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 40. My experience with Army personnel from other ethnic backgrounds has been pleasant.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	11.6	16.8	14.0	12.0	12.9
b.	14.5	12.6	15.9	13.1	17.2
c.	36.5	38.9	33.1	30.6	26.9
d.	21.7	17.9	24.2	31.7	28.0
e.	15.7	13.7	12.7	12.6	15.1

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.4	7.0	1.5	9.5	8.0
b.	9.5	4.7	4.6	7.9	8.0
c.	37.2	32.6	40.0	27.0	24.0
d.	24.1	25.6	35.4	38.1	24.0
e.	24.8	30.2	18.5	17.5	32.0

Non significant χ^2

The differences among groups of enlistees, E2-E4, on this item are not significant. Hence, further interpretations and generalizations are not warranted.

The same is true of the data obtained on NCOs, E5 - E6.

Table B-41

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 41. If I wanted to locate off-base housing, I would be discriminated against.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	36.1	25.3	27.7	49.7	44.6
b.	27.4	13.2	17.4	25.4	17.4
c.	25.7	28.4	30.3	15.5	26.1
d.	5.7	13.7	12.3	5.0	6.5
e.	5.1	19.5	12.3	4.4	5.4

$$\chi^2 = 100.87, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	44.5	40.9	16.9	55.6	44.0
b.	21.9	13.6	13.8	23.8	20.0
c.	20.4	20.5	40.0	17.5	12.0
d.	8.8	13.6	26.2	0.0	4.0
e.	4.4	11.4	3.1	3.2	20.0

$$\chi^2 = 62.29, \text{ df} = 16, p < .01$$

Enlistees of Puerto Rican origin perceive discrimination in off-base housing as more of a difficulty than any other group. Chicano enlistees do not appear to differ significantly from White enlistees. In the case of NCOs, more Blacks perceived this as a problem than NCOs of other origins. The proportion of Chicano NCOs responding frequently or always is much greater than Chicano enlistees.

Table B-42

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 42. I have difficulty gaining a promotion due to my ethnic background.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.4	24.1	41.3	63.3	32.6
b.	15.1	11.5	14.8	13.3	16.8
c.	18.3	23.0	16.8	12.8	22.1
d.	10.5	13.1	12.3	6.1	10.5
e.	14.6	28.3	14.8	4.4	17.9

$\chi^2 = 84.19$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	55.5	45.5	30.8	66.7	68.0
b.	13.9	13.6	15.4	12.7	8.0
c.	13.9	15.9	23.1	9.5	16.0
d.	6.6	11.4	28.2	1.6	0.0
e.	10.2	13.6	4.6	9.5	0.6

$\chi^2 = 42.27$, df = 16, p < .01

Puerto Rican enlistees feel most strongly that their ethnic background is an impediment to promotions. Fifteen percent of Chicano and of Black enlistees have the same feeling while only four percent of White enlistees responded that this was always true.

The feelings of the Puerto Rican NCOs are consistent to a lesser degree with those of the enlistees.

Table B-43

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 43. On the Post, I can find social and recreational activities in which I like to participate.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	24.7	31.3	21.0	20.2	24.5
b.	15.1	20.3	7.6	23.0	14.9
c.	31.0	27.6	30.6	24.0	31.9
d.	13.7	10.9	20.4	18.6	13.8
e.	15.5	9.9	20.4	14.2	14.9

$\chi^2 = 36.85$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	11.7	13.6	4.6	15.9	16.0
b.	13.9	9.1	20.0	11.1	12.0
c.	30.7	34.1	35.4	25.4	28.0
d.	17.5	15.9	20.0	23.8	20.0
e.	26.3	27.3	20.0	23.8	24.0

Non-significant χ^2

Over 50% of the Puerto Rican enlistees report that they can never or seldom ever find social and recreational activities in which they like to participate. This appears to be much less of a problem to enlisted men of other ethnic groups.

The differences among NCOs were minimal and thus not significant.

Table B-44

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 44. My superiors have given me unfair punishment because of my ethnic background.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	52.6	44.7	39.5	70.6	47.4
b.	15.0	11.6	20.4	13.3	18.9
c.	17.7	22.6	22.9	9.4	15.8
d.	7.3	11.6	8.3	4.4	5.3
e.	7.5	9.5	8.9	2.2	12.6

$\chi^2 = 55.31$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	66.4	52.3	50.0	77.8	64.0
b.	15.3	20.5	12.5	3.2	8.0
c.	12.4	18.2	23.4	11.1	12.0
d.	2.9	4.5	8.4	3.2	4.0
e.	2.9	4.5	4.7	4.8	12.0

non significant χ^2

The feeling that unfair punishment is given based on ethnic background is held by a relatively small number of enlistees of all ethnic groups. However, there are over 21% of Puerto Rican enlistees feel that this is always or frequently true in their cases. Fewer members of other groups feel this way.

NCOs of different ethnic origins did not differ significantly in their responses.

Table B-45

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 45. I find that there is a lack of recreational activities suitable to my cultural background in the nearby civilian town.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	19.9	16.2	19.9	27.2	30.9
b.	16.5	11.5	14.7	22.8	17.0
c.	22.6	18.8	16.7	23.3	19.1
d.	16.5	17.3	21.8	17.2	13.8
e.	24.6	36.1	26.9	9.4	19.1

$\chi^2 = 52.10$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	29.2	22.7	21.5	33.3	16.0
b.	19.0	13.6	18.5	17.5	24.0
c.	19.0	13.6	24.6	27.0	32.0
d.	18.2	15.9	21.5	12.7	16.0
e.	14.6	34.1	13.8	9.5	12.0

Non-significant χ^2

A lack of recreational activities suitable to their cultural background in the nearby civilian community constitutes a problem for over half of the enlisted men (responding always and frequently) of Spanish ethnic background. This seems to be a problem for only 26% of White enlistees. NCOs did not differ significantly in their perceptions.

Table B-46

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 46. The PX carries reading material appropriate to my taste and to my ethnic background.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	26.9	49.0	16.9	11.7	28.4
b.	14.4	19.8	13.0	16.2	14.7
c.	30.7	17.2	39.0	26.8	26.3
d.	12.6	6.8	12.3	25.1	20.0
e.	15.3	7.3	18.8	20.1	10.5

$$\chi^2 = 114.09, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	27.2	38.6	4.6	4.8	16.0
b.	12.5	15.9	26.2	15.9	24.0
c.	29.4	25.0	30.8	25.4	24.0
d.	15.4	13.6	24.6	23.8	12.0
e.	15.4	6.8	13.8	30.2	24.0

$$\chi^2 = 47.88, \text{ df} = 16, p < .01$$

Responses of never and seldom to this question on the availability of reading material are given by almost 70% of the Puerto Rican Soldiers as compared to 40% of Chicanos, 30% of Blacks, 28% of Whites, and 43% of members of "Other" ethnic groups.

This lack is also perceived by a greater number of Puerto Rican and Chicano NCOs than by NCOs of other ethnic groups.

Table B-47

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 47. My educational opportunities in the Army are determined by how well I speak English.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	28.7	12.4	46.5	52.0	20.2
b.	17.2	8.8	17.4	22.9	16.0
c.	21.9	19.2	21.3	15.6	19.1
d.	12.7	17.6	9.0	4.5	16.0
e.	19.5	42.0	5.8	5.0	28.7

$$\chi^2 = 178.47, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	37.2	15.9	58.3	41.9	28.0
b.	14.6	11.4	15.6	22.6	16.0
c.	22.6	18.2	20.3	22.6	32.0
d.	8.0	18.2	3.1	4.8	8.0
e.	17.5	36.4	4.7	8.1	16.0

$$\chi^2 = 44.16, \text{ df} = 16, p < .01$$

Fluency in English is seen as a criterion which frequently or always determines their educational opportunities by 60% of the Puerto Rican enlistees and 32% of the Chicano enlistees as opposed to 15% and 9% of Black and White enlistees respectively. Forty-five percent of enlisted men of "Other" ethnic groups report the same feeling.

Consistent with the responses of the enlisted men, 55% of the Puerto Rican NCOs and 25% of Chicano NCOs give responses of frequently or always to this item as compared to 8%, 13%, and 21% of Black, White, and "Other" NCOs.

Table B-48

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 48. I am harassed by troublemakers on the Post.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	44.5	26.4	56.4	43.7	47.4
b.	23.5	15.5	17.3	30.1	23.2
c.	19.7	29.5	12.8	15.8	17.9
d.	5.4	12.4	4.5	7.1	4.2
e.	6.9	16.1	9.0	3.3	7.4

$\chi^2 = 78.75$, df = 16, P < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	58.4	54.5	60.0	60.3	64.0
b.	21.2	13.6	21.5	15.9	24.0
c.	13.1	20.5	13.8	14.3	12.0
d.	3.6	2.3	1.5	6.3	0.0
e.	3.6	9.1	3.1	3.2	0.0

Non-significant χ^2

Responses of Spanish-ethnic enlistees on this item differ significantly. Sixteen per cent (16%) of the Puerto Rican soldiers respond that they are always harassed by troublemakers on the post as compared to 7% of Chicano soldiers. However, both of these groups perceived this as a much greater problem than do White enlistees. Responses of NCOs of different origins on this item do not differ significantly.

Table B-49

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 49. Merchants in the civilian community treat me discourteously because of my ethnic group.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicanos</u>	<u>Puerto Ricans</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.7	28.5	34.6	53.0	48.4
b.	22.5	21.2	14.1	23.2	26.3
c.	21.8	25.9	25.6	13.8	12.6
d.	6.5	11.4	13.5	6.6	5.3
e.	7.4	13.0	12.2	3.3	7.4

$\chi^2 = 57.89$, $df = 16$, $p < .01$

E-5 - E-6

	<u>Chicanos</u>	<u>Puerto Ricans</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	46.7	43.2	35.9	57.1	72.0
b.	25.5	25.0	20.3	30.2	4.0
c.	21.8	20.5	32.8	12.7	16.0
d.	2.2	6.8	7.8	0.0	8.0
e.	3.6	4.5	3.1	0.0	0.0

$\chi^2 = 29.91$, $df = 16$, $p < .05$

Difficulties with merchants in the civilian community are greatest for Puerto Rican and Black enlistees as compared to Chicano and White enlistees. The same is true for NCOs.

Table B-50

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 50. Finding an officer who would listen to the special problems I have in the Army that are due to my cultural background is difficult.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	23.9	21.2	27.1	34.3	27.2
b.	13.5	15.0	14.2	21.5	17.4
c.	21.8	22.8	16.1	19.9	22.8
d.	15.3	13.0	18.1	14.4	12.0
e.	25.5	28.0	24.5	9.9	20.7

$$\chi^2 = 34.92, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	40.9	45.5	27.7	76.2	60.0
b.	13.9	18.2	18.5	9.5	0.0
c.	16.1	18.2	18.5	9.5	0.0
d.	12.4	13.6	24.6	4.8	0.0
e.	16.8	4.5	7.7	0.0	20.0

$$\chi^2 = 20.77, \text{ df} = 16, p < .01$$

Chicano, Puerto Rican and Black enlisted men appear to frequently or always have difficulty finding an officer to whom they can talk. The same is true of NCOs.

Table B-51

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 51. When I report a problem, my superior takes action to correct it.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	16.0	22.0	14.7	11.0	21.3
b.	19.8	17.3	21.8	18.7	19.1
c.	31.7	29.3	33.3	33.0	31.9
d.	15.3	14.7	13.5	22.0	13.8
e.	17.3	16.8	16.7	15.4	13.8

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.9	6.8	9.2	9.5	12.0
b.	7.3	6.8	21.5	11.1	8.0
c.	29.9	18.2	30.8	20.6	36.0
d.	21.9	20.5	15.4	33.3	24.0
e.	29.9	47.7	23.1	25.4	20.0

Non-significant χ^2

The differences among groups of enlistees, E2 - E4, on this item are not significant. Hence, further interpretations and generalizations are not warranted.

The same is true of the data obtained on NCOs, E5 - E6.

Table B-52

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 52. I am cursed or otherwise insulted by Army personnel for dating a woman of another ethnic or racial group.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	62.5	62.1	58.3	63.0	69.2
b.	14.4	12.1	13.5	16.6	13.2
c.	12.8	11.1	15.4	9.4	11.0
d.	5.6	6.8	5.1	6.1	4.4
e.	4.7	7.9	7.7	5.0	2.2

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	69.1	70.5	55.4	56.5	80.0
b.	12.5	11.4	13.8	12.9	12.0
c.	8.1	13.6	23.1	25.8	4.0
d.	6.6	4.5	1.5	1.6	4.0
e.	3.7	0.0	6.2	3.2	0.0

Non-significant χ^2

The differences among groups of enlistees, E2 - E4, on this item are not significant. Hence, further interpretations and generalizations are not warranted.

The same is true of the data obtained on NCOs, E5 - E6.

Table B-53

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 53. My superiors and I cannot communicate due to my language weaknesses.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	67.3	35.2	66.0	78.7	64.5
b.	12.6	17.6	13.5	10.9	15.1
c.	12.3	18.7	10.3	7.1	11.8
d.	2.9	11.9	3.8	1.1	5.4
e.	4.9	16.6	6.4	2.2	3.2

$\chi^2 = 115.47$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	71.5	65.1	75.0	71.4	68.0
b.	13.1	11.6	10.9	14.3	16.0
c.	8.8	18.6	9.4	6.3	8.0
d.	1.5	2.3	0.0	4.8	8.0
e.	5.1	2.3	4.7	3.2	0.0

Non-significant χ^2

Communication problems with superiors due to language weaknesses are greatest for Puerto Rican enlistees. No significant differences among NCOs of different groups were obtained on this item.

Table B-54

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 54. My superiors assign me to undesirable jobs because they cannot understand me when I try to express my preferences.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	50.0	34.9	55.8	56.8	52.2
b.	17.1	13.0	10.9	18.0	17.4
c.	16.7	17.2	17.3	13.1	17.4
d.	6.8	15.6	7.1	4.4	5.4
e.	9.5	19.3	9.0	7.7	7.6

$\chi^2 = 53.37$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	69.3	72.1	64.6	71.4	72.0
b.	14.6	7.0	12.3	9.5	8.0
c.	8.8	14.0	15.4	11.1	16.0
d.	2.2	4.7	4.6	20.0	0.0
e.	5.1	2.3	3.1	4.8	4.0

Non-significant χ^2

A greater number of Puerto Rican enlistees of both groups report assignments to undesirable job.

NCOs did not differ significantly in their perception of this problem.

Table B-55

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 55. I have been called unacceptable names by my Army superiors.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicanos</u>	<u>Puerto Ricans</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	46.5	31.3	44.9	42.1	45.7
b.	15.5	15.1	14.7	20.2	20.2
c.	18.7	28.6	19.9	18.0	12.8
d.	9.9	12.5	12.8	12.6	13.8
e.	9.4	12.5	7.7	7.1	7.4

$\chi^2 = 27.19$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	56.9	53.5	44.6	52.4	64.0
b.	15.3	20.9	20.0	22.2	12.0
c.	18.2	11.6	27.7	19.0	12.0
d.	5.8	9.3	4.6	3.2	8.0
e.	3.6	4.7	3.1	3.2	4.0

Non-significant χ^2

Being called unacceptable names frequently or always occurs as reported by approximately one-fourth (25%) of the Puerto Rican enlistees. The proportion of Chicano, Black and White enlistees is 19%, 21% and 20% respectively.

The views of NCOs of different origins on this item did not vary significantly.

Table B-56

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 56. I resent being assigned to a base that is a long distance from a community where members of my ethnic group live.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	26.5	20.0	16.7	35.5	36.6
b.	13.7	11.6	14.7	20.8	12.9
c.	18.7	14.2	23.1	14.8	20.4
d.	10.8	10.5	7.1	9.8	6.5
e.	30.3	43.7	38.5	19.1	23.7

$\chi^2 = 54.75$, df = 16, $p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	42.0	46.5	29.7	60.7	40.0
b.	18.5	14.0	10.9	11.5	12.0
c.	20.7	16.3	29.7	8.2	20.0
d.	3.7	4.7	7.8	8.2	4.0
e.	14.1	18.6	21.9	11.5	24.0

Non-significant χ^2

The problem cited here seems greatest for Puerto Rican enlisted men followed by Black enlisted men and then Chicano enlisted men. NCOs do not differ greatly in the way they perceived this problem.

Table B-57

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 57. The civilian police seem to harass me and other members of my ethnic group.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.7	33.9	25.6	51.6	54.3
b.	20.9	21.9	23.1	25.3	17.4
c.	19.5	17.7	28.9	9.9	12.0
d.	7.5	13.0	11.5	6.0	4.3
e.	10.4	13.5	12.8	7.1	12.0

$$\chi^2 = 52.92, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	48.5	50.0	37.5	66.7	64.0
b.	19.1	9.1	14.1	12.7	24.0
c.	15.4	22.7	21.9	3.2	8.0
d.	7.4	13.6	15.6	1.2	0.0
e.	9.6	4.5	10.9	1.2	0.0

$$\chi^2 = 26.88, \text{ df} = 16, p < .01$$

Harassment by civilian police constitutes a problem for all minority enlistees. The greatest number of problems appear to lie with Puerto Rican and Black enlisted men. Among NCOs, a greater number of Blacks responded positively to this item.

Table B-58

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 58. My superiors show the same respect for my intelligence as they do for men from other ethnic backgrounds.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	11.1	20.5	14.6	9.8	15.2
b.	13.8	16.3	19.1	8.2	10.9
c.	29.2	27.4	29.3	20.8	15.2
d.	16.7	15.8	14.0	26.8	19.6
e.	29.2	20.0	22.9	34.4	39.1

$\chi^2 = 51.05$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.4	13.6	10.8	11.1	12.0
b.	12.6	11.4	9.2	9.5	8.0
c.	18.5	29.5	38.9	12.7	20.0
d.	14.1	9.1	19.5	27.0	20.0
e.	44.4	36.4	24.6	39.7	40.0

Non-significant χ^2

On this item, the group which appears to have the greatest problem is the Puerto Rican enlistees followed by enlistees of "Other" ethnic groups, Black enlistees and Chicano enlistees. Among NCOs the perceptions are relatively similar but not statistically different.

Table B-59

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 59. When I go off the Post, I have trouble with civilians calling me unacceptable names.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	56.1	42.0	51.0	61.2	61.3
b.	22.3	21.8	22.9	24.0	16.1
c.	14.4	19.2	17.2	9.8	12.9
d.	3.4	6.2	3.8	3.3	3.2
e.	3.8	10.9	5.1	1.6	6.5

$\chi^2 = 38.54$, $df = 16$, $p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	59.6	63.6	46.2	66.7	68.0
b.	22.8	13.6	27.7	14.3	20.0
c.	11.0	20.5	21.5	15.9	8.0
d.	1.5	2.3	1.5	1.6	0.0
e.	5.1	0.0	3.1	1.6	0.0

Non-significant χ^2

Being called unacceptable names constitutes a problem primarily for Puerto Rican enlistees. NCOs of the different ethnic groups do not vary significantly in their perception of this problem.

Table B-60

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 60. The doctors or medics in the base hospital do not attend to me as fast or as well as they would a man from another ethnic background.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	45.6	34.9	39.7	57.1	41.3
b.	22.0	17.7	23.1	17.6	22.8
c.	17.2	21.4	17.9	14.8	20.7
d.	5.2	7.3	6.4	2.2	5.4
e.	10.0	18.8	12.8	8.2	9.8

$\chi^2 = 33.82$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	55.1	56.8	38.9	65.1	56.0
b.	14.7	18.2	32.3	12.7	20.0
c.	19.1	13.6	18.5	11.1	8.0
d.	6.6	2.3	7.7	1.6	12.0
e.	4.4	9.1	4.6	9.5	4.0

Non significant χ^2

Getting medical attention is a problem for over 26% of the Puerto Rican enlisted men responding, as compared to 19% for Blacks, 15% for Chicanos, 10% for Whites, and 16% for enlistees of "Other" ethnic groups. NCOs of different ethnic origins do not perceive this problem differently.

Table B-61

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 61. The Army serves food that my ethnic group likes.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.3	57.0	19.9	22.1	42.1
b.	24.7	18.7	23.7	17.1	26.3
c.	23.1	18.7	35.3	25.4	15.8
d.	5.4	2.6	11.5	23.2	10.5
e.	5.4	3.1	9.6	12.1	5.3

$$\chi^2 = 135.29, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	20.6	29.6	9.2	7.9	40.0
b.	28.7	34.1	23.1	12.7	20.0
c.	39.0	29.5	49.2	36.5	24.0
d.	7.4	4.5	15.4	20.6	8.0
e.	4.4	2.3	3.1	22.2	8.0

$$\chi^2 = 60.02, \text{ df} = 16, p < .01$$

Dissatisfaction with food is reported by 57% of the Puerto Rican enlistees and 41% of Chicano enlistees compared to only 20% and 22% of Black and White enlistees respectively.

The marked differences between Spanish ethnic soldiers and Black and White enlistees is also observed among NCOs.

Table B-62

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 62. If I break any rules, I receive harsher discipline than others because of my ethnic background

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.4	31.6	28.4	52.7	43.5
b.	21.3	15.0	19.4	25.3	22.8
c.	20.1	24.9	21.3	11.5	18.5
d.	8.1	13.5	12.3	4.9	3.3
e.	9.0	15.0	18.7	5.5	12.0

$$\chi^2 = 61.95, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	50.7	52.3	29.2	65.1	48.0
b.	24.3	20.5	18.5	11.1	12.0
c.	15.4	9.1	18.5	11.1	24.0
d.	2.2	13.6	18.5	6.3	4.0
e.	7.4	4.5	15.4	6.3	12.0

$$\chi^2 = 39.55, \text{ df} = 16, p < .01$$

More Puerto Rican and Black enlistees report that they are subject to harsher discipline because of their ethnic background than do other soldiers questioned. The same holds true for NCOs.

Table B-63

PERCENTAGE OF RESPONSES ON
THE PROBLEMS AND NEEDS SCALE BY ETHNIC GROUP AND RANK

Q. 63. On Post there are religious services and religious leaders of my liking.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	18.4	25.1	25.3	12.8	28.3
b.	14.5	12.0	17.3	7.3	6.5
c.	21.8	20.9	18.0	22.3	18.5
d.	14.3	15.2	13.3	22.9	9.8
e.	30.9	26.7	28.0	34.6	37.0

$$\chi^2 = 37.84, \text{df} = 16, p .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	8.1	18.6	23.1	14.5	24.0
b.	14.0	14.0	12.3	8.1	8.0
c.	15.4	11.6	24.6	19.4	16.0
d.	17.6	18.6	13.8	19.4	4.0
e.	44.9	37.2	26.2	38.7	48.0

$$\chi^2 = 21.57, \text{df} = 16, p < .01$$

Preferred religious services seem to be more of a problem for Puerto Rican, Black and "Other" enlistees and NCOs.

Table B-64

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 64. Black soldiers are good men to serve with in the Army.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	9.0	5.7	2.6	6.0	6.4
b.	12.0	6.3	3.2	12.6	12.8
c.	49.4	46.4	20.5	44.8	47.9
d.	19.9	22.4	18.6	29.0	22.3
e.	9.7	19.3	55.1	7.7	10.6

$$\chi^2 = 202.77, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	3.7	6.8	1.6	3.2	8.0
b.	10.3	9.1	.0	9.5	.0
c.	55.1	45.5	32.8	41.3	48.0
d.	19.1	22.7	17.2	38.1	32.0
e.	11.8	15.9	48.4	7.9	12.0

$$\chi^2 = 64.14, \text{ df} = 16, p < .01$$

Except for Black enlistees, the majority of all enlisted men respond sometimes to this item. More Puerto Rican enlistees respond frequently or always than Chicano enlistees. The same holds true for NCOs with more Puerto Ricans responding positively than Chicanos.

Table B-65

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 65. An officer from a Spanish background would get good performance from his men.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	3.9	6.3	5.8	3.4	3.2
b.	5.9	4.7	6.5	6.2	9.6
c.	39.9	25.7	48.1	51.7	46.8
d.	23.6	25.7	20.8	29.8	24.5
e.	26.8	37.7	18.8	9.0	16.0

$\chi^2 = 65.35$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	2.2	9.1	1.6	7.9	.0
b.	6.7	2.3	6.3	1.6	8.3
c.	48.5	38.6	50.8	49.2	45.8
d.	20.1	31.8	27.0	28.6	33.3
e.	22.4	18.2	14.3	12.7	12.5

Non-significant χ^2

As far as performance under a leader of Spanish background, most negative responses are given by Puerto Rican enlistees followed by Black enlistees. Among NCOs of different ethnic origins, there are no significant differences in their views.

Table B-66

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 66. White soldiers get away with doing a lot less work than Spanish-speaking soldiers.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.3	8.9	10.9	47.8	25.5
b.	17.3	9.4	9.6	30.0	14.9
c.	34.3	37.5	25.9	16.7	31.9
d.	14.6	17.7	17.9	4.4	13.8
e.	23.5	26.6	26.6	1.1	13.8

$$\chi^2 = 237.96, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	19.1	15.9	9.2	38.1	20.0
b.	17.6	20.5	13.8	27.0	16.0
c.	36.0	31.8	33.8	25.8	32.0
d.	9.6	18.2	23.1	6.3	20.0
e.	17.6	13.6	20.0	4.8	12.0

$$\chi^2 = 35.83, \text{ df} = 16, p < .01$$

All minority groups, primarily Puerto Ricans, see White soldiers as getting away with doing a lot less work than Spanish-speaking soldiers. This holds true both for enlistees and for NCOs.

Table B-67

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 67. Relations between White soldiers and Spanish-speaking soldiers are pretty good.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	6.9	12.4	12.2	1.6	3.2
b.	11.2	15.5	20.5	7.1	11.7
c.	40.3	47.2	40.4	32.2	45.7
d.	30.2	18.7	19.9	47.0	31.9
e.	11.4	6.2	7.1	12.0	7.4

$$\chi^2 = 79.95, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	1.5	4.5	3.1	1.6	0.0
b.	10.4	13.6	17.2	14.3	8.0
c.	31.9	40.9	57.8	38.1	56.0
d.	37.0	31.8	17.2	39.7	20.0
e.	19.3	9.1	4.7	6.3	16.0

$$\chi^2 = 31.76, \text{ df} = 16, p < .05$$

White soldiers have a much more positive view (59%) of their relations with Spanish-speaking soldiers than do Spanish-speaking soldiers, Blacks, and "Other" soldiers. Chicano NCOs are the most positive about the relations between White soldiers and Spanish-speaking soldiers, than even White NCOs themselves.

Table B-68

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 68. A Black officer would get very little respect from the men in his company regardless of how good a leader he was.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	25.3	37.2	18.6	32.6	30.5
b.	31.5	26.7	21.7	38.1	28.4
c.	29.7	24.6	28.7	14.4	23.2
d.	7.3	6.3	15.9	8.8	11.6
e.	6.2	5.2	17.2	6.1	6.3

$\chi^2 = 71.54$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	28.0	38.1	13.8	34.9	16.0
b.	30.3	28.6	29.2	30.2	36.0
c.	25.0	16.7	30.8	20.6	32.0
d.	6.8	9.5	16.9	7.9	8.0
e.	9.8	7.1	9.2	6.3	8.0

Non-significant χ^2

Spanish-speaking soldiers do not appear to differ significantly from White and "Other" soldiers in their perceptions of the kind of respect that would be given to a Black officer. Black enlistees perceive this to be a graver problem than any other group. NCOs do not differ significantly in their viewpoint on this item.

Table B-69

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 69. Spanish-speaking soldiers get treated equal to White and Black soldiers in the Army.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	14.0	31.9	13.0	5.0	15.8
b.	17.8	15.2	16.9	5.0	11.6
c.	32.2	31.4	35.1	23.2	28.4
d.	19.8	14.1	15.6	29.3	24.2
e.	16.2	7.3	19.5	37.6	20.0

$\chi^2 = 129.24$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	13.4	11.6	12.5	4.8	12.0
b.	12.7	9.3	9.4	4.8	8.0
c.	29.8	46.5	40.6	27.0	32.0
d.	18.7	16.3	18.8	31.7	28.0
e.	25.4	16.3	18.8	31.7	20.0

Non-significant χ^2

Forty-seven per cent (47%) of the Puerto Rican enlistees and 32% of the Chicano enlistees feel that Spanish-speaking soldiers never or seldom get treated equal to White and Black soldiers in the Army. Only 10% of White soldiers and 30% of Black soldiers hold this opinion. Among NCOs, opinions did not vary significantly on this item.

Table B-70

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 70. Separate barracks for Blacks, Whites, and Spanish-speaking are desirable.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	48.9	54.2	49.7	52.7	61.3
b.	18.9	8.9	7.6	17.0	15.1
c.	17.8	21.1	17.2	13.7	11.8
d.	3.8	3.7	9.6	4.4	2.2
e.	10.6	12.1	15.9	12.1	9.7

$$\chi^2 = 36.56, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	67.6	65.1	77.8	65.1	64.0
b.	9.6	14.0	6.3	1.6	8.0
c.	15.4	14.0	1.6	12.7	20.0
d.	2.9	0.0	4.8	9.5	0.0
e.	4.4	7.0	9.5	11.1	8.0

$$\chi^2 = 26.49, \text{ df} = 16, p < .05$$

Separate barracks for Black, White, and Spanish-speaking soldiers seems less desirable from the point of view of Chicano and Puerto Rican soldiers than it does among Black or White soldiers. The same holds true for NCOs.

Table B-71

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 71. Spanish-speaking soldiers use their own language when they want to criticize an officer or a soldier from another ethnic group.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	13.3	26.9	5.7	4.5	9.7
b.	18.2	19.2	11.5	10.7	14.0
c.	37.1	28.0	36.9	38.8	36.6
d.	13.7	13.5	17.8	27.0	25.8
e.	17.8	12.4	28.0	19.1	14.0

$$\chi^2 = 89.63, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	14.8	16.3	3.1	6.3	8.3
b.	15.6	30.2	9.2	9.5	8.3
c.	45.2	32.6	43.1	38.1	45.8
d.	12.6	11.6	23.1	27.0	20.8
e.	11.9	9.3	21.5	19.0	16.7

$$\chi^2 = 31.59, \text{ df} = 16, p < .05$$

Forty-six per cent (46%) of the Black enlistees and 45% of the White enlistees feel that Spanish-speaking soldiers use their own language to criticize soldiers from another ethnic group. Only 30% of Chicano enlistees and 25% of Puerto Rican enlistees feel that this is true always or frequently. The same pattern holds true among NCOs on this item. Forty six per cent (46%) of White NCOs and 44% of the Black NCOs respond frequently or always on this item as compared to 21% and 24% of Puerto Rican and Chicano NCOs, respectively.

Table B-72

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 72. White soldiers act as if men from other ethnic groups are naturally dumber than they are.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.0	4.1	1.9	14.5	8.4
b.	9.2	8.3	6.4	25.7	11.6
c.	31.3	28.5	31.2	43.6	41.1
d.	24.2	23.8	17.8	12.3	22.1
e.	31.3	35.2	42.7	3.9	16.8

$$\chi^2 = 148.67, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	6.6	7.0	1.5	15.9	8.3
b.	12.5	14.0	10.8	31.7	20.8
c.	30.9	34.9	29.2	36.5	45.8
d.	25.7	14.0	12.3	9.5	16.7
e.	24.3	30.2	46.2	6.3	8.3

$$\chi^2 = 55.33, \text{ df} = 16, p < .01$$

There is a marked difference in the responses of Spanish ethnic soldiers and White soldiers. Approximately one-third of the Spanish-ethnic soldiers respond always to this item as opposed to only 4% of White soldiers. Again, among NCOs the percentage of always responses among Chicanos is 24%, among Puerto Rican is 30% and only 6% among White NCOs.

Table B-73

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 73. Soldiers and officers of other ethnic groups become suspicious when they see a group of Spanish-ethnic soldiers talking in Spanish.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.5	4.1	9.6	11.1	6.3
b.	9.7	6.7	15.9	22.8	20.0
c.	28.4	21.8	31.8	44.4	38.9
d.	24.5	22.8	18.5	20.0	9.5
e.	32.9	44.6	24.2	1.7	25.3

$$\chi^2 = 136.37, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	3.6	4.7	4.7	11.1	8.3
b.	13.9	7.0	14.1	22.2	25.0
c.	27.7	34.9	34.4	47.6	33.3
d.	24.8	27.9	18.8	12.7	20.8
e.	29.9	25.6	28.1	6.3	12.5

$$\chi^2 = 31.65, \text{ df} = 16, p < .05$$

It is interesting to note that while 33% of Chicano enlistees and 45% of Puerto Rican enlistees respond always to this item, only 2% of White soldiers hold this opinion. Among NCOs, the same pattern holds with thirty percent (30%) Chicano and 26% Puerto Ricans responding always, while only 6% of White NCOs agree.

Table B-74

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 74. Black soldiers respect Spanish-speaking soldiers as men.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always.

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	5.9	5.2	2.5	5.1	5.3
b.	7.5	3.6	5.7	11.4	10.5
c.	38.1	14.0	17.8	40.3	35.8
d.	27.4	23.3	22.3	30.1	20.0
e.	21.1	53.9	51.6	13.1	28.4

$$\chi^2 = 142.59, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	3.7	0.0	0.0	3.2	13.0
b.	4.4	7.0	1.5	12.7	8.7
c.	44.9	14.0	20.0	39.7	47.8
d.	27.9	44.2	23.1	20.6	21.7
e.	19.1	34.9	55.4	23.8	8.7

$$\chi^2 = 64.78, \text{ df} = 16, p < .01$$

More than 50% of the Puerto Rican enlistees feel that Black soldiers always respect Spanish-speaking soldiers as opposed to only 21% of the Chicano enlistees. Among NCOs, the pattern holds in that 35% of the Puerto Rican NCOs respond always to this item while only 19% of Chicano NCOs agree.

Table B-75

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 75. Black and Spanish-speaking soldiers are getting along well these days.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.5	5.7	1.9	3.9	4.2
b.	9.4	3.1	4.5	10.1	14.7
c.	32.4	26.4	17.3	33.5	32.6
d.	34.4	35.8	30.1	42.5	31.6
e.	19.3	29.0	45.2	10.1	16.8

$$\chi^2 = 89.84, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	2.9	4.7	1.5	1.6	8.3
b.	7.3	2.3	3.1	7.9	12.5
c.	31.4	30.2	18.5	42.9	37.5
d.	37.2	37.2	44.6	39.7	37.5
e.	21.2	25.6	32.3	7.9	4.2

$$\chi^2 = 27.88, \text{ df} = 16, p < .05$$

A large percentage of enlisted men from all ethnic groups feel that Blacks and Spanish-speaking soldiers are getting along well, but this feeling is strongest among Puerto Ricans and Blacks. The same trend holds for NCOs.

Table B-76

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 76. Spanish-speaking soldiers are happy with the Army the way it is today.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	40.2	49.2	23.2	10.2	28.7
b.	24.0	21.8	30.3	31.8	29.8
c.	27.6	21.2	32.9	40.3	34.0
d.	5.4	4.7	7.1	14.8	5.3
e.	2.7	3.1	5.5	2.8	2.1

$\chi^2 = 97.46$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	21.2	27.9	19.0	3.2	16.0
b.	19.0	30.2	33.3	19.0	44.0
c.	47.4	25.6	28.6	54.0	32.0
d.	8.8	7.0	12.7	14.3	4.0
e.	3.6	9.3	6.3	9.5	4.0

$\chi^2 = 35.62$, df = 16, p < .01

Over 49% of the Puerto Rican soldiers and 40% of the Chicano enlistees feel that Spanish-speaking soldiers are never happy with the Army the way it is. This is significantly greater than the responses given by White soldiers (10%), Black soldiers (23%) and "Other" soldiers (29%). Among NCOs, the percentage of soldiers responding never varies from 28% among Puerto Rican, 21% among Chicanos, 19% among "Other" NCOs, and only 3% among Whites.

Table B-77

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 77. Most of the officers in the Army try to understand the difficulties experienced by minority group soldiers.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	17.8	22.3	18.6	8.4	18.1
b.	24.2	20.2	27.6	21.8	24.5
c.	35.2	36.3	33.3	33.0	36.2
d.	16.0	15.0	14.1	27.9	13.8
e.	6.8	6.2	5.4	8.9	7.4

$$\chi^2 = 29.57, \text{ df} = 16, p < .05$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.2	14.0	10.8	6.3	20.0
b.	18.2	16.3	18.5	19.0	12.0
c.	42.3	41.9	55.9	25.4	24.0
d.	19.7	23.3	6.2	34.9	32.0
e.	9.5	4.7	7.7	14.3	12.0

$$\chi^2 = 30.84, \text{ df} = 16, p < .05$$

Fewer Spanish-speaking enlistees of both groups feel that officers in the Army attempt to understand difficulties experienced by minority group soldiers. This is also true among Spanish-speaking NCOs as compared to White and Black NCOs.

Table B-78

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 78. Spanish-speaking soldiers do not get good assignments in the Army because of their language problems.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.6	8.4	12.3	20.8	11.7
b.	18.0	7.9	20.6	32.0	17.0
c.	37.8	18.4	40.0	34.8	45.7
d.	20.0	30.4	18.1	10.1	16.0
e.	13.5	34.0	11.0	2.2	9.6

$$\chi^2 = 154.56, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	18.5	18.6	10.9	19.4	32.0
b.	18.5	9.3	21.9	22.6	16.0
c.	34.1	25.6	43.8	25.8	32.0
d.	18.5	23.3	18.8	24.2	12.0
e.	10.4	23.3	4.7	8.1	8.0

Non-significant χ^2

The proportion of Puerto Rican soldiers (64%) who feel that Spanish-speaking soldiers frequently or always get poor assignments in the Army because of language problems differs significantly from the opinions held by Chicano, Black and White soldiers, and "Other" soldiers. The views of NCOs of different ethnic origin do not differ significantly on this item.

Table B-79

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 79. Spanish-speaking soldiers get promoted as fast as White soldiers in the Army.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 -E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	20.9	37.7	24.5	2.2	23.4
b.	24.3	23.6	26.5	7.7	17.0
c.	28.2	32.5	29.0	26.5	25.5
d.	14.9	3.1	11.6	29.3	21.3
e.	11.7	3.1	8.4	34.3	12.8

$\chi^2 = 199.65$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	17.5	25.6	17.5	6.5	12.0
b.	21.2	16.3	22.2	9.7	12.0
c.	27.0	27.9	30.2	27.4	32.0
d.	17.5	18.6	12.7	29.0	28.0
e.	16.8	11.6	17.5	27.4	16.0

Non-significant χ^2

Compared to 63% of the White soldiers who respond that Spanish-speaking soldiers frequently or always get promoted as fast as White soldiers in the Army, only 25% of Chicano enlistees and 6% of Puerto Rican enlistees share this opinion. Among NCOs, their opinions do not vary significantly on this item.

Table B-80

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 80. Spanish-speaking soldiers really need a strong commander to keep them in line.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	37.8	44.0	37.3	14.7	25.8
b.	32.1	23.8	32.7	33.9	26.9
c.	21.5	20.2	25.8	37.19	35.5
d.	4.5	3.6	1.3	7.3	6.5
e.	4.1	8.3	2.0	6.2	5.4

$\chi^2 = 68.63$, $df = 16$, $p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	17.5	25.6	17.5	6.5	12.0
b.	21.2	16.3	22.2	9.7	12.0
c.	27.0	27.9	30.2	27.4	32.0
d.	17.5	18.6	12.7	29.0	28.0
e.	16.8	11.6	17.5	27.4	16.0

Non-significant χ^2

A minority of soldiers of all ethnic groups agree that Spanish soldiers need a strong commander to keep them in line. It is interesting to note, however, that the largest proportion of enlistees responding frequently or always to this item are Whites. The highest proportion is among Whites (13%) and the lowest proportion is among Blacks (3%). A minority of NCOs respond positively to this question but their views did not vary significantly.

Table B-81

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 81. Spanish-speaking soldiers try hard, but they end up doing a bad job.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	28.3	30.7	26.8	12.7	23.4
b.	32.6	28.1	27.4	49.7	39.4
c.	25.8	20.3	37.6	29.3	26.6
d.	7.6	8.3	4.5	4.4	4.3
e.	5.6	12.5	3.8	3.9	6.4

$\chi^2 = 63.32$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	29.4	31.8	17.2	19.0	20.0
b.	35.3	22.7	32.8	50.8	36.0
c.	25.7	31.8	45.3	23.8	24.0
d.	4.4	9.1	0.0	4.8	16.0
e.	5.1	4.5	4.7	1.6	4.0

$\chi^2 = 29.72$, df = 16, p < .05

The largest proportion of frequently or always responses are among Puerto Rican enlistees who feel that Spanish-speaking soldiers try hard but end up doing a bad job. Among NCOs, the highest proportion of frequently or always responses come from the "Other" NCOs, followed by Puerto Rican NCOs. These proportions are significantly different from those of Black, White and Chicano NCOs.

Table B-82

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 82. Spanish-speaking soldiers from different countries get along well among themselves.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	2.3	2.1	3.8	1.1	3.2
b.	3.2	2.1	6.4	3.4	2.1
c.	29.3	19.2	25.0	28.7	30.5
d.	35.6	28.0	26.3	41.6	31.6
e.	29.7	48.7	38.5	25.3	32.6

$\chi^2 = 42.78$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.4	.0	4.7	3.2	.0
b.	2.9	2.3	3.1	8.1	12.0
c.	36.5	30.2	21.9	29.0	40.0
d.	32.8	37.2	25.0	40.3	24.0
e.	23.4	30.2	45.3	19.4	24.0

Non-significant χ^2

The majority of soldiers of all groups feel that Spanish-speaking soldiers from different countries get along well among themselves. The largest proportion of soldiers responding positively to this item are the Puerto Ricans followed by Chicanos and "Other" enlistees. Among NCOs, opinions tend to be similar.

Table B-83

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 83. White soldiers are quick to make friends with Spanish-speaking soldiers.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	6.5	9.9	12.2	2.2	4.3
b.	17.8	22.4	30.1	13.3	20.2
c.	48.1	53.6	41.0	55.2	48.9
d.	20.7	9.9	11.5	20.4	19.1
e.	7.0	4.2	5.1	8.8	7.4

$\chi^2 = 50.64$, $df = 16$, $p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.4	2.3	7.9	.0	4.0
b.	16.1	15.9	27.0	16.1	28.0
c.	51.1	40.9	45.0	48.4	40.0
d.	22.6	34.1	14.3	27.4	20.0
e.	5.8	6.8	4.8	8.1	8.0

Non-significant χ^2

A larger proportion of White soldiers (29%), see themselves as quick to make friends with Spanish-speaking soldiers compared to only 13% of Puerto Rican soldiers. Among NCOs the opinions do not vary significantly.

Table B-84

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 84. Black soldiers and Spanish-speaking soldiers are treated equally in the Army.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	12.9	13.0	14.8	5.6	8.5
b.	16.3	8.8	9.7	6.7	17.0
c.	38.5	30.1	36.8	25.7	28.7
d.	21.5	26.9	19.4	31.8	25.5
e.	10.9	21.2	19.4	30.2	20.2

$\chi^2 = 68.09$, df = 16, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	5.8	6.8	9.4	3.2	12.0
b.	18.2	13.6	14.1	16.1	8.0
c.	46.0	36.4	42.2	27.4	28.0
d.	13.1	25.0	25.0	25.8	28.0
e.	16.8	18.2	9.4	27.4	24.0

Non-significant χ^2

White soldiers tend to have a markedly different view on the treatment of Black and Spanish-speaking soldiers in the Army. 30% White soldiers feel that Black and Spanish-speaking soldiers are treated equally while only 11%, 21%, 19% and 20% of Chicano, Puerto Rican, Black and "Other" enlistees share this opinion. Among NCOs the differences in opinions were not significant.

Table B-85

PERCENTAGE OF RESPONSES ON THE ATTITUDES TOWARD
ARMY PERSONNEL SCALE BY ETHNIC GROUP AND RANK

Q. 85. Spanish-speaking soldiers get the respect they deserve from White soldiers.

- a. never
- b. seldom
- c. sometimes
- d. frequently
- e. always

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	12.8	16.6	23.6	2.2	10.5
b.	21.0	13.0	21.7	9.4	21.1
c.	44.5	38.9	35.0	36.5	41.1
d.	13.6	15.0	12.1	36.5	14.7
e.	8.1	16.6	7.6	15.5	12.6

$$\chi^2 = 108.3, df = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.9	13.6	21.9	7.9	4.0
b.	20.4	15.9	17.2	11.1	12.0
c.	38.7	38.6	48.4	28.6	36.0
d.	17.5	20.5	10.9	34.9	32.0
e.	12.4	11.4	1.6	17.5	16.0

$$\chi^2 = 32.53, df = 16, p < .05$$

Although 52% of White soldiers feel that Spanish-speaking soldiers get the respect that they deserve only 31% Puerto Rican and 21% Chicano and 29% "Other" soldiers respond frequently or always to this item. Among NCOs 51% White and 48% "Other" soldiers respond frequently or always to this item compared to 29% Chicano, 31% Puerto Rican and 12% Black who feel that Spanish speaking soldiers get the respect they deserve.

Table B-86

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 86. In general, race relations in the Army are
a. good
b. fair
c. poor

E-2 - E-4

	<u>Chicanos</u>	<u>Puerto Ricans</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	13.5	9.1	14.7	23.8	14.0
b.	50.9	48.9	47.4	50.3	52.7
c.	35.6	41.9	37.8	26.0	33.3

Non-significant χ^2

E-5 - E-6

	<u>Chicanos</u>	<u>Puerto Ricans</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	19.9	13.6	32.8	22.6	21.7
b.	44.9	47.7	43.8	53.2	56.5
c.	35.3	38.6	23.4	24.2	21.7

Non-significant χ^2

The differences among the groups of enlistees E2 - E4, on this item are not significant. Hence, interpretations and generalizations are not warranted.

The same is true of the data on NCOs, E5 - E6.

Table B-87

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 87. Over the past year, race relations in the Army have
- been getting better
 - not changed
 - been getting worse

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	38.1	29.2	47.7	40.7	36.6
b.	39.7	40.5	25.5	35.0	41.9
c.	22.2	30.3	25.8	24.3	21.5

$$\chi^2 = 19.75, df = 8, p < .05$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	49.6	73.8	64.6	62.9	62.5
b.	32.9	14.3	27.7	21.0	21.0
c.	17.6	11.9	7.7	16.1	16.1

Non-significant χ^2

A higher percentage of Puerto Rican enlisted men than any of the other groups see race relations in the Army as getting worse. Conversely, fewer Puerto Ricans than other men believe that race relations have been getting better.

The data for NCOs are not significantly different.

Table B-88

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 88. In general, Whites are treated

- a. better than Spanish-speaking soldiers in the Army
- b. better than Black soldiers
- c. equal to Black and Spanish-speaking soldiers in the Army
- d. better than all minority groups

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	11.5	17.2	3.9	2.3	12.4
b.	4.2	6.1	12.5	4.1	4.5
c.	30.5	18.9	16.4	72.1	37.1
d.	53.8	57.8	67.1	21.5	46.1

$\chi^2 = 183.37$, df = 12, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	9.7	17.1	0.0	1.7	4.5
b.	3.7	0.0	7.7	5.0	0.0
c.	36.6	31.7	21.5	63.3	40.9
d.	50.0	51.2	70.8	30.0	54.5

$\chi^2 = 45.22$, df = 12, p < .01

More than half of the enlisted men in the Spanish groups, Blacks, and "Others" feel that Whites are treated better than all minority groups, but less than 1/4 of the Whites feel this way. Far fewer Chicano, Puerto Rican, Black, and "Other" soldiers feel that Whites are treated equal to Black and Spanish-speaking soldiers.

The NCOs respond highly, similarly to the enlisted men on this item.

Table B-89

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 89. How have the Army's Equal Opportunity programs been for the Black soldier?

- a. generally helpful
- b. neither helpful nor harmful
- c. generally harmful
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	15.1	15.0	29.5	18.8	17.2
b.	12.6	20.2	25.9	12.2	14.0
c.	5.2	8.3	7.7	5.5	4.3
d.	67.1	56.5	35.9	63.5	64.5

$$\chi^2 = 56.67, df = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	37.0	36.4	58.9	41.3	29.2
b.	10.4	20.5	15.4	4.8	12.5
c.	3.7	11.4	4.6	9.5	8.3
d.	48.9	31.8	23.1	44.4	50.0

$$\chi^2 = 25.41, df = 12, p < .05$$

More than half of the Chicano, Puerto Rican, "Other", and White enlisted men reported that they did not know how the Army's Equal Opportunity programs had been for the Black Soldier, while one-third of the Blacks report this. More Blacks and Puerto Ricans feel that the Army's Equal Opportunity Programs are neither helpful nor harmful.

Table B-90

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 90. How have the Army's Equal Opportunity programs been for the Spanish-ethnic soldier?

- a. generally helpful
- b. neither helpful nor harmful
- c. generally harmful
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	21.3	14.0	23.7	19.9	19.4
b.	32.6	36.8	18.6	13.8	30.1
c.	8.1	16.1	7.7	5.0	4.3
d.	38.0	33.2	50.0	61.3	46.2

$$\chi^2 = 72.11, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	30.1	25.0	46.9	31.7	29.2
b.	35.3	36.4	10.9	6.3	16.7
c.	5.9	6.8	1.6	11.1	4.2
d.	28.7	31.8	40.6	50.8	50.0

$$\chi^2 = 40.88, \text{ df} = 12, p < .01$$

Among the enlisted men, more Puerto Ricans than any of the other groups believe that the Army's Equal Opportunity programs have been harmful for the Spanish-ethnic soldier. Conversely, fewer Puerto Ricans feel that the programs have been helpful.

Again, the NCOs are more positive in their outlook than are the enlisted men. Chicanos and Puerto Ricans are highly similar to each other, but differ sharply from Blacks, Whites and "Others".

Table B-91

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 91. How have the Army's Equal Opportunity programs been for the White soldier?

- a. generally helpful
- b. neither helpful nor harmful
- c. generally harmful
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	33.9	28.5	45.8	27.5	30.5
b.	9.7	18.1	7.7	25.3	10.5
c.	5.4	4.1	2.6	11.0	6.3
d.	51.0	49.2	42.9	36.3	52.6

$\chi^2 = 62.25$, df = 12, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.5	29.5	45.3	34.9	37.5
b.	14.8	15.9	18.8	19.0	25.0
c.	3.0	4.5	6.3	14.3	0.0
d.	40.7	50.0	29.7	31.7	37.5

Non-significant χ^2

The Spanish enlisted men tend to respond in a similar pattern. Approximately one-third of them feel that the Army's Equal Opportunity programs are helpful to the White soldier. This opinion is held by more Blacks (45%) but approximately the same number of Whites and "Others". Approximately 5% of the Spanish soldiers feel that the programs are harmful to White soldiers compared to 2% of Blacks, 11% of Whites, and 6% of "Others".

The data for NCOs are not significant and warrant no interpretations nor generalizations.

Table B-92

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 92. In general, the Army's practices and procedures are
- a. fair to all groups
 - b. fair to Whites, but unfair to all minorities
 - c. fair to Whites and Blacks, but unfair to Spanish-speaking soldiers
 - d. fair to Whites and Spanish-speaking soldiers, but not to Blacks
 - e. fair to Blacks and Spanish-speaking soldiers, but not to Whites

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	47.1	31.9	44.4	76.7	58.5
b.	31.3	41.9	38.6	8.5	25.5
c.	16.0	16.8	5.5	4.0	10.6
d.	3.0	4.7	7.8	2.3	2.1
e.	2.6	4.7	2.6	8.5	3.2

$$\chi^2 = 125.34, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	60.0	61.4	44.6	74.6	62.5
b.	26.7	18.2	44.6	7.9	25.0
c.	9.6	6.8	4.6	1.6	8.3
d.	3.0	11.4	6.2	3.2	0.0
e.	0.7	2.3	0.0	12.7	4.2

$$\chi^2 = 56.31, \text{ df} = 16, p < .01$$

Approximately one-half of Chicano and one-third of Puerto Rican enlisted men believe that the Army's practices and procedures are fair to all groups. For Blacks and "Others", the percentage is also about half, but more than three quarters of the Whites believe that practices and procedures are equal for all groups. More Spanish soldiers feel that these practices and procedures are fair to Whites and Blacks but unfair to Spanish-speaking soldiers.

Spanish NCOs and "Other" NCOs respond similarly, but they differ from Blacks and Whites. Spanish and White NCOs differ less sharply in the belief that the practices and procedures were fair to all groups than did the enlisted men.

Table B-93

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 93. How much racial discrimination against Black soldiers is there in the civilian community surrounding the post?

- a. a lot of discrimination
- b. some discrimination
- c. very little discrimination
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	18.6	29.0	27.7	11.0	17.2
b.	30.3	26.9	37.4	32.0	36.6
c.	22.4	19.7	18.1	27.5	16.1
d.	28.7	24.4	16.8	29.1	30.1

$$\chi^2 = 37.43, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	22.1	20.5	24.6	9.5	25.0
b.	29.4	27.3	45.2	28.6	25.0
c.	22.8	27.3	20.0	23.8	29.2
d.	25.7	25.0	9.2	38.1	20.8

$$\chi^2 = 22.14, \text{ df} = 12, p < .05$$

Puerto Rican, Chicano, and Black enlisted men report more discrimination against Black soldiers than White or "Other" soldiers. Conversely, Chicanos, Puerto Ricans, Blacks and "Others" are less likely than Whites to report very little discrimination against Black soldiers in the civilian community.

Spanish NCOs are similar to NCOs from all groups except Whites in their perception of a lot of discrimination against Black soldiers.

Table B-94

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 94. How much racial discrimination against Spanish-speaking soldiers is there in the civilian community surrounding the post?

- a. a lot of discrimination
- b. some discrimination
- c. very little discrimination
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	12.4	24.4	9.6	6.0	9.5
b.	38.2	34.2	32.1	28.0	34.7
c.	28.1	26.4	20.5	24.2	26.3
d.	21.3	15.0	37.8	41.8	29.5

$$\chi^2 = 73.26, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	11.7	13.6	10.9	3.2	4.2
b.	38.7	25.0	37.5	20.6	29.2
c.	30.7	40.9	15.6	31.7	29.2
d.	19.0	20.5	35.9	44.4	37.5

$$\chi^2 = 29.77, \text{ df} = 12, p < .01$$

Puerto Rican enlisted men exceed all groups in the perception of a lot of discrimination against Spanish-speaking soldiers in the civilian community.

Among NCOs, Puerto Ricans exceed all groups in the perception of very little discrimination in the civilian community.

Table B-95

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 95. How many Spanish-speaking soldiers know what the Army's equal opportunity and treatment regulations say?

- a. most Spanish-speaking soldiers
- b. some Spanish-speaking soldiers
- c. few Spanish-speaking soldiers
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	9.0	17.6	13.5	8.3	11.6
b.	18.2	19.7	17.3	13.3	18.9
c.	38.0	44.0	24.4	17.7	29.5
d.	34.8	18.7	44.9	60.8	40.0

$\chi^2 = 87.59$, df = 12, p < .01

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	13.9	18.2	17.2	12.7	8.3
b.	28.5	22.7	18.8	28.6	16.7
c.	28.5	40.9	21.9	19.0	20.8
d.	29.2	18.2	42.2	39.7	54.2

Non-significant χ^2

Nearly 45% of Puerto Rican and almost 40% of Chicano enlisted men feel that few Spanish-speaking soldiers know the regulations.

Differences among NCO responses are not significant.

Table B-96

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 96. How many Black soldiers know what the Army's equal opportunity and treatment regulations say?
- a. most Black soldiers
 - b. some Black soldiers
 - c. few Black soldiers
 - d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	12.3	24.0	21.7	13.2	16.0
b.	16.1	20.8	31.2	13.2	24.5
c.	17.2	18.8	28.1	15.4	12.8
d.	54.4	36.5	21.0	58.2	46.8

 $\chi^2 = 79.68, df = 12, p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	27.7	31.8	32.3	33.3	25.0
b.	19.7	27.3	23.1	17.5	16.7
c.	15.3	25.0	24.6	14.3	12.5
d.	37.2	15.9	20.0	34.9	45.8

Non-significant χ^2

Most of each of the ethnic groups, except Blacks, do not know what proportion of Blacks are knowledgeable. However, more Puerto Ricans than any other ethnic group (including Blacks) feel that most Blacks are knowledgeable.

NCO response differences are not significant.

Table B-97

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 97. How many White soldiers know what the Army's equal opportunity and treatment regulations say?

- a. most White soldiers
- b. some White soldiers
- c. few White soldiers
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	19.1	27.6	31.0	19.9	17.9
b.	16.4	19.3	21.9	18.2	21.1
c.	12.6	12.0	11.6	17.1	17.9
d.	52.0	41.1	35.5	44.8	43.2

$$\chi^2 = 26.13, \text{ df} = 12, p < .05$$

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	28.5	29.5	29.7	31.7	20.8
b.	20.4	34.1	26.6	22.2	29.2
c.	13.9	15.9	12.5	20.6	8.3
d.	37.2	20.5	31.3	25.4	41.7

Non-significant χ^2

The response of most enlisted men for all ethnic groups is "I don't know". However, over 27% of Puerto Ricans feel that most White soldiers are knowledgeable.

Differences in NCO responses are not significant.

Table B-98

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 98. How good a chance do Black enlisted personnel have for promotion to higher grades as compared to White personnel?

- a. chances are equal for Blacks and Whites
- b. Whites have a better chance
- c. Blacks have a better chance

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	44.7	36.2	27.7	71.9	60.0
b.	47.5	50.8	67.6	11.7	32.9
c.	7.8	13.0	4.7	16.4	7.1

$$\chi^2 = 123.54, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	46.3	48.7	25.0	77.4	50.0
b.	43.3	46.2	75.0	12.9	31.8
c.	10.4	5.1	0.0	9.7	18.2

$$\chi^2 = 56.39, \text{ df} = 8, p < .01$$

Most Chicanos and Puerto Ricans feel that Whites have a better chance than Blacks. About 46% of Chicano and over 48% of Puerto Rican NCOs feel that Blacks and Whites have an equal chance. About 43% and 46% of these respective groups feel that Whites have a better chance.

Table B-99

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 99. How good a chance do Spanish-speaking enlisted personnel have for promotion to higher grades as compared to White personnel?

- a. chances are equal for Spanish-speaking soldiers and Whites
- b. Whites have a better chance
- c. Spanish-speaking soldiers have a better chance.

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	35.2	19.6	31.9	74.1	47.7
b.	60.0	74.9	64.6	20.6	48.9
c.	4.7	5.6	3.5	5.3	3.4

$$\chi^2 = 129.75, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	48.9	36.6	27.4	78.3	54.2
b.	46.6	56.1	72.6	18.3	41.7
c.	4.5	7.3	0.0	3.3	4.2

$$\chi^2 = 41.69, \text{ df} = 8, p < .01$$

The largest percent of each ethnic group, except for White enlisted men, feel that Whites have a better chance than Spanish-speaking personnel.

For NCO responses, 48% of Chicanos feel that Spanish-speaking and White soldiers have an equal chance, and 46% feel that Whites have a better chance. The largest percent of Puerto Ricans feel that Whites have a better chance.

Table B-100

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 100. How good are the chances for specialized or technical training in the Army?
- a. equal among Spanish-speaking, Blacks, and Whites
 - b. Whites have a better chance
 - c. Spanish-speaking soldiers have a better chance
 - d. Blacks have a better chance
 - e. minority groups have a better chance

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.9	36.5	35.9	69.8	41.5
b.	42.6	46.6	44.2	16.8	38.3
c.	5.0	6.9	5.1	2.2	4.3
d.	3.0	4.8	5.8	3.4	3.2
e.	7.5	5.3	9.0	7.8	12.8

 $\chi^2 = 72.07, df = 16, p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	54.4	50.0	32.3	65.1	50.0
b.	34.6	43.2	53.8	20.6	25.0
c.	2.2	2.3	3.1	7.9	8.3
d.	3.7	4.5	1.5	1.6	8.3
e.	5.1	0.0	9.2	4.8	8.3

 $\chi^2 = 31.61, df = 16, p < .05$

For enlisted men, about 40% of the minority group soldiers feel that Spanish-speaking, Black, and White soldiers have an equal chance, while almost 70% of the Whites feel this way. Approximately 40% of the minority group soldiers feel that Whites have a better chance, but only 17% of the Whites feel this way.

The trend among NCOs is similar to that for enlisted men.

Table B-101

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 101. How good are the chances of getting a skill area in the Army that will help you get a good-paying job as a civilian?

- a. chances are equal for all groups
- b. Whites have a better chance
- c. Spanish-speaking soldiers have a better chance
- d. Blacks have a better chance
- e. minority group soldiers have a better chance

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	50.8	47.6	38.5	73.9	58.5
b.	35.7	37.6	44.9	15.9	35.1
c.	3.7	3.7	4.5	2.8	2.1
d.	3.0	5.8	4.5	4.0	2.1
e.	6.9	5.3	7.7	3.4	2.1

$$\chi^2 = 56.94, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	64.2	54.5	36.9	76.2	58.3
b.	26.3	43.2	52.3	11.1	33.3
c.	1.5	0.0	6.2	3.2	0.0
d.	3.6	2.3	1.5	6.3	0.0
e.	4.4	0.0	3.1	3.2	8.3

$$\chi^2 = 42.62, \text{ df} = 16, p < .01$$

For enlisted men, approximately half of the Spanish-ethnic soldiers feel that all ethnic groups have an equal chance, but almost 75% of the Whites feel this way. A larger percentage of minority group soldiers than Whites feel that Whites have a better chance.

The trend among NCOs is similar to that among enlisted men.

Table B-102

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 102. The military justice system
- a. treats Blacks more fairly than others
 - b. treats Spanish-speaking soldiers more fairly than others
 - c. treats Whites more fairly than others
 - d. treats Spanish-speaking, White, and Black soldiers equally fairly

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.9	5.7	2.6	18.6	12.6
b.	5.5	8.0	7.9	1.7	3.4
c.	33.6	33.7	50.7	11.6	24.1
d.	53.1	52.6	38.8	68.0	59.8

$$\chi^2 = 92.23, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	14.1	7.0	6.5	17.7	0.0
b.	0.0	4.7	4.8	4.8	0.0
c.	23.7	37.2	56.5	8.1	31.8
d.	62.2	51.2	32.3	69.4	68.2

$$\chi^2 = 52.39, \text{ df} = 12, p < .01$$

Approximately one third of the Spanish-ethnic enlisted men feel that the military justice system treats Whites more fairly than others, while only one tenth of the Whites feel this way.

For NCOs, the trend is similar to that for enlisted men.

Table B-103

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 103. In carrying out the military justice system, most commanders
- apply the system fairly to Black, White and Spanish-speaking soldiers
 - apply the system fairly to Whites, but unfairly to Black and Spanish-speaking soldiers
 - apply the system fairly to Spanish-speaking soldiers, but unfairly to Blacks and Whites
 - apply the system fairly to all soldiers
 - apply the system unfairly to all soldiers

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	24.1	21.8	26.1	40.8	30.5
b.	24.8	34.0	33.3	5.6	20.0
c.	5.0	8.0	7.2	4.5	5.3
d.	27.5	25.5	17.0	31.8	27.4
e.	18.6	10.6	16.3	17.3	16.8

$$\chi^2 = 71.34, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	33.1	19.0	17.7	37.1	39.1
b.	23.5	38.1	56.5	11.3	17.4
c.	1.5	2.4	8.1	3.2	4.3
d.	35.3	23.8	8.1	35.5	17.4
e.	6.6	16.7	9.7	12.9	21.7

$$\chi^2 = 59.73, \text{ df} = 16, p < .01$$

Puerto Rican enlisted men feel that the system is applied fairly to Whites, but not to Black and Spanish-speaking soldiers. Most Chicanos feel that all soldiers receive fair application, but nearly an equal percentage feel that all ethnic groups receive a fair application or that Whites receive a better application than Black or Spanish-speaking soldiers.

Most Chicano NCOs feel that all ethnic groups receive fair application or that all soldiers receive fair application. Most Puerto Ricans feel that Whites receive fairer application than Black or Spanish-speaking soldiers.

Table B-104

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 104. In your opinion are the punishments given under Article 15 generally
- fair for Black, White and Spanish-speaking soldiers
 - fair for Whites, but unfair for minority group soldiers
 - fair for Black soldiers, but unfair for others
 - fair for Spanish-speaking soldiers, but unfair to other soldiers
 - unfair for all soldiers

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	35.5	31.9	31.0	50.3	42.1
b.	23.5	26.6	31.0	6.7	14.7
c.	5.2	7.4	7.1	8.4	7.4
d.	3.6	8.0	4.5	2.8	3.2
e.	32.1	26.1	26.5	31.8	32.6

$$\chi^2 = 54.7, \text{ df} = 16, \underline{p} < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	52.6	48.8	27.7	63.5	56.5
b.	24.1	32.6	55.4	12.7	13.0
c.	8.8	7.0	1.5	11.1	8.7
d.	0.7	2.3	1.5	3.2	4.3
e.	13.9	9.3	13.8	9.5	17.4

$$\chi^2 = 42.86, \text{ df} = 16, \underline{p} < .01$$

Among enlisted men, more Chicanos, Puerto Ricans, and Blacks than Whites think that punishments given under Article 15 are fair for Whites, but unfair for minority group soldiers.

Approximately half of the NCOs of all ethnic groups except Blacks, feel that punishments given under Article 15 are fair for Black, White, and Spanish-speaking soldiers. More than half of the Blacks feel that the punishments are fair for Whites, but unfair for minority group soldiers.

Table B-105

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 105. Are you in favor of an Army program to use trained lower-ranking Black, Spanish-speaking, and White enlisted personnel who would be available to advise soldiers of their legal rights and to work with the unit commander to solve problems in the unit?
- a. yes
 - b. no
 - c. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	75.2	71.4	69.5	70.9	72.3
b.	15.7	15.1	21.4	22.3	11.7
c.	9.1	13.5	9.1	6.7	16.0

$$\chi^2 = 15.91, \text{ df} = 8, \underline{p} < .05$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	76.6	86.0	78.5	71.4	62.5
b.	17.5	9.3	16.9	27.0	20.8
c.	5.8	4.7	4.6	1.6	16.7

Non-significant χ^2

Chicano, Puerto Rican, and "Other" enlisted men are less likely to say no toward having trained enlisted men available to advise men of their legal rights than are Blacks and Whites.

The results for NCOs are non-significant and warrant no discussion.

Table B-106

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 106. Do you think that there are enough Black MPs in the Military Police at this Post?
- a. yes
 - b. no
 - c. don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	37.7	24.1	19.2	47.3	30.5
b.	13.9	24.1	46.2	9.9	16.8
c.	48.4	51.8	34.6	42.9	52.6

$$\chi^2 = 107.91, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	40.9	45.2	9.2	49.2	33.3
b.	10.2	19.0	61.5	9.5	8.3
c.	48.9	35.7	29.2	41.3	58.3

$$\chi^2 = 87.56, \text{ df} = 8, p < .01$$

Fewer Puerto Rican, Chicano, Black, and "Other" enlisted men than White feel that there are enough Black MPs.

The Black NCOs exceed all groups in answering that there are not enough Black MPs.

Table B-107

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 107. Do you think that there are enough Spanish-speaking MPs at this Post?
- a. yes
 - b. no
 - c. don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.6	5.2	10.3	25.3	8.4
b.	60.5	69.3	46.8	15.4	42.1
c.	31.8	25.5	42.9	59.3	49.5

$$\chi^2 = 152.07, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.9	2.3	6.3	23.8	12.5
b.	56.2	69.8	64.1	22.2	37.5
c.	32.8	27.9	29.7	54.0	50.0

$$\chi^2 = 38.29, \text{ df} = 8, p < .01$$

Most of the Chicano and Puerto Rican enlisted men believe that there are not enough Spanish-speaking MPs.

Most Chicano, Puerto Rican and Black NCOs believe that there are not enough Spanish-speaking MPs.

Table B-108

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 108. How are different groups treated in the Post Exchange (PX) here?
- a. Blacks, Whites, and Spanish-speaking are treated the same
 - b. Spanish-speaking soldiers are treated better
 - c. Whites are treated better
 - d. Blacks are treated better
 - e. minority groups are treated better

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	65.2	67.4	60.0	78.8	64.5
b.	4.3	7.4	7.1	2.2	4.3
c.	22.6	18.9	25.2	7.3	19.4
d.	4.5	2.6	3.2	5.6	4.3
e.	3.4	3.7	4.5	6.1	7.5

$$\chi^2 = 37.51, \text{ df} = 16, \underline{p} < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	75.2	88.4	61.5	75.8	66.7
b.	0.7	2.3	3.1	4.8	8.3
c.	16.1	7.0	24.6	9.7	12.5
d.	4.4	2.3	1.5	4.8	8.3
e.	3.6	0.0	9.2	4.8	4.2

Non-significant χ^2

More Chicano, Puerto Rican, Black, and "Other" enlisted men than White believe that Whites are treated better in the PX.

The differences are non-significant for NCOs.

Table B-109

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 109. Do you believe that there are enough Blacks presently serving as commanders on this post?
- a. yes
 - b. no
 - c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	23.0	17.8	7.7	31.5	19.1
b.	24.8	42.4	71.2	13.3	26.6
c.	52.3	39.8	21.2	55.2	54.3

$$\chi^2 = 161.42, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	27.9	20.9	7.8	29.5	20.8
b.	27.9	41.9	76.6	19.7	29.2
c.	44.1	37.2	15.6	50.8	50.0

$$\chi^2 = 56.79, \text{ df} = 8, p < .01$$

Nearly 50% of Chicano enlisted men divide themselves almost equally between a yes response and a no response. Most Puerto Ricans, however, respond no or have no opinion. A similar trend exists among Chicano and Puerto Rican NCOs.

Table B-110

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 110. Do you believe that there are enough Blacks presently serving as teachers in the dependent school on this Post?
- yes
 - no
 - I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	12.6	10.5	3.8	15.5	7.4
b.	15.2	24.7	43.6	6.1	17.9
c.	72.2	64.7	52.6	78.5	74.7

$$\chi^2 = 91.9, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	13.9	7.0	4.6	17.5	12.5
b.	15.3	23.3	56.9	17.5	16.7
c.	70.8	69.8	38.5	65.1	70.8

$$\chi^2 = 47.79, \text{ df} = 8, p < .01$$

The majority of enlisted men have no opinion on whether there are enough Blacks serving as teachers in the dependent school. More Puerto Ricans respond no to this item than Chicanos. A similar trend exists for NCOs.

Table B-111

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 111. Do you believe that there are enough Blacks presently serving as lawyers on this Post?
- a. yes
 - b. no
 - c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.5	13.2	4.5	16.6	8.4
b.	21.9	33.7	63.2	13.8	18.9
c.	67.6	53.2	32.3	69.6	72.6

$$\chi^2 = 134.38, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.9	7.1	4.6	16.1	0.0
b.	25.5	33.3	76.9	22.6	29.2
c.	63.5	59.5	18.5	61.3	70.8

$$\chi^2 = 64.42, \text{ df} = 8, p < .01$$

The majority of all groups of enlisted men except Blacks have no opinion, while Blacks believe that there are not enough Black lawyers on the Post. The NCOs respond in the same manner.

Table B-112

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 112. Do you believe that there are enough Blacks presently serving as employees (clerks, PX workers, etc.) on this Post?
- yes
 - no
 - I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	31.8	22.6	18.8	51.9	28.4
b.	20.0	35.3	54.5	10.5	17.9
c.	48.2	42.1	26.6	37.6	53.7

$$\chi^2 = 133.55, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	45.3	27.9	15.4	51.6	41.7
b.	12.4	18.6	61.5	12.9	4.2
c.	42.3	53.5	23.1	35.5	54.2

$$\chi^2 = 80.27, \text{ df} = 8, p < .01$$

Most Chicano and Puerto Rican enlisted men have no opinion on whether or not there are enough Black employees on Post. More Puerto Ricans respond no, however, than do Chicanos. Large ethnic group differences are found for all item alternatives among the NCOs.

Table B-113

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 113. Do you believe that there are enough Spanish-speaking soldiers serving on this Post as commanders?
- yes
 - no
 - I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	3.6	4.8	8.3	22.1	4.2
b.	68.2	75.7	57.7	21.0	48.4
c.	28.3	19.6	34.0	56.9	47.4

$$\chi^2 = 173.14, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.4	4.7	7.8	12.9	8.3
b.	62.5	65.1	70.3	25.8	33.3
c.	30.1	30.2	21.9	61.3	58.3

$$\chi^2 = 38.24, \text{ df} = 8, p < .01$$

The majority of Chicano, Puerto Rican, and Black enlisted men believe that there are not enough Spanish-speaking soldiers serving as Commanders. This same pattern of belief is apparent among NCOs.

Table B-114

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 114. Do you believe that there are enough Spanish-speaking soldiers presently serving on this Post as teachers in the dependent school?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	2.7	3.2	5.8	14.4	5.3
b.	53.6	64.4	42.3	9.4	28.4
c.	42.7	32.4	51.9	76.2	66.3

$$\chi^2 = 163.59, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	8.0	4.7	6.3	14.5	8.3
b.	41.6	51.2	56.3	21.0	25.0
c.	50.4	44.2	37.5	64.5	66.7

$$\chi^2 = 22.29, \text{ df} = 8, p < .01$$

The majority of Chicano and Puerto Rican enlisted men believe that there are not enough Spanish-speaking soldiers serving as teachers in the dependent school. Among NCOs, the majority of the Puerto Ricans and Blacks answered "no" to this item, but the majority of Chicanos answered "I have no opinion".

Table B-115

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 115. Do you believe that there are enough Spanish-speaking soldiers presently serving on this Post as lawyers?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	5.2	8.4	6.5	9.4	5.3
b.	56.3	68.9	51.0	18.3	42.1
c.	38.6	26.6	42.6	72.2	52.6

$$\chi^2 = 116.98, df = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	1.5	2.3	3.1	12.9	.0
b.	54.7	65.1	68.8	24.2	33.3
c.	43.8	32.6	28.1	62.9	66.7

$$\chi^2 = 44.76, df = 8, p < .01$$

Most Chicano and Puerto Rican enlisted men believe that not enough Spanish-speaking soldiers are currently serving as lawyers on Post.

Most Chicano, Puerto Rican and Black NCOs feel that there are not enough Spanish-speaking soldiers serving as lawyers.

Table B-116

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 116. Do you believe that there are enough Spanish-speaking soldiers presently serving on this Post as employees (clerks, PX workers, etc.)?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	6.9	12.6	9.7	30.4	7.4
b.	63.8	71.6	56.1	17.1	41.1
c.	29.3	15.8	34.2	52.5	51.6

$$\chi^2 = 177.19, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	8.8	18.6	15.6	20.6	16.7
b.	58.8	51.2	56.3	22.2	29.2
c.	32.4	30.2	28.1	57.1	54.2

$$\chi^2 = 31.43, \text{ df} = 8, p < .01$$

Most Chicano and Puerto Rican enlisted men believe that not enough Spanish-speaking soldiers are serving on Post as employees.

The response of Chicano and Puerto Rican NCOs is similar to that of the corresponding enlisted men.

Table B-117

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 117. Do you believe that Black history and Black culture are given enough attention in the entertainment at this Post's clubs?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	37.8	17.8	12.2	49.7	29.5
b.	16.1	36.1	65.3	10.5	26.3
c.	46.1	46.1	22.4	39.8	44.2

$$\chi^2 = 201.22, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	46.0	34.9	7.7	54.0	45.8
b.	13.1	23.3	73.8	12.7	4.2
c.	40.9	41.9	18.5	33.3	50.0

$$\chi^2 = 106.62, \text{ df} = 8, p < .01$$

Most Chicano and Puerto Rican enlisted men have no opinion concerning this item. However, better than 37% of Chicanos say yes, while around 36% of the Puerto Ricans say no.

Better than 86% of Chicano NCOs say yes to this item or have no opinion, and more than 76% of Puerto Ricans feel this way.

Table B-118

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 118. Do you believe that Black history and Black culture are given enough attention in the schools for military dependents at this Post?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	21.5	11.6	9.0	19.3	11.6
b.	17.0	25.3	48.4	11.6	18.9
c.	61.5	63.2	42.6	69.1	69.5

$$\chi^2 = 92.14, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	28.5	18.6	1.5	34.9	25.0
b.	8.0	16.3	64.6	12.7	20.8
c.	63.5	65.1	33.8	54.4	54.2

$$\chi^2 = 96.12, \text{ df} = 8, p < .01$$

Most Chicano and Puerto Rican enlisted men have no opinion, but over 21% of the former say yes and more than 25% of the latter say no.

Most Chicano and Puerto Rican NCOs have no opinion, but the next largest percentage say yes. More Chicanos say yes than Puerto Ricans.

Table B-119

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 119. Do you believe that Black history and Black culture are given enough attention at this Post's activities for wives and dependents?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	19.9	9.9	9.6	26.7	15.8
b.	17.9	26.2	49.4	8.9	17.9
c.	62.2	63.9	41.0	64.4	66.3

$$\chi^2 = 104.81, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	33.6	20.9	1.5	30.2	16.7
b.	15.3	14.0	70.8	15.9	12.5
c.	51.1	65.1	27.7	54.0	70.8

$$\chi^2 = 94.36, \text{ df} = 8, p < .01$$

Most Chicano and Puerto Rican enlisted men have no opinion, but the next largest percentage of Puerto Ricans says no, while Chicanos say yes.

Among NCOs, most Chicanos and Puerto Ricans have no opinion, but the next largest percentage for these groups says yes.

Table B-120

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 120. Do you believe that Spanish history and Spanish culture are given enough attention in the entertainment at this Post's clubs?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	9.3	12.2	11.2	24.4	13.0
b.	65.4	64.6	48.0	23.3	44.6
c.	25.3	23.3	40.8	52.3	42.4

$$\chi^2 = 108.96, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	16.9	4.8	6.3	31.7	16.7
b.	57.4	66.7	57.1	22.2	41.7
c.	25.7	28.6	36.5	46.0	41.7

$$\chi^2 = 37.35, \text{ df} = 8, p < .01$$

Approximately 65% of the Puerto Rican and Chicano enlisted men feel that there is not enough attention given to Spanish history and culture at the Post's clubs. This contrasts with the responses of Black (48%), White (23%), and "Other" (45%) enlisted men.

Among NCOs, more Puerto Ricans than any other group feel that not enough attention is given to Spanish history and culture.

Table B-121

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 121. Do you believe that Spanish history and Spanish culture are given enough attention in the schools for military dependents at this Post?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.4	12.1	9.7	15.5	10.5
b.	51.8	57.9	36.8	14.9	30.5
c.	40.8	30.0	53.5	69.6	58.9

$$\chi^2 = 104.57, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	13.1	6.8	6.3	27.0	4.2
b.	40.1	45.5	55.6	17.5	45.8
c.	46.7	47.7	38.1	55.6	50.0

$$\chi^2 = 28.84, \text{ df} = 8, p < .01$$

More than half of the Black, White, and "Other" enlistees have no opinion on this matter treated in this item. On the other hand, over 50% of both Chicano and of Puerto Rican enlistees feel that there is not enough attention given to Spanish history and culture in the schools for military dependents.

There appears to be a significantly larger proportion of Black NCOs (56%) who responded negatively to this question as opposed to 17% of White NCOs. Chicano, Puerto Rican, and "Other" NCOs responded somewhat similarly with 40%, 45% and 46% responding negatively.

Table B-122

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 122. Do you believe that Spanish history and Spanish culture are given enough attention at this Post's activities for wives and dependents?

- a. yes
- b. no
- c. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.9	9.9	9.0	13.9	9.6
b.	52.6	55.0	35.3	11.7	36.2
c.	39.6	35.1	55.8	74.4	54.3

$$\chi^2 = 108.09, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	11.7	0.0	7.8	21.0	12.5
b.	48.2	48.8	54.7	24.2	33.3
c.	40.1	51.2	37.5	54.8	54.2

$$\chi^2 = 23.07, \text{ df} = 8, p < .01$$

More than half of the Black, White, and "Other" enlisted men have no opinion about the problem discussed in this item. On the other hand, 53% and 55% of the Chicano and Puerto Rican enlistees feel that there is not enough attention given to Spanish history and culture at the Post's activities for wives and dependents. This is quite different from the responses given by Blacks, Whites and "Others" whose no responses were 35%, 12%, and 36% respectively.

A large proportion of NCOs' responses fall into the no opinion category. The largest proportion of responses of Puerto Rican, Chicano and Black NCOs fall into the no category in numbers significantly different from those of White and "Other" NCOs.

Table B-123

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 123. Is it possible to obtain books on Black history and culture in the library on this Post?

- a. yes
- b. no
- c. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	42.2	41.4	56.8	44.2	43.2
b.	10.1	14.1	14.2	4.4	14.7
c.	47.8	44.5	29.0	51.4	42.1

$$\chi^2 = 29.62, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	46.7	31.8	69.2	55.6	50.0
b.	8.8	6.8	7.7	7.9	16.7
c.	44.5	61.4	23.1	36.5	33.3

$$\chi^2 = 20.97, \text{ df} = 8, p < .01$$

Spanish ethnic enlistees did not differ significantly in their responses to this item. The majority of Blacks (57%) did respond that it was possible to obtain literature on Black history and culture.

Among NCOs, more Blacks (69%) responded positively to this item than any other group. The smallest proportion of positive responses came from Puerto Rican NCOs.

Table B-124

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 124. Is it possible to obtain books on Spanish history and culture in the library on this Post?

- a. yes
- b. no
- c. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	34.5	27.2	46.2	43.1	40.0
b.	20.6	41.9	10.9	6.1	21.1
c.	44.8	30.9	42.9	50.8	38.9

$$\chi^2 = 88.89, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	42.6	31.8	64.6	49.2	52.2
b.	12.5	29.5	4.6	11.1	8.7
c.	44.9	38.6	30.8	39.7	39.1

$$\chi^2 = 22.94, \text{ df} = 8, p < .01$$

More Puerto Rican enlistees (42%) feel that it is not possible to obtain books on Spanish history and culture on the Post than Chicano enlistees (21%). Fewer Puerto Ricans responded I don't know (31%) than Chicanos (45%).

Among NCOs the same pattern holds in that almost 30% of the Puerto Ricans as opposed to almost 13% of Chicanos responded negatively to this item.

Table B-125

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 125. Is it possible to obtain books written by Black authors in the library on this Post?

- a. yes
- b. no
- c. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	41.0	37.4	58.7	50.0	44.2
b.	6.5	15.3	8.4	2.8	7.4
c.	52.5	47.4	32.9	47.2	48.4

$$\chi^2 = 41.27, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	39.7	29.5	61.5	50.8	54.2
b.	2.9	15.9	7.7	4.8	8.3
c.	57.4	54.5	30.8	44.4	37.5

$$\chi^2 = 24.93, \text{ df} = 8, p < .01$$

The greatest proportion of Spanish ethnics don't know if books by Black authors are available on the Post. More Puerto Ricans responded negatively than did Chicanos or any other group of enlisted men.

The same pattern is observed among NCOs.

Table B-126

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 126. Is it possible to obtain books written by Spanish authors in the library on this Post?

- a. yes
- b. no
- c. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	27.5	27.4	39.1	45.3	35.8
b.	23.4	38.9	12.8	2.2	17.9
c.	49.1	33.7	48.1	52.5	46.3

$$\chi^2 = 92.66, \text{ df} = 8, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	30.7	29.5	47.7	30.2	41.7
b.	21.2	25.0	6.2	9.5	8.3
c.	48.2	45.5	46.2	60.3	50.0

$$\chi^2 = 17.91, \text{ df} = 8, p < .05$$

A greater proportion of Puerto Rican enlistees feel that it is not possible to obtain books by Spanish authors on the Post than Chicano enlistees or enlistees of any other ethnic group.

Chicano and Puerto Rican NCOs were similar in their responses which followed a very different pattern than those given by NCOs of other ethnic groups. Most NCOs don't know. However, significantly, larger proportions of Blacks, Whites, and "Others" feel that the literature is available than do Spanish ethnics.

Table B-127

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 127. Is it possible to obtain books about military contributions of Blacks in the library on this Post?

- a. yes
- b. no
- c. I don't know

E-2 - E-4					
Chicano	Puerto Rican	Black	White	Other	
a. 24.1	23.2	32.3	29.4	29.5	
b. 9.9	21.1	21.3	2.8	14.7	
c. 66.0	55.8	46.5	67.8	55.8	

$\chi^2 = 50.65$, $df = 8$, $p < .01$

E-5 - E-6					
Chicano	Puerto Rican	Black	White	Other	
a. 37.2	25.0	43.1	36.5	45.8	
b. 8.8	15.9	13.8	4.8	12.5	
c. 54.0	59.1	43.1	58.7	41.7	

Non-significant χ^2

Most enlistees don't know about the availability of the literature mentioned in this question. Puerto Ricans and Blacks responded similarly in terms of the non-availability in proportions much greater than those of other groups.

NCOs did not differ significantly on this item.

Table B-128

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 128. Is it possible to obtain books about the military contributions of Spanish ethnics in the library on this Post?
- a. yes
 - b. no
 - c. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	16.4	11.6	30.3	21.7	28.7
b.	24.1	39.2	18.1	8.9	16.0
c.	59.5	49.2	51.6	69.4	55.3

$$\chi^2 = 71.41, \underline{df} = 8, \underline{p} < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	25.5	20.5	36.5	25.4	41.7
b.	21.2	34.1	7.9	4.8	8.3
c.	53.3	45.5	55.6	69.8	50.0

$$\chi^2 = 27.24, \underline{df} = 8, \underline{p} < .01$$

Approximately 50% or more of the enlisted men don't know if literature on military contributions of Spanish ethnics is available. A much greater number of Puerto Ricans responded negatively to this item.

The same trend is observed among NCOs of different origins.

Table B-129

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 129. Did you know that there is an Equal Opportunity Officer at this Post?
- a. yes
 - b. no
 - c. no response

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	46.2	47.1	49.0	53.9	45.7
b.	46.2	43.4	45.0	40.0	45.7
c.	7.7	9.5	6.0	6.1	8.5

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	67.2	76.7	73.8	74.6	79.2
b.	30.7	18.6	21.5	22.2	16.7
c.	2.2	4.7	4.6	3.2	4.2

Non-significant χ^2

Among enlisted men the proportion of men responding to each alternative is approximately the same across all groups. Greater proportions of NCOs respond positively across all groups. There are no significant differences among groups.

Table B-130

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 130. Do you know how to get in touch with him?

- a. yes
- b. no
- c. no response

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	30.5	34.2	34.4	42.5	30.4
b.	64.3	55.4	62.3	53.6	62.0
c.	5.1	10.3	3.3	3.9	7.6

$$\chi^2 = 19.06, \text{ df} = 8, p < .05$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	44.4	65.9	55.6	58.1	41.7
b.	51.9	31.7	39.7	37.1	54.2
c.	3.7	2.4	4.8	4.8	4.2

Non-significant χ^2

A majority of enlisted men do not know how to get in touch with the Equal Opportunity Officer at their Post. The largest percentage of enlistees responding negatively are Chicanos. Responses of NCOs did not differ significantly.

Table B-131

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 131. Do you know the name and rank of the Equal Opportunity Officer on this Post?
- a. yes
 - b. no
 - c. no response

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	16.2	24.6	18.8	14.9	19.1
b.	78.9	64.9	74.7	81.8	73.4
c.	4.9	10.5	6.5	3.3	7.4

$\chi^2 = 20.54, df = 8, p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	24.1	48.8	35.4	28.6	33.3
b.	74.5	48.8	63.1	71.4	66.7
c.	1.5	2.3	1.5	0.0	0.0

Non-significant χ^2

A large majority of enlistees of all ethnic groups do not know the name and rank of the Equal Opportunity Officer in their Post.

Responses among NCOs did not differ significantly.

Table B-134

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 134. How do most Spanish-speaking enlisted personnel that you know feel about the way the Equal Opportunity Officer at this post does his job?
- a. they think he does a good job
 - b. they think he does a poor job
 - c. they are not sure whether he does a good job or not
 - d. they don't care whether he does a good job or not

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	16.4	20.4	18.0	12.0	16.9
b.	21.7	22.2	23.3	14.8	16.9
c.	46.3	44.3	48.1	47.2	49.3
d.	15.6	13.2	10.5	26.1	16.9

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	23.6	5.6	26.7	22.9	15.0
b.	15.7	21.1	25.0	20.8	10.0
c.	43.3	55.3	40.0	45.8	45.0
d.	17.3	18.4	8.3	10.4	30.0

Non-significant χ^2

Enlistees and NCOs of all ethnic groups do not differ significantly in their responses to this item.

Table B-135

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q 135. Do you think that most enlisted personnel who have gone to the Equal Opportunity Officer are satisfied with the way their problems were handled?
- a. most are satisfied
 - b. some are satisfied
 - c. very few are satisfied
 - d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	8.3	14.0	10.6	10.0	6.4
b.	19.6	19.4	19.9	17.2	23.4
c.	21.2	22.0	26.5	10.6	22.3
d.	50.9	44.6	43.0	62.2	47.9

$$\chi^2 = 26.65, \text{ df} = 12, p < .05$$

E5 - E6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	15.4	4.7	15.9	15.9	13.0
b.	19.9	39.5	36.5	20.6	13.0
c.	19.1	14.0	15.9	19.0	8.7
d.	45.6	41.9	31.7	44.4	65.2

Non-significant χ^2

Most enlisted men of all groups responded I don't know to this item. The majority of the remaining men of Chicano, Puerto Rican, Black and "Other" origins think that very few enlisted personnel are satisfied with the way their problems were handled by the Equal Opportunity Officer. White enlistees felt that some men are satisfied. NCOs did not differ significantly.

Table B-136

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 136 How serious is the problem of racial discrimination in Off-Post housing for Black soldiers at this Post today?

- a. very serious
- b. serious
- c. not serious
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.2	12.4	14.4	5.6	11.6
b.	15.8	14.5	30.7	10.0	12.6
c.	22.5	24.2	14.4	24.4	15.8
d.	54.5	48.9	40.5	60.0	60.0

$$\chi^2 = 50.86, \text{ df} = 12, p < .01$$

E-5 -E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.3	9.3	23.1	3.2	13.0
b.	17.5	9.3	30.8	6.3	13.0
c.	31.4	32.6	21.5	34.9	39.1
d.	43.8	48.8	24.6	55.6	34.8

$$\chi^2 = 39.29, \text{ df} = 12, p < .01$$

The largest percentages of responses are I don't know. Among the other responses, most Chicano, Puerto Rican, White, and "Other" enlisted men seem to agree that the Off-Post housing problem for Blacks is not serious. On the contrary, the largest proportion of Blacks, aside from those who don't know, responded that the problem is serious.

A very similar pattern is observed among NCOs.

Table B-137

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 137. How serious is the problem of discrimination in Off-Post housing for Spanish-speaking soldiers at this Post today?

- a. very serious
- b. serious
- c. not serious
- d. I don't know

E-2 - E-4

	Chicano	Puerto Rican	Black	White	Other
a.	7.2	13.3	10.4	5.6	5.3
b.	19.1	20.7	30.5	6.1	8.4
c.	28.4	29.3	13.0	24.0	26.3
d.	45.3	36.7	46.1	64.2	60.0

$$\chi^2 = 73.70, df = 12, p < .01$$

E-5 - E-6

	Chicano	Puerto Rican	Black	White	Other
a.	6.6	2.3	16.9	1.6	13.0
b.	10.2	14.0	16.9	9.5	21.7
c.	44.5	46.5	21.5	31.7	30.4
d.	38.7	37.2	44.6	57.1	34.8

$$\chi^2 = 29.17, df = 12, p < .01$$

The largest proportion of the responses to this question fall into the category I don't know. The largest proportion of other responses of enlisted men of all groups except Black enlistees, feel that the problem of Off-Post housing is not serious for Spanish-speaking soldiers today.

The largest proportion of responses of Chicano and Puerto Rican NCOs fall into the category of not serious on this item. The largest proportion of Blacks, Whites, and "Others" don't know.

Table B-138

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 138. How much has the Army's Equal Opportunity in Off-Post housing program improved housing conditions for SPANISH-SPEAKING SOLDIERS?
- a. a great deal
 - b. somewhat
 - c. little or no improvement
 - d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.5	5.3	8.5	5.0	9.5
b.	17.4	16.0	20.3	11.7	14.7
c.	23.0	33.2	19.6	9.4	15.8
d.	55.1	45.5	51.6	73.9	60.0

$$\chi^2 = 50.97, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	8.8	16.3	16.9	6.3	13.0
b.	17.5	23.3	26.2	15.9	34.8
c.	15.3	20.9	13.8	12.7	21.7
d.	58.4	39.5	43.1	65.1	30.4

Non-significant χ^2

Most of the responses of each group of enlisted men to this question were I don't know. The majority of other responses given by Puerto Ricans (33%) and Chicanos (23%) show that members of these groups feel that there has been little or no improvement in the housing conditions for Spanish-speaking soldiers.

NCOs of various origins did not differ significantly in their responses.

Table B-139

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 139. How much has the Army's Equal Opportunity in Off-Post housing program improved housing conditions for Black soldiers?
- a great deal
 - somewhat
 - little or no improvement
 - I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	8.0	9.1	15.1	8.4	6.4
b.	15.2	16.1	26.3	11.2	16.0
c.	15.9	25.3	19.1	10.1	11.7
d.	60.9	49.5	39.5	70.4	66.0

$$\chi^2 = 52.87, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	12.4	16.3	16.9	20.6	21.7
b.	16.1	20.9	27.7	17.5	26.1
c.	8.0	23.3	30.8	7.9	17.4
d.	63.5	39.5	24.6	54.0	34.8

$$\chi^2 = 41.16, \text{ df} = 12, p < .01$$

Aside from those men responding that they don't know, most Puerto Rican soldiers feel that there has been little or no improvement in housing conditions for Black soldiers. This contrasts with the responses of Blacks who feel that the Army's Equal Opportunity program has been somewhat helpful.

Table B-140

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 140. Have you ever attended either of the Army's courses on race relations entitled "Race Relations" and "Leadership Aspects of Race Relations?"
- a. yes
- b. no (If no, go to question 146)

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	42.0	44.6	49.2	52.1	51.2
b.	58.0	55.4	50.8	47.9	48.8

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	45.5	64.1	66.1	64.9	72.7
b.	54.5	35.9	33.9	35.1	27.3

$\chi^2 = 13.05$, df = 4, p < .05

Among enlistees the differences are not significant. A greater number of NCOs of all groups, except the Chicanos, have attended one of the Army's courses on race relations.

Table B-141

PERCENTAGES OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 141. If your answer to question 140 is yes, indicate where you attended this course:

- a. Basic Combat Training
- b. Officer Candidate training program
- c. NCO academy
- d. NCO Educational Program
- e. none of these

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	32.2	22.8	37.7	39.0	48.4
b.	11.2	18.7	15.1	13.0	0.0
c.	9.8	17.1	7.5	11.4	14.1
d.	9.8	8.9	3.8	10.6	4.7
e.	37.0	32.5	35.8	26.0	32.8

$$\chi^2 = 37.09, \text{ df} = 16, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	16.2	17.2	10.6	16.3	0.0
b.	6.3	0.0	8.5	4.7	0.0
c.	31.3	27.6	21.3	34.9	15.8
d.	12.5	17.2	14.9	16.3	21.1
e.	33.7	37.9	44.7	27.9	63.2

Non-significant χ^2

Except for those enlistees who reported none of these, the greatest proportion of soldiers of all ethnic groups report attending the course on race relations during basic combat training.

Table B-142

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 142. Did you attend the course at any of the following places?

- a. Drill Sergeant School
- b. Army Infantry Center (USAIC) at Ft. Benning, Ga.
- c. this Post
- d. other

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	4.6	10.9	6.5	4.6	8.8
b.	10.5	20.9	17.2	2.8	17.5
c.	42.3	48.2	46.2	51.9	50.4
d.	42.7	20.0	30.1	40.7	33.3

$\chi^2 = 38.06$, $df = 12$, $p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	8.1	21.4	18.6	14.0	5.3
b.	6.8	0.0	11.6	9.3	0.0
c.	47.3	46.4	51.2	55.8	57.9
d.	37.8	32.1	18.6	20.9	36.8

Non-significant χ^2

The Post is the place where the greatest proportion of all enlisted men attended the course on race relations.

Among the NCOs, the percentages do not differ significantly.

Table B-143

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 143. Would you say that the instruction you received increased your understanding of racial problems in the Army?

- a. a great deal
- b. somewhat
- c. not at all

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	16.3	13.0	18.7	13.4	15.3
b.	44.4	46.3	47.3	47.3	42.4
c.	39.3	40.7	34.1	39.3	42.4

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	37.3	30.8	27.3	16.7	33.3
b.	38.7	57.7	54.5	52.4	38.9
c.	24.0	11.5	18.2	31.0	27.8

Non-significant χ^2

There are no significant differences among enlistees or NCOs of various ethnic groups in their evaluation of the effect of the Army's courses in their understanding of race relations.

Table B-144

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 144. Would you say that the instruction you received increased your understanding of the causes of racial tension in the Army?

- a. a great deal
- b. somewhat
- c. not at all

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	15.8	14.7	25.3	16.8	15.0
b.	51.9	47.1	49.5	46.7	48.3
c.	32.4	38.2	25.3	36.4	36.7

Non-significant χ^2

E-5 E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	40.5	28.6	33.3	16.3	44.4
b.	39.2	53.6	48.9	60.5	16.7
c.	20.3	17.9	17.8	23.3	38.9

Non-significant χ^2

Neither enlisted men nor NCOs of different ethnic groups differ in their evaluation of the extent to which the instruction received increased their understanding of the causes of racial tensions.

Table B-145

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 145. Which part of the course was most valuable to you?

- a. Black history: civilian and military
- b. explanation of Army Equal Opportunity and Treatment policy and complaints and indicators of racial tension
- c. discussion of the current racial situation in the Army with filmed or taped situations
- d. Spanish-American history: Civilian and military

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	9.2	14.7	41.3	18.2	13.8
b.	19.3	21.6	23.9	17.2	27.6
c.	35.7	34.3	26.1	51.5	41.4
d.	35.7	29.4	8.7	13.1	17.2

$\chi^2 = 81.25$, $df = 12$, $p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	9.6	16.0	22.7	17.9	5.6
b.	31.5	36.0	22.7	38.5	38.9
c.	37.0	36.0	47.7	43.6	44.4
d.	21.9	12.0	6.8	0.0	11.1

Non-significant χ^2

Discussion of the current racial situation was most valuable to a greater proportion of enlisted men of all ethnic groups except Blacks. Spanish American history was more valuable to Chicano and Puerto Rican soldiers than it was to members of other ethnic groups.

Differences among NCOs were minimal.

Table B-146

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 146. In general, what is your opinion about the value of Race Relations Seminars for reducing tensions in the Army?

- a. they are very effective in reducing tensions
- b. they are somewhat effective in reducing racial tensions
- c. they are not effective at all in reducing racial tensions
- d. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	11.6	15.1	16.9	10.1	18.3
b.	27.0	27.4	32.5	27.5	32.3
c.	27.5	23.1	24.7	31.5	23.7
d.	33.9	34.4	26.0	30.9	25.8

Non-significant χ^2

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	21.2	32.6	24.6	11.1	25.0
b.	26.3	18.6	44.6	33.3	25.0
c.	21.2	9.3	15.4	28.6	25.0
d.	31.4	39.5	15.4	27.0	25.0

$\chi^2 = 25.71$, df = 12, p < .05

Enlistees of the different ethnic groups do not differ significantly on this item.

Close to one-third (33%) of the Puerto Rican NCOs feel that Race Relations seminars are effective in reducing tensions as opposed to 21%, 25%, 11% and 25% of Chicano, Black, White and "Other" NCOs.

Table B-147

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 147. In general, what is your opinion about the value of Race Relations Councils for reducing tensions in the Army?

- a. they are very effective in reducing racial tensions
- b. they are somewhat effective in reducing racial tensions
- c. they are not effective at all in reducing racial tensions
- d. I have no opinion

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	7.3	10.1	11.6	9.5	14.9
b.	30.8	29.3	41.3	31.8	34.0
c.	26.5	19.7	17.4	27.9	27.7
d.	35.4	41.0	29.7	30.7	23.4

$\chi^2 = 25.09$, df = 12, p < .05

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	18.4	23.3	23.4	4.8	12.5
b.	30.1	27.9	42.2	38.1	33.3
c.	20.6	20.9	17.2	27.0	29.2
d.	30.9	27.9	17.2	30.2	25.0

Non-significant χ^2

Fewer Chicanos and Puerto Rican enlistees feel that the Race Relations Councils are not effective in reducing racial tensions than do White and "Other" enlisted men. Fewer Chicanos also feel that the Councils are very effective.

Among NCOs the differences are not significant.

Table B-148

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 148. How do you think most Black soldiers view Race Relations seminars?

- a. they see them as helpful for the racial situation in the Army
- b. they see them as neither helpful nor harmful
- c. they see them as harmful to the racial situation in the Army
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	10.0	13.8	22.9	9.4	16.8
b.	26.5	20.1	38.6	30.0	24.2
c.	10.2	15.3	15.7	10.0	9.5
d.	53.3	50.8	22.9	50.6	49.5

$$\chi^2 = 58.21, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	20.6	25.6	34.4	7.9	20.8
b.	16.2	18.6	34.4	30.2	33.3
c.	8.1	7.0	9.4	7.9	4.2
d.	55.1	48.8	21.9	54.0	41.7

$$\chi^2 = 31.53, \text{ df} = 12, p < .01$$

Over half of the enlistees of all ethnic groups, except Blacks, don't know how most Black soldiers view Race Relations seminars. Most of the remainder of the respondents think that Black soldiers see the seminars as neither helpful nor harmful.

Among NCOs the pattern is similar.

Table B-149

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 149. How do you think most Black soldiers view Race Relations Councils?
- They see them as helpful for the racial situation in the Army
 - They see them as neither helpful nor harmful
 - They see them as harmful to the racial situation in the Army
 - I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	13.0	13.3	21.1	10.0	12.6
b.	19.8	16.5	36.2	28.3	23.2
c.	10.7	9.0	11.8	7.2	11.6
d.	56.5	61.2	30.9	54.4	52.6

$$\chi^2 = 46.83, \text{ df} = 12, \underline{p} < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	21.6	27.9	33.3	15.9	25.0
b.	20.9	18.6	34.9	19.0	33.3
c.	6.0	4.7	3.2	6.3	0.0
d.	51.5	48.8	28.6	58.7	41.7

Non-significant χ^2

Aside from the Black enlistees, more than 50% of the respondents don't know how most Black soldiers view Race Relations Councils. The greatest proportion of enlistees, including Blacks, think that Blacks see them as neither helpful nor harmful.

NCOs do not differ significantly on this item.

Table B-150

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

- Q. 150. How do you think most Spanish-speaking soldiers view Race Relations Seminars?
- a. They see them as helpful for the racial situation in the Army
 - b. They see them as neither helpful nor harmful
 - c. They see them as harmful to the racial situation in the Army
 - d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	17.6	18.1	17.0	11.7	21.1
b.	35.8	33.0	28.8	22.9	25.3
c.	13.9	14.4	9.8	7.8	11.6
d.	32.6	34.6	44.4	57.5	42.1

$$\chi^2 = 40.03, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	25.9	30.2	22.6	9.7	16.7
b.	30.4	37.2	29.0	22.6	33.3
c.	11.9	4.7	3.2	4.8	4.2
d.	31.9	27.9	45.2	62.9	45.8

$$\chi^2 = 27.55, \text{ df} = 12, p < .01$$

Aside from those enlisted men responding I don't know, most men of all groups including Spanish ethnics, think that most Spanish-speaking soldiers view Race Relations as neither helpful nor harmful. A larger proportion of Spanish ethnics respond this way than do members of other ethnic groups.

The same pattern is observed among the NCOs.

Table B-151

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 151. How do you think most Spanish-speaking soldiers view Race Relations Councils?

- a. they see them as helpful for the racial situation in the Army
- b. they see them as neither helpful nor harmful
- c. they see them as harmful to the racial situation in the Army
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	17.9	23.2	19.0	14.0	27.4
b.	34.6	30.5	23.5	26.3	22.1
c.	13.5	11.6	10.5	6.1	11.6
d.	33.9	34.7	47.1	53.6	38.9

$\chi^2 = 37.81$, $df = 12$, $p < .01$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	28.9	30.2	24.6	7.9	20.8
b.	38.5	30.2	23.0	22.2	20.8
c.	6.7	4.7	3.3	4.8	4.2
d.	25.9	34.9	49.2	65.1	54.2

$\chi^2 = 35.08$, $df = 12$, $p < .01$

A relatively large proportion of both enlistees and NCOs respond "don't know". The greatest proportion of the remaining respondents of all groups feel that Spanish-speaking soldiers see the Race Relations Councils as neither helpful nor harmful. The percentage of Chicanos and of Puerto Ricans giving this response is much greater than that of other soldiers.

Table R-152

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 152. How do you think most White soldiers view Race Relations Seminars?

- a. they see them as helpful for the racial situation in the Army
- b. they see them as neither helpful nor harmful
- c. they see them as harmful to the racial situation in the Army
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	17.9	11.8	20.6	20.7	18.9
b.	22.9	20.9	25.8	40.2	26.3
c.	9.9	12.8	11.0	10.1	12.6
d.	49.3	54.5	42.6	29.1	42.1

$$\chi^2 = 40.15, \text{ df} = 12, p < .01$$

E-5 - E-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	22.8	25.6	27.4	19.0	16.7
b.	27.2	18.6	21.0	31.7	25.0
c.	8.1	7.0	12.9	11.1	4.2
d.	41.9	48.8	38.7	38.1	54.2

Non-significant χ^2

Aside from the enlisted men who responded I don't know to this question, most men of all other groups think that White soldiers see the Race Relations seminars as neither helpful nor harmful. The percentage of White soldiers giving this response is much greater than that of any other group.

Among NCOs of various ethnic origins, views did not differ significantly on this item.

Table B-153

PERCENTAGE OF RESPONSES ON THE ENLISTED PERSONNEL QUESTIONNAIRE BY
ETHNIC GROUP AND RANK

Q. 153. How do you think most White soldiers view Race Relations Councils?

- a. they see them as helpful for the racial situation in the Army
- b. they see them as neither helpful nor harmful
- c. they see them as harmful to the racial situation in the Army
- d. I don't know

E-2 - E-4

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	17.8	12.0	21.5	17.8	20.7
b.	22.0	18.5	28.9	43.1	26.1
c.	10.0	10.9	8.1	10.9	13.0
d.	50.2	58.7	41.6	28.2	40.2

$\chi^2 = 54.61$, df = 12, p < .01

70.4%

E-5 - D-6

	<u>Chicano</u>	<u>Puerto Rican</u>	<u>Black</u>	<u>White</u>	<u>Other</u>
a.	23.3	31.0	27.0	20.6	20.8
b.	21.8	14.3	27.0	36.5	12.5
c.	8.3	7.1	11.1	7.9	4.2
d.	46.6	47.6	34.9	34.9	62.5

Non-significant χ^2

Among enlistees, most men, except those who don't know, think that White soldiers view Race Relations Councils as neither helpful nor harmful. The feelings among NCOs are not significantly different.

APPENDIX C:

Ethnic Group by Item Choice

Chi-Square Analyses for All Paygrades

Table C-1

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES ON
SECTION I (BERGER SELF-ACCEPTANCE SCALE)

Item	E2 - E4	E5 - E6	E7 - E9	O1 - O4	W1 - W4
1	26.44	19.78	16.17 ^a	9.0 ^a	19.05 ^{a,c}
2	83.27**	26.18	22.89 ^a	11.46 ^{a,c}	4.14 ^{a,b}
3	34.25**	13.33	14.67 ^a	5.49 ^{a,c}	20.32 ^{a,c}
4	54.84**	16.77	11.01 ^a	7.80 ^{a,c}	10.82 ^{a,b}
5	55.24**	30.45*	14.76 ^a	13.99 ^{a,c}	13.69 ^{a,b}
6	49.45**	15.41	24.71 ^a	14.72 ^{a,c}	10.58 ^{a,b}
7	40.28**	10.83	20.51 ^a	23.47 ^{a,c}	10.58 ^{a,b}
8	14.99	14.62	19.97 ^a	10.48 ^a	14.43 ^{a,c}
9	37.61**	11.95	12.90 ^a	22.16 ^a	14.73 ^{a,c}
10	31.96*	27.28*	20.38 ^a	21.49 ^a	18.37 ^{a,c}
11	27.81*	24.26	10.90 ^{a,c}	20.38 ^{a,c}	4.91 ^{a,b}
12	121.96**	20.82	25.41 ^a	17.45 ^{a,b}	15.38 ^{a,b}
13	20.15	21.86	15.95 ^a	31.81*, ^a	3.84 ^{a,b}

The degrees of freedom equal 16 for all tests unless otherwise noted.

*Probability < .05 **Probability < .01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-1 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES ON
SECTION I (BERGER SELF-ACCEPTANCE SCALE)

Item	E2 - E4	E5 - E6	E7 - E9	O1 - O4	W1 - W4
14	49.59**	30.17*	14.75 ^a	21.97 ^{a, c}	12.36 ^{a, c}
15	44.93**	18.52	17.77 ^a	15.74 ^{a, c}	29.07**, a, c
16	50.21**	16.9	12.51 ^a	26.13*, a	10.86 ^{a, b}
17	134.87**	63.9 **	29.69*, a	50.77*, a	21.16 ^a
18	25.83	28.13*	31.32*, a	13.71 ^{a, c}	12.84 ^{a, c}
19	50.74**	19.78	17.95 ^a	9.48 ^a	13.81 ^{a, b}
20	49.13	6.43	17.41 ^a	6.26 ^{a, b}	7.4 ^{a, b}
21	28.8 *	28.54*	12.59 ^a	20.69 ^a	15.09 ^{a, c}
22	65.72**	52.69**	3.82 ^{a, b}	24.61*, a, c,	8.81 ^{a, b}
23	71.06**	16.64	14.73 ^a	22.02 ^a	14.06 ^a
24	56.54**	23.33	27.8 *, a	13.62 ^{a, c}	8.36 ^{a, b}
25	36.83**	13.18	15.71 ^a	13.73 ^{a, c}	18.41 ^{a, c}
26	25.05	15.61	15.58 ^a	15.09 ^{a, c}	1.17 ^{a, d}

The degrees of freedom equal 16 for all tests unless otherwise noted.

*Probability < .05 **Probability < .01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-1 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES ON
SECTION I (BERGER SELF-ACCEPTANCE SCALE)

Item	E2 - E4	E5 - E6	E7 - E9	01 - 04	W1 - W4
27	38.46**	29.59*	9.37 ^{a,c}	15.25 ^{a,c}	3.84 ^{a,b}
28	94.43**	27.48*	13.58 ^{a,c}	8.59 ^a	21.16 ^a
29	50.73**	18.79	10.04 ^a	17.08 ^a	4.53 ^{a,b}
30	55.87**	22.13	11.48 ^a	5.33 ^{a,c}	3.47 ^{a,d}
31	25.22	11.45	18.36 ^a	5.33 ^{a,c}	3.47 ^{a,d}
32	37.09**	22.56	19.95 ^{a,c}	9.94 ^{a,c}	3.51 ^{a,d}
33	40.27**	9.86	26.52*, ^a	9.01 ^a	5.89 ^{a,b}
34	21.44	19.65	22.05 ^a	20.74 ^{a,c}	14.84 ^{a,c}
35	33.56**	16.58	16.08 ^a	10.24 ^{a,c}	3.64 ^{a,b}
36	36.54	12.23	30.58**, ^a	14.02 ^{a,c}	2.15 ^{a,d}

The degrees of freedom equal 16 for all tests unless otherwise noted.

* Probability <.05 ** Probability <.01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-2

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARE
ON SECTION II (PROBLEMS AND NEEDS)

Item	E2 - E4	E5 - E6	E7 - E9	01 - 04	W1 - W4
37	22.91	16.47	11.52 ^a	17.76 ^{a,c}	2.35 ^{a,d}
38	140.09 ^{**}	43.88 ^{**}	22.41 ^a	21.35 ^a	18.07 ^a
39	41.97 ^{***}	38.16 ^{**}	12.32 ^a	13.49 ^a	14.06 ^a
40	18.92	16.58	18.95 ^a	13.26 ^a	2.15 ^{a,d}
41	100.87 ^{***}	62.29 ^{**}	30.99 ^{**,a}	40.38 ^{**,a}	20.76 ^a
42	84.19 ^{***}	44.27 ^{**}	20.54 ^a	14.28 ^a	5.30 ^{a,d}
43	36.86 ^{***}	10.49	26.69 ^{*,a}	19.26 ^a	8.39 ^{a,b}
44	55.31 ^{***}	25.77	19.34 ^c	26.89 ^{*,a}	2.55 ^{a,d}
45	52.1 ^{***}	21.35	27.23 ^{*,a}	16.29 ^a	13.32 ^{a,c}
46	114.09 ^{**}	47.88 ^{**}	28.17 ^{*,a}	39.44 ^{**,a}	24.51 ^a
47	178.47 ^{**}	44.16 ^{**}	20.69 ^a	35.32 ^{**,a}	31.17 ^{**,a}
48	78.75 ^{**}	11.13	26.61 ^{*,a}	21.76 ^{a,c}	8.9 ^{a,b}
49	57.89 ^{**}	29.91 [*]	19.83 ^a	27.23 ^{*,a}	19.74 ^a

The degrees of freedom equal 16 for all tests unless otherwise noted.

*Probability < .05 **Probability < .01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-2 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARE
ON SECTION II (PROBLEMS AND NEEDS)

Item	E2 - E4	E5 - E6	E7 - E9	O1 - O4	W1 - W4
50	34.93 ^{**}	32.72 ^{**}	20.78 ^a	42.32 ^{**,a}	9.23 ^{a,b}
51	16.15	25.62	19.73 ^a	14.49 ^a	14.05 ^{a,c}
52	11.99	25.36	29.07 ^{*,a}	17.63 ^{a,c}	8.73 ^{a,c}
53	115.47 ^{**}	14.08	7.97 ^{a,c}	10.09 ^{a,c}	5.76 ^{a,d}
54	53.37 ^{**}	7.94	10.94 ^{a,b}	21.41 ^a	4.96 ^{a,d}
55	27.19 [*]	10.59	14.67 ^a	12.89 ^a	13.76 ^{a,b}
56	54.75 ^{**}	23.19	21.99 ^a	27.14 ^{*,a}	9.07 ^{a,c}
57	52.92 ^{**}	26.88 ^{**}	34.5 ^{**,a}	38.1 ^{**,a}	16.34 ^{a,c}
58	51.05 ^{**}	22.57	27.56 ^{*,a}	25.26 ^a	24.45 ^a
59	38.54 ^{**}	17.48	17.36 ^a	23.76 ^{a,c}	2.87 ^{a,d}
60	33.82 ^{**}	25.25	20.47 ^a	19.23 ^{a,c}	7.4 ^{a,b}
61	135.29 ^{**}	60.02 ^{**}	23.93 ^a	52.71 ^{**,a}	21.72 ^a
62	61.95 ^{**}	39.55 ^{**}	26.97 ^{*,a}	46.97 ^{**,a}	4.12 ^{a,b}
63	37.84 ^{**}	21.58	13.25 ^a	13.27 ^a	12.4 ^c

The degrees of freedom equal 16 for all tests unless otherwise noted.

*Probability < .05 **Probability < .01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-3

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES
ON SECTION III (ATTITUDES TOWARD ARMY PERSONNEL)

Item	E2 - E4	E5 - E6	E7 - E9	01 - 04	W1 - W4
64	202.77**	64.14*	21.67 ^a	21.42 ^a	11.9 ^{a,c}
65	65.35**	19.15	13.93 ^{a,c}	29.64 ^{a,c}	13.6 ^{a,b}
66	237.96**	35.83**	35.37 ^{**,a}	21.81 ^{a,c}	9.27 ^{a,c}
67	79.95**	31.76*	22.72 ^a	13.97 ^a	4.99 ^{a,b}
68	71.54**	17.86	29.01 ^a	21.6 ^a	7.03 ^{a,b}
69	129.24**	18.89	41.09 ^{**,a}	25.67 ^a	6.03 ^{a,c}
70	36.56**	26.49*	26.54 ^{*,a}	17.76 ^a	4.96 ^{a,d}
71	89.63**	31.59*	20.38 ^a	18.09 ^a	18.98 ^a
72	148.67**	55.33**	31.47 ^{*,a}	37.79 ^{**,a}	12.83 ^a
73	136.37**	31.65*	17.26 ^a	29.43 ^{*,a}	20.99 ^a
74	142.59**	64.78**	17.21 ^a	42.42 ^{**,a}	8.64 ^{a,b}
75	89.84**	27.88*	16.64 ^{a,c}	18.23 ^a	11.71 ^{a,c}
76	97.46**	35.62**	16.51 ^a	12.18 ^a	16.04 ^{a,c}
77	29.57*	30.84*	19.34 ^a	27.49 ^{*,a}	11.2 ^a
78	154.56**	22.63	11.75 ^a	30.94 ^{*,a}	11.62 ^a
79	199.65**	22.87	40.70 ^a	22.96 ^a	14.92 ^a

The degrees of freedom equal 16 for all tests unless otherwise noted.

* Probability < .05 ** Probability < .01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-3 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES
ON SECTION III (ATTITUDES TOWARD ARMY PERSONNEL)

Item	E2 - E4	E5 - E6	E7 - E9	O1 - O4	W1 - W4
80	68.63**	19.05	10.79 ^a	7.51 ^{a,c}	8.49 ^{a,b}
81	63.32**	29.72*	26.09 ^a	19.98 ^{a,c}	14.03 ^{a,c}
82	42.78**	26.01	7.33 ^a	11.46 ^a	8.8 ^{a,b}
83	50.64**	16.5	18.98 ^a	20.02 ^a	6.76 ^{a,b}
84	68.09**	22.15	31.01 ^{*,a}	18.59 ^a	9.44 ^{a,c}
85	108.3**	32.53*	22.09	13.17 ^a	11.85 ^a

The degrees of freedom equal 16 for all tests unless otherwise noted.

* Probability <.05 ** Probability <.01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-4

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES
ON SECTION IV (ENLISTED PERSONNEL QUESTIONNAIRE)

Item	E2 - E4	E5 - E6	E7 - E9	O1 - O4	W1 - W4
86	22.14 ^b	10.69 ^b	14.88 ^{a,b}	11.11 ^{c,b}	11.17 ^{a,b}
87	19.75 ^{*,b}	13.9 ^b	19.3 ^{*,a,b}	16.09 ^{*,a,b}	6.33 ^{a,b}
88	183.37 ^{**,c}	45.22 ^{**,c}	36.97 ^{**,a,c}	14.38 ^{a,c}	2.29 ^{a,d}
89	56.67 ^{**,c}	25.41 ^{*,c}	20.14 ^{a,c}	40.06 ^{**,a,c}	20.97 ^{a,b}
90	72.11 ^{**,c}	40.88 ^{**,c}	8.48 ^{a,c}	25.58 ^{*,a,c}	12.0 ^{a,b}
91	62.25 ^{**,c}	18.77 ^c	16.33 ^{a,c}	12.72 ^{a,c}	25.21 ^{*,a,c}
92	125.34 ^{**,c}	56.31 ^{**,c}	21.37 ^a	19.41 ^{a,c}	6.8 ^{a,b}
93	37.43 ^{**,c}	22.14 ^{*,c}	25.86 ^{*,a,c}	10.69 ^{a,c}	8.26 ^{a,c}
94	73.26 ^{**,c}	29.77 ^{**,c}	18.79 ^{a,c}	12.65 ^{a,c}	12.18 ^{a,c}
95	87.59 ^{**,c}	18.94 ^c	16.51 ^{a,c}	17.97 ^{a,c}	15.49 ^{a,c}
96	79.68 ^{**,c}	16.12 ^c	17.82 ^{a,c}	12.74 ^{a,c}	19.76 ^{a,c}
97	26.13 ^{*,c}	10.85 ^c	14.11 ^{a,c}	12.39 ^{a,c}	16.72 ^{a,c}
98	123.54 ^{**,b}	56.39 ^{**,b}	22.22 ^{**,a,b}	29.53 ^{*,a,b}	9.94 ^{*,a,d}
99	129.75 ^{**,b}	41.69 ^{**,b}	25.44 ^{**,a,d}	10.15 ^{a,b}	5.4 ^{a,d}
100	72.07 ^{**,b}	31.61 [*]	19.31 ^{a,b}	14.52 ^a	6.68 ^{a,d}
101	56.94 ^{**,b}	42.62 ^{**,b}	23.49 ^{a,b}	18.59 ^{a,c}	6.68 ^{a,d}

The degrees of freedom equal 16 for all tests unless otherwise noted.

* Probability <.05 ** Probability <.01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. df = 8

c. df = 12

d. df = 4

Table C-4 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES ON
SECTION IV (ENLISTED PERSONNEL QUESTIONNAIRE)

Item	E2 - E4	E5 - E6	E7 - E9	01 - 04	W1 - W4
102	92.23**,c	52.39**,c	14.74 ^{a,c}	16.09* a,b	4.69 ^{a,e}
103	71.34**	59.73**	39.29**,a	42.69**,a,c	13.9 a,c
104	54.7**	42.86**	30.16*,a,c	30.59*,a,c	10.2 a,b
105	15.91*,b	13.52 ^b	18.94*,a,b	23.99*,a,b	8.93 ^{a,b}
106	107.91**,b	87.56**,b	10.23 ^{a,b}	13.62 ^a	3.84 ^a
107	152.07**,b	38.29**,b	17.30*,a,b	10.79 ^{a,b}	6.49 ^{a,b}
108	37.51**	23.81	19.27 ^a	41.55**,a	20.38 ^a
109	161.42**,b	56.79**,b	23.53 ^{a,b}	41.47**,a,b	9.7 a,b
110	91.9 **,b	47.79**,b	27.75**,a,b	24.98**,a,b	4.22 ^{a,b}
111	134.38**,b	64.42**,b	28.84**,a,b	35.91**,a,b	7.52 ^{a,b}
112	133.55**,b	80.27**,b	27.49**,a,b	17.77*,a,b	4.68 ^{a,b}
113	173.14**,b	38.24**,b	18.31*,a,b	18.17*,a,b	13.43 ^{a,b}
114	163.59**,b	22.29**,b	18.59*,a,b	17.02*,a,b	19.75*,a,b

The degrees of freedom equal 16 for all tests unless otherwise noted.

*Probability <.05 **Probability <.01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. $\underline{df} = 8$

c. $\underline{df} = 12$

d. $\underline{df} = 4$

e. $\underline{df} = 6$

Table C-4 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES
ON SECTION IV (ENLISTED PERSONNEL QUESTIONNAIRE)

Item	E2 - E4	E5 - E6	E7 - E9	O1 - O4	W1 - W4
115	116.98 ^{**} ,b	44.76 ^{**} ,b	19.69 [*] ,a,b	21.99 ^{**} ,a,b	5.03 ^a ,b
116	177.19 ^{**} ,b	31.43 ^{**} ,b	18.88 [*] ,a,b	17.38 [*] ,a,b	7.49 ^a ,b
117	201.22 ^{**} ,b	106.62 ^{**} ,b	41.47 ^{**} ,a,b	19.89 [*] ,a,b	3.75 ^a ,d
118	92.14 ^{**} ,b	96.12 ^{**} ,b	23.00 ^{**} ,a,b	25.29 ^{**} ,a,b	6.62 ^a ,b
119	104.81 ^{**} ,b	94.36 ^{**} ,b	31.21 ^{**} ,a,b	30.7 ^{**} ,a,b	10.54 ^a ,b
120	108.96 ^{**} ,b	37.35 ^{**} ,b	29.89 ^{**} ,a,b	22.69 ^{**} ,a,b	6.22 ^a ,b
121	104.57 ^{**} ,b	28.84 ^{**} ,b	24.99 ^{**} ,a,b	20.04 [*] ,a,b	9.31 ^a ,b
122	108.09 ^{**} ,b	23.07 ^{**} ,b	21.34 ^{**} ,a,b	16.89 [*] ,a,b	8.14 ^a ,b
123	29.62 ^{**} ,b	20.97 ^{**} ,b	15.79 [*] ,a,b	12.9 ^a ,b	5.4 ^a ,d
124	88.89 ^{**} ,b	22.94 ^{**} ,b	12.78 ^a ,b	42.46 ^{**} ,a,b	9.16 ^a ,b
125	41.27 ^{**} ,b	24.93 ^{**} ,b	28.85 ^{**} ,a,b	19.56 [*] ,a,b	2.15 ^a ,b
126	92.66 ^{**} ,b	17.91 [*] ,b	7.67 ^a ,b	31.38 ^{**} ,a,b	9.75 ^a ,b
127	50.65 ^{**} ,b	9.85 ^b	14.2 ^a ,b	18.86 [*] ,a,b	2.26 ^a ,d
128	71.48 ^{**} ,b	27.24 ^{**} ,b	4.78 ^a ,b	30.71 ^{**} ,a,b	8.56 ^a ,b

The degrees of freedom equal 16 for all tests unless otherwise noted.

* Probability <.05 ** Probability <.01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. $\underline{df} = 8$

c. $\underline{df} = 12$

d. $\underline{df} = 4$

Table C-4 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES ON
SECTION IV (ENLISTED PERSONNEL QUESTIONNAIRE)

Item	E2 - E4	E5 - E6	E7 - E9	01 - 04	W1 - W4
129	5.06 ^b	5.65 ^b	12.97 ^{a,b}	3.48 ^{a,d}	10.58 ^{8,a,d}
130	19.06 ^{*,b}	9.34 ^b	12.29 ^{a,b}	5.75 ^{a,d}	8.97 ^{a,d}
131	20.54 ^{**,b}	12.23 ^b	8.65 ^{a,b}	10.76 ^{*,a,d}	2.69 ^{a,d}
132	23.34 ^{*,c}	14.53 ^c	25.3 ^{*,a,c}	16.61 ^{a,c}	9.22 ^{a,c}
133	7.29 ^c	8.99 ^c	31.06 ^{**,a,c}	24.79 ^{*,a,c}	9.66 ^{a,c}
134	19.76 ^c	16.43 ^c	24.65 ^{*,a,c}	21.08 ^{*,a,c}	7.0 ^{a,c}
135	26.65 ^{*,c}	19.66 ^c	16.05 ^{a,c}	18.63 ^{a,c}	11.26 ^{a,c}
136	50.86 ^{**,c}	39.29 ^{**,c}	18.72 ^{a,c}	12.08 ^{a,c}	15.89 ^{a,c}
137	73.70 ^{**,c}	27.17 ^{**,c}	8.02 ^{a,c}	17.89 ^{a,c}	14.95 ^{a,c}
138	50.97 ^{**,c}	18.88 ^{**,c}	11.86 ^{a,c}	18.36 ^{a,c}	11.48 ^{a,c}
139	52.87 ^{**,c}	41.16 ^{**,c}	17.03 ^{a,c}	14.83 ^{a,c}	17.99 ^{a,b}
140	6.66 ^d	13.05 ^{*,d}	1.67 ^{a,d}	2.16 ^{a,d}	2.35 ^{a,d}
141	37.09 ^{**}	16.52	16.91 ^a	5.8 ^{a,c}	8.25 ^{a,e}

The degrees of freedom equal 16 for all tests unless otherwise noted.

* Probability <.05 **Probability <.01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. $\underline{df} = 8$

c. $\underline{df} = 12$

d. $\underline{df} = 4$

e. $\underline{df} = 6$

Table C-4 (Cont'd)

WITHIN RANK ETHNIC GROUP BY ITEM CHOICE CHI-SQUARES
ON SECTION IV (ENLISTED PERSONNEL QUESTIONNAIRE)

Item	E2 - E4	E5 - E6	E7 - E9	O1 - O4	W1 - W4
142	38.06 ^{** ,c}	15.56 ^c	10.31 ^{a,c}	10.93 ^{a,c}	3.75 ^{a,f}
143	2.66 ^b	10.11 ^b	11.17 ^{a,b}	5.71 ^{a,b}	7.0 ^{a,e}
144	8.17 ^b	15.48 ^b	16.95 ^{*,a,b}	7.7 ^{a,b}	7.0 ^{a,e}
145	81.25 ^{** ,c}	19.31 ^c	23.48 ^{*,a,g}	28.73 ^{** ,a,g}	7.0 ^{a,e}
146	14.55 ^c	25.71 ^{*,c}	21.42 ^{*,a,c}	5.55 ^{a,c}	11.9 ^{a,c}
147	25.09 ^{*,c}	16.58 ^c	9.97 ^{a,c}	16.04 ^{a,c}	14.89 ^{a,c}
148	58.21 ^{** ,c}	31.53 ^{** ,c}	16.46 ^{a,c}	14.47 ^{a,c}	12.83 ^{a,c}
149	46.83 ^{** ,c}	19.6 ^c	32.08 ^{** ,a,c}	23.84 ^{*,a,c}	14.63 ^{a,c}
150	40.03 ^{** ,c}	27.55 ^{** ,c}	13.7 ^{a,c}	12.39 ^{a,c}	11.11 ^{a,c}
151	37.81 ^{** ,c}	35.08 ^{** ,c}	11.23 ^{a,c}	14.84 ^{a,c}	8.16 ^{a,b}
152	40.15 ^{** ,c}	7.86 ^c	24.74 ^{a,c}	8.13 ^{a,c}	3.89 ^{a,b}
153	54.61 ^{** ,c}	14.82 ^c	14.23 ^{a,c}	11.19 ^{a,c}	5.95 ^{a,c}

The degrees of freedom equal 16 for all tests unless otherwise noted.

* Probability <.05 ** Probability <.01

a. The Chi-Square must be interpreted with caution since more than 25 percent of the cells in the contingency table have expected frequencies less than 5.

b. $\underline{df} = 8$

c. $\underline{df} = 12$

d. $\underline{df} = 4$

e. $\underline{df} = 6$

f. $\underline{df} = 3$

g. $\underline{df} = 9$

APPENDIX D:

Survey Instruments

Lawrence Johnson & Associates, Inc.

2001 S Street, N.W. • Washington, D.C. 20009 • Suite 502

PERSONAL DATA QUESTIONNAIRE

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FOR THE BEHAVIORAL AND SOCIAL SCIENCES
OFFICE OF THE CHIEF OF RESEARCH AND DEVELOPMENT
DEPARTMENT OF THE ARMY

PT 4960

July 1973

PERSONAL DATA

Part I

FILL IN THE CORRECT ANSWER

1. What is your rank? _____
2. What is your MOS classification? _____
3. Where were you born? _____
4. How old are you? _____
5. How many dependents do you have? _____

Part II

CIRCLE THE CORRECT ANSWER

1. How do you identify yourself?

A	B	C	D	E
White	Black	Chicano or Mexican-American	Puerto Rican	Other

2. If you were not born in the U.S., how long have you been in the Continental U.S.?

A	B	C	D
Less than 1 year	1-4 years	5-8 years	over 8 years

3. What is your marital status?

A	B	C	D
single	married: my wife is living here	married: my wife is not living here	divorced

4. How many hours during the day do you speak Spanish?

A	B	C	D	E
none	less than 1 hour	1-3 hours	3-6 hours	more than 6

5. When you speak English, how many non-Spanish speaking people understand you?

A	B	C	D	E
none	few	half	most	all

6. What is your educational level?

A	B	C	D	E
less than grade 8	8-11 grade	high school graduate or equivalent	1-3 years of college	college graduate

7. How long have you been in the Army?

A	B	C	D
less than 1 year	1-3 years	4-6 years	more than 6 years

8. How long have you been at this Post?

A	B	C	D
less than 3 months	3-6 months	6-12 months	over 1 year

DATOS PERSONALES

Sección I

LLENE EL ESPACIO CON LA RESPUESTA CORRECTA

- 1.Cuál es su rango? _____
- 2.Cuál es su clasificación de MOS? _____
3. Dónde nació Ud.? _____
4. Qué edad tiene Ud.? _____
5. Cuántos dependientes tiene Ud.? _____

Sección II

SUBRAYE EL ESPACIO CON LA RESPUESTA CORRECTA

1. Cómo se identifica Ud.?

A	B	C	D	E
Blanco	Negro	Chicano o Méjico-americano	Puerto Riqueño	Otro
2. Si Ud. no nació en los Estados Unidos, cuánto tiempo hace que está en los Estados Unidos Continental?

A	B	C	D
Menos de 1 año	1-4 años	5-8 años	más de 8 años
3. cuál es su estado civil?

A	B	C	D
soltero	casado: con la esposa aquí	casado: la esposa no está aquí	divorciado
4. Cuántas horas al día habla Ud. español?

A	B	C	D	E
ninguna	menos de 1 hora	entre 1-3 horas	entre 3-6 horas	más de 6
5. Cuando Ud. habla inglés, cuántas personas que no son de habla hispana le entienden?

A	B	C	D	E
ninguna	muy pocas	la mitad	la mayoría	todas
6. Cuál es su nivel educativo?

A	B	C	D	E
menos del grado 8	grado 8-11	graduado de secundaria o el equivalente	1-3 años de universidad	graduado de universidad
7. Cuánto tiempo lleva en el Ejército?

A	B	C	D
menos de un año	1-3 años	4-6 años	mas de 6 años
8. Cuánto tiempo lleva Ud. en esta base?

A	B	C	D
menos de 3 meses	3-6 meses	6-12 meses	más de un año

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ARMY EXPERIENCE SURVEY

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DEPARTMENT OF THE ARMY

PT 4961

July 1973

GENERAL INSTRUCTIONS

This survey booklet contains four different kinds of questionnaires. Each of the four questionnaires has its own set of instructions and is to be completed *separately*. Please do not begin to fill out any questionnaire before the instructions for it have been explained by the person giving the survey.

You are to record your answers on the answer sheets you have been given and *not* in the booklet itself. Simply mark the boxes in the answer sheets that have the *same* letters as the answers you select from the questionnaire. Check your answers occasionally to make sure the numbers of the questions you are answering are the same as the numbers you are marking on the answer sheets. Use only a pencil to mark your answers (not a pen) and *completely* erase any mistakes. In marking your answers, make heavy marks which fully cover the boxes on the answer sheets. Look at the example below:



Right



Wrong



Wrong

Please answer all questions carefully, but try not to spend too much time on any one question. Be sure to answer *all* questions.

Do you have any questions?

INSTRUCCIONES GENERALES

Este manual de encuesta consta de cuatro tipos diferentes de cuestionarios. Cada uno de ellos está precedido por instrucciones adecuadas y debe ser llenado *separadamente*. Por favor no comience a responder a ninguno de los cuestionarios antes de que la persona encargada de la encuesta haya explicado convenientemente las instrucciones correspondientes.

Escriba sus respuestas en las hojas preparadas para ellas y que le han sido entregadas, y *no* en el manual de preguntas. Simplemente marque en las hojas-para-respuestas los espacios que tienen las *mismas* letras que las respuestas que Usted ha escogido del cuestionario.

Revise sus respuestas de vez en cuando para asegurarse de que los números de las preguntas que Usted está contestando son los mismos que los números que Usted está marcando en las hojas-para-respuestas.

Use solamente lápiz para indicar sus respuestas (no use lapicera o birome) y borre *completamente* cualquier error. Al marcar sus respuestas hágalo de tal forma que cubra los espacios señalados en las hojas-para-respuestas. Fíjese en estos ejemplos:



Bien



Mal



Mal

Por favor conteste todas las preguntas cuidadosamente, pero sin detenerse excesivamente en ninguna de ellas. Asegúrese de contestar todas las preguntas.

Tiene necesidad de aclaración de algún punto?

INSTRUCTIONS

We are interested in discovering how men in the Army feel and think about themselves, about the people with whom they work, and about other situations unique to Army life.

This information is confidential. Please do not write your name on any part of this questionnaire or on the answer sheets.

You will find that there are four different sections to the questionnaire. Each section has its own directions.

Remember, do not write your name on any section of this questionnaire since we do not wish to identify you. Our purpose is only to obtain the most honest answers about your feelings or experiences.

Read each question, choose the letter that best applies to you, and mark the space on the answer sheet that corresponds to that letter.

Example:

	Never	Seldom	Sometimes	Frequently	Always
1. I like dancing.	A	B	C	D	E

INSTRUCCIONES

Estamos interesados en descubrir cómo los hombres en el Ejército sienten y piensan acerca de sí mismos, acerca de las personas con quienes trabajan, y acerca de otras situaciones peculiares a la vida en el Ejército.

Esta información es confidencial. Por favor, no escriba su nombre en ninguna parte de este cuestionario ni en las otras hojas.

Encontrará que el cuestionario consta de cuatro secciones diferentes. Cada sección tiene sus propias instrucciones que le serán leídas en voz alta para así asegurar que todos entiendan.

Recuerde, no escriba su nombre en ninguna parte de este cuestionario. Nuestro propósito es simplemente obtener las respuestas más sinceras acerca de sus sentimientos o experiencias.

Lea cada pregunta, escoja la letra que esté más de acuerdo con sus opiniones y sentimientos y llene el espacio que corresponda a esa letra.

Por ejemplo:

	Nunca	Raramente	A veces	Frecuentemente	Siempre
1. Me gusta bailar	A	B	C	D	E

Section I

This is a study of some of your attitudes. Again, there is no right answer for any of the statements. We simply want to know what you feel is true of you. Read each question, choose the answer that best applies to you, and mark the space on your answer sheet.

	Never	Seldom	Sometimes	Frequently	Always
1. I would like to find someone who would tell me how to solve my personal problems.	A	B	C	D	E
2. I question my worth as a person.	A	B	C	D	E
3. When people say nice things about me, I find it difficult to believe they really mean it.	A	B	C	D	E
4. I can take it when I am criticized.	A	B	C	D	E
5. I say very little at parties because I am afraid that people will criticise me or laugh at me.	A	B	C	D	E
6. I live a very effective life because I use my inner resources to their full extent.	A	B	C	D	E
7. The feelings and impulses I have toward people are quite natural and acceptable.	A	B	C	D	E
8. Something inside me just will not let me be satisfied with any job I have done, even if it turns out well.	A	B	C	D	E
9. I am different from other people and I like it.	A	B	C	D	E
10. I would feel better if other people were more like me.	A	B	C	D	E
11. I am afraid my friends will find out what I am really like and that they will be disappointed in me.	A	B	C	D	E
12. I have feelings of inferiority.	A	B	C	D	E
13. Other people have prevented me from achieving as much as I should have.	A	B	C	D	E
14. I am quite shy and self-conscious in social situations.	A	B	C	D	E
15. In order to get along and be liked, I tend to be what other people expect me to be.	A	B	C	D	E
16. I seem to have real inner strength for handling my problems.	A	B	C	D	E
17. I am self-conscious when I'm with people who have a superior rank to mine.	A	B	C	D	E
18. I think I'm crazy or something.	A	B	C	D	E

Sección I

Este es un estudio de algunas de sus actitudes. No hay una respuesta correcta para las preguntas. Simplemente queremos saber lo que Ud. piensa que es cierto de sí mismo. Lea cada pregunta, escoja la respuesta que mejor se aplica a su caso, y llene el espacio correspondiente en la hoja para respuestas.

	Nunca	Raramente	A veces	Frecuentemente	Siempre
1. Yo quisiera encontrarme con una persona que me dijera como podría solucionar mis problemas.	A	B	C	D	E
2. Dudo de mi valor como persona.	A	B	C	D	E
3. Cuando la gente dice cosas buenas de mí, me es difícil creer que son realmente sinceros.	A	B	C	D	E
4. Puedo tolerarlo cuando me critican.	A	B	C	D	E
5. Hablo muy poco en las fiestas porque temo que la gente me criticará o se reirá de mí.	A	B	C	D	E
6. Llevo una vida muy efectiva porque utilizo todas mis fuerzas internas.	A	B	C	D	E
7. Los sentimientos e impulsos que tengo hacia otras personas son naturales y aceptables.	A	B	C	D	E
8. Algo dentro de mí no me permite estar satisfecho con cualquier trabajo que hago, aún cuando sale bien.	A	B	C	D	E
9. Soy diferente a las demás personas y me gusta ser así.	A	B	C	D	E
10. Me sentiría mejor si otras personas fueran más como yo.					
11. Temo que mis amigos se enteren de cómo soy realmente y que se desilusionen conmigo.	A	B	C	D	E
12. Tengo un complejo de inferioridad.	A	B	C	D	E
13. Por culpa de otras personas no he logrado todo lo que he debido.	A	B	C	D	E
14. Soy tímido y consciente en las reuniones sociales.	A	B	C	D	E
15. Para ser aceptado por los demás tiendo a ser como ellos quieren que yo sea.	A	B	C	D	E
16. Parece que tengo una verdadera fuerza interna que me permite solucionar mis problemas.	A	B	C	D	E
17. Soy consciente de mí mismo cuando estoy con personas de un rango superior al mío.	A	B	C	D	E
18. Creo que soy loco o algo parecido.	A	B	C	D	E

	Never	Seldom	Sometimes	Frequently	Always
19. I try to be friendly with people because I think they might not like me as I am.	A	B	C	D	E
20. I am a person of worth, on an equal level with others.	A	B	C	D	E
21. I am guilty about the way I feel toward certain people in my life.	A	B	C	D	E
22. I'm afraid of meeting new people.	A	B	C	D	E
23. I feel that there is no reason for people to dislike me.	A	B	C	D	E
24. When people say things, I have a tendency to think they are criticizing me or insulting me in some way.	A	B	C	D	E
25. I think I have certain abilities, but I wonder if I overrate them.	A	B	C	D	E
26. I feel confident that I will be able to do something about problems that may arise in the future.	A	B	C	D	E
27. I guess I put on a show to impress people. I know I'm not the person I pretend to be.	A	B	C	D	E
28. I worry or condemn myself when other people pass judgement against me.	A	B	C	D	E
29. I want to be like the typical soldier.	A	B	C	D	E
30. When I'm in a group, I say little for fear of saying the wrong thing.	A	B	C	D	E
31. I try to solve my personal problems.	A	B	C	D	E
32. Even when people do think well of me, I feel sort of guilty because I know I must be fooling them.	A	B	C	D	E
33. I am on the same level as other people and that helps me establish good relations with them.	A	B	C	D	E
34. I live by other people's standards.	A	B	C	D	E
35. When I have to address a group, I have difficulty saying things well.	A	B	C	D	E
36. I have such hard luck that it prevents me from accomplishing much more than I have.	A	B	C	D	E

	Nunca	Raramente	A veces	Frecuentemente	Siempre
19. Trato de ser amistoso con los demás porque me parece que no gustarían de mí como soy.	A	B	C	D	E
20. Soy una persona meritoria, al igual que los demás.	A	B	C	D	E
21. Me siento culpable por algunos de los sentimientos que tengo hacia ciertas personas en mi vida.	A	B	C	D	E
22. Me asusta encontrarme con personas desconocidas.	A	B	C	D	E
23. No hay razón para que la gente no guste de mí.	A	B	C	D	E
24. Cuando otros dicen algo, tiendo a pensar que me están criticando o insultando.	A	B	C	D	E
25. Creo que tengo ciertas habilidades pero a lo mejor les doy excesiva importancia.	A	B	C	D	E
26. Tengo confianza en que podré encarar los problemas que puedan ocurrir en el futuro.	A	B	C	D	E
27. Creo que hago un espectáculo para impresionar a la gente. Sé que no soy la persona que pretendo ser.	A	B	C	D	E
28. Me preocupo o me condeno cuando la gente me juzga mal.	A	B	C	D	E
29. Quiero ser como el soldado típico.	A	B	C	D	E
30. Cuando estoy en un grupo, hablo poco por temor a decir algo incorrecto.	A	B	C	D	E
31. Trato de solucionar mis problemas.	A	B	C	D	E
32. Aún cuando los otros piensan bien de mí, me siento culpable porque se que tal vez los estoy engañando.	A	B	C	D	E
33. Estoy en el mismo nivel que otras personas y eso me ayuda a establecer buenas relaciones con ellas.	A	B	C	D	E
34. Vivo de acuerdo a los valores establecidos por otros.	A	B	C	D	E
35. Cuando tengo que hablar delante de un grupo, tengo dificultad en expresarme correctamente.	A	B	C	D	E
36. Mi muy mala suerte me impide hacer mucho más de lo que he hecho.	A	B	C	D	E

Section II

Read each statement carefully and answer it as it relates to your experience in the Army (on the Post or off as indicated). Choose the answer that best applies to you and mark the space on the answer sheet.

	Never	Seldom	Sometimes	Frequently	Always
37. My superiors punish me when I form a group with men from my own ethnic background.	A	B	C	D	E
38. I can get records which I really want in the PX.	A	B	C	D	E
39. I can find girls from my ethnic group to take out on dates in the nearby civilian community.	A	B	C	D	E
40. My experience with Army personnel from other ethnic backgrounds has been pleasant.	A	B	C	D	E
41. If I wanted to locate off-base housing, I would be discriminated against.	A	B	C	D	E
42. I have had difficulty gaining a promotion due to my ethnic background.	A	B	C	D	E
43. On the Post, I can find social and recreational activities in which I like to participate.	A	B	C	D	E
44. My superiors have given me unfair punishment because of my ethnic background.	A	B	C	D	E
45. I find that there is a lack of recreational activities suitable to my cultural background in the nearby civilian town.	A	B	C	D	E
46. The PX carries reading material appropriate to my taste and to my ethnic background.	A	B	C	D	E
47. My educational opportunities in the Army are determined by how well I speak English.	A	B	C	D	E
48. I am harassed by troublemakers on the Post.	A	B	C	D	E
49. Merchants in the civilian community treat me discourteously because of my ethnic group.	A	B	C	D	E
50. Finding an officer who would listen to the special problems I have in the Army that are due to my cultural background is difficult.	A	B	C	D	E
51. When I report a problem, my superior takes action to correct it.	A	B	C	D	E
52. I am cursed or otherwise insulted by Army personnel for dating a woman of another ethnic or racial group.	A	B	C	D	E

Sección II

Lea cada oración cuidadosamente y contéstela de acuerdo a sus experiencias en el Ejército (en la Base o fuera de ella, según esté indicado). Escoja la respuesta que mejor se aplique a sus experiencias y llene el espacio correspondiente en la hoja para respuestas.

	Nunca	Raramente	A veces	Frecuentemente	Siempre
37. Mis superiores me castigan cuando formo un grupo con los hombres de mi grupo étnico.	A	B	C	D	E
38. Puedo conseguir discos que verdaderamente quiero en el PX.	A	B	C	D	E
39. En la comunidad civil cercana, puedo encontrar chicas de mi grupo étnico con quienes puedo salir.	A	B	C	D	E
40. Mi experiencia con el personal del Ejército de otros grupos étnicos ha sido placentera.	A	B	C	D	E
41. Si yo quisiera buscar casa fuera de la base, encontraría problemas de discriminación.	A	B	C	D	E
42. Me es difícil obtener una promoción, dado mi origen étnico.	A	B	C	D	E
43. En la base, puedo encontrar actividades sociales recreativas que me gustan.	A	B	C	D	E
44. Mis superiores me han castigado injustamente dado mi origen étnico.	A	B	C	D	E
45. Pienso que hay pocas actividades recreativas para los miembros de mi grupo étnico en la comunidad civil cercana.	A	B	C	D	E
46. En el PX venden libros y revistas apropiados a mi gusto y a mi origen étnico.	A	B	C	D	E
47. Mis oportunidades educativas en el Ejército dependen del dominio del inglés.	A	B	C	D	E
48. Hay necios en la base que me molestan.	A	B	C	D	E
49. Los comerciantes en la comunidad civil me tratan con poca cortesía dado mi origen étnico.	A	B	C	D	E
50. Me es difícil encontrar a un oficial que escuche los problemas especiales que tengo en el Ejército debido a mi origen étnico.	A	B	C	D	E
51. Cuando reporto un problema, mi superior actúa para corregirlo.	A	B	C	D	E
52. Soy insultado por el personal del Ejército, cuando salgo con una dama de otro grupo étnico o racial.	A	B	C	D	E

	Never	Seldom	Sometimes	Frequently	Always
53. My superiors and I cannot communicate due to my language weaknesses.	A	B	C	D	E
54. My superiors assign me to undesirable jobs because they cannot understand me when I try to express my preferences.	A	B	C	D	E
55. I have been called unacceptable names by my Army superiors.	A	B	C	D	E
56. I resent being assigned to a base that is a long distance from a community where members of my ethnic group live.	A	B	C	D	E
57. The civilian police seem to harrass me and other members of my ethnic group.	A	B	C	D	E
58. My superiors show the same respect for my intelligence as they do for men from other ethnic backgrounds.	A	B	C	D	E
59. When I go off the Post, I have trouble with civilians calling me unacceptable names.	A	B	C	D	E
60. The doctors or medics in the base hospital do not attend to me as fast or as well as they would a man from another ethnic background.	A	B	C	D	E
61. The Army serves food that my ethnic group likes.	A	B	C	D	E
62. If I break any rules, I receive harsher discipline than others because of my ethnic background.	A	B	C	D	E
63. On Post there are religious services and religious leaders of my liking.	A	B	C	D	E

	Nunca	Raramente	A veces	Frecuentemente	Siempre
53. Mis superiores y yo no nos podemos comunicar dadas mis dificultades con el idioma.	A	B	C	D	E
54. Mis superiores me dan trabajos indeseables porque no me pueden entender cuando trato de expresar mis preferencias.	A	B	C	D	E
55. Mis superiores en el Ejército me han llamado con expresiones inaceptables.	A	B	C	D	E
56. Me desagrada ser asignado a una base que está lejos de una comunidad en donde vive gente de mi mismo grupo étnico.	A	B	C	D	E
57. La policía civil molesta a los de mi grupo étnico.	A	B	C	D	E
58. Mis superiores demuestran el mismo respeto a mi inteligencia que a la de los miembros de otros grupos étnicos.	A	B	C	D	E
59. Cuando salgo de la base, tengo dificultades con la gente de la comunidad que se dirigen a mí con expresiones desagradables.	A	B	C	D	E
60. Los médicos y el personal del hospital de la base no me atienden con la misma rapidez con que atienden a un hombre de otro grupo étnico.	A	B	C	D	E
61. El Ejército sirve comidas que son del agrado de los de mi grupo étnico.	A	B	C	D	E
62. Si quebranto algún reglamento recibo castigos más duros que otros, dado mi origen étnico.	A	B	C	D	E
63. En la base hay servicios y líderes religiosos que son de mi preferencia.	A	B	C	D	E

Section III

Read each statement, choose the answer that best applies to you and fill in the space on the answer sheet.

	Never	Seldom	Sometimes	Frequently	Always
64. Black soldiers are good men to serve with in the Army.	A	B	C	D	E
65. An officer from a Spanish background would get good performance from his men.	A	B	C	D	E
66. White soldiers get away with doing a lot less work than Spanish-speaking soldiers.	A	B	C	D	E
67. Relations between White soldiers and Spanish-speaking soldiers are pretty good.	A	B	C	D	E
68. A Black officer would get very little respect from the men in his company regardless of how good a leader he was.	A	B	C	D	E
69. Spanish-speaking soldiers get treated equal to White and Black soldiers in the Army.	A	B	C	D	E
70. Separate barracks for Blacks, Whites, and Spanish-speaking are desirable.	A	B	C	D	E
71. Spanish-speaking soldiers use their own language when they want to criticize an officer or a soldier from another ethnic group.	A	B	C	D	E
72. White soldiers act as if men from other ethnic groups are naturally dumber than they are.	A	B	C	D	E
73. Soldiers and officers of other ethnic groups become suspicious when they see a group of Spanish-ethnic soldiers talking in Spanish.	A	B	C	D	E
74. Black soldiers respect Spanish-speaking soldiers as men.	A	B	C	D	E
75. Black and Spanish-speaking soldiers are getting along well these days.	A	B	C	D	E
76. Spanish-speaking soldiers are happy with the Army the way it is today.	A	B	C	D	E
77. Most of the officers in the Army try to understand the difficulties experienced by minority group soldiers.	A	B	C	D	E
78. Spanish-speaking soldiers do not get good assignments in the Army because of their language problems.	A	B	C	D	E
79. Spanish-speaking soldiers get promoted as fast as White soldiers in the Army.	A	B	C	D	E

	Never	Seldom	Sometimes	Frequently	Always
80. Spanish-speaking soldiers really need a strong commander to keep them in line.	A	B	C	D	E
81. Spanish-speaking soldiers try hard, but they end up doing a bad job.	A	B	C	D	E
82. Spanish-speaking soldiers from different countries get along well among themselves.	A	B	C	D	E
83. White soldiers are quick to make friends with Spanish-speaking soldiers.	A	B	C	D	E
84. Black soldiers and Spanish-speaking soldiers are treated equally in the Army.	A	B	C	D	E
85. Spanish-speaking soldiers get the respect they deserve from White soldiers.	A	B	C	D	E

Section IV

Choose the letter that is closest to your opinion and fill in the corresponding space on your answer sheet.

86. In general, race relations in the Army are
 - a. good
 - b. fair
 - c. poor
87. Over the past year, race relations in the Army have
 - a. been getting better
 - b. not changed
 - c. been getting worse
88. In general, *Whites* are treated
 - a. better than Spanish-speaking soldiers in the Army
 - b. better than Black soldiers
 - c. equal to Black and Spanish-speaking soldiers in the Army
 - d. better than all minority groups.
89. How have the Army's Equal Opportunity programs been for the *Black soldier*?
 - a. generally helpful
 - b. neither helpful nor harmful
 - c. generally harmful
 - d. I don't know
90. How have the Army's Equal Opportunity programs been for the *Spanish-ethnic soldier*?
 - a. generally helpful
 - b. neither helpful nor harmful
 - c. generally harmful
 - d. I don't know
91. How have the Army's Equal Opportunity programs been for the *White soldier*?
 - a. generally helpful
 - b. neither helpful nor harmful
 - c. generally harmful
 - d. I don't know
92. In general, the Army's practices and procedures are
 - a. fair to all groups
 - b. fair to Whites, but unfair to all minorities
 - c. fair to Whites and Blacks, but unfair to Spanish-speaking soldiers
 - d. fair to Whites and Spanish-speaking soldiers, but not to blacks
 - e. fair to Blacks and Spanish-speaking, but not to Whites
93. How much racial discrimination against *Black soldiers* is there in the civilian community surrounding the post?
 - a. a lot of discrimination
 - b. some discrimination
 - c. very little discrimination
 - d. I don't know

94. How much racial discrimination against *Spanish-speaking soldiers* is there in the civilian community surrounding the post?
- a lot of discrimination
 - some discrimination
 - very little discrimination
 - I don't know
95. How many *Spanish-speaking soldiers* know what the Army's equal opportunity and treatment regulations say?
- most Spanish-speaking soldiers
 - some Spanish-speaking soldiers
 - few Spanish-speaking soldiers
 - I don't know
96. How many *Black soldiers* know what the Army's equal opportunity and treatment regulations say?
- most Black soldiers
 - some Black soldiers
 - few Black soldiers
 - I don't know
97. How many *White soldiers* know what the Army's equal opportunity and treatment regulations say?
- most White soldiers
 - some White soldiers
 - few White soldiers
 - I don't know
98. How good a chance do *Black enlisted personnel* have for promotion to higher grades as compared to White personnel?
- chances are equal for Blacks and Whites
 - Whites have a better chance
 - Blacks have a better chance
99. How good a chance do *Spanish-speaking enlisted personnel* have for promotion to higher grades as compared to White personnel?
- chances are equal for Spanish-speaking soldiers and Whites
 - Whites have a better chance
 - Spanish-speaking soldiers have a better chance.
100. How good are the chances for specialized or technical training in the Army?
- equal among Spanish-speaking, Blacks and Whites
 - Whites have a better chance
 - Spanish-speaking soldiers have a better chance
 - Blacks have a better chance
 - minority groups have a better chance
101. How good are the chances of getting a skill area in the Army that will help you get a good-paying job as a civilian?
- chances are equal for all groups
 - Whites have a better chance
 - Spanish-speaking soldiers have a better chance
 - Blacks have a better chance
 - minority group soldiers have a better chance

102. The military justice system
- treats Blacks more fairly than others
 - treats Spanish-speaking soldiers more fairly than others
 - treats Whites more fairly than others
 - treats Spanish-speaking, White, and Black soldiers equally fair
103. In carrying out the military justice system, most commanders
- apply the system fairly to Black, White and Spanish-speaking soldiers
 - apply the system fairly to Whites, but unfairly to Black and Spanish-speaking soldiers
 - apply the system fairly to Spanish-speaking soldiers, but unfairly to Blacks and Whites
 - apply the system fairly to all soldiers
 - apply the system unfairly to all soldiers
104. In your opinion are the punishments given under Article 15 generally
- fair for Black, White and Spanish-speaking soldiers
 - fair for Whites, but unfair for minority group soldiers
 - fair for Black soldiers, but unfair for others
 - fair for Spanish-speaking soldiers, but unfair to other soldiers
 - unfair for all soldiers
105. Are you in favor of an Army program to use trained lower-ranking Black, Spanish-speaking and White enlisted personnel who would be available to advise soldiers of their legal rights and to work with the unit commander to solve problems in the unit?
- yes
 - no
106. Do you think that there are enough *Black MPs* in the Military Police Corps at this Post?
- yes
 - no
 - don't know
107. Do you think that there are enough *Spanish-speaking MPs* at this Post?
- yes
 - no
 - don't know
108. How are different groups treated in the Post Exchange (PX) here?
- Blacks, whites and Spanish-speaking are treated the same
 - Spanish-speaking soldiers are treated better
 - Whites are treated better
 - Blacks are treated better
 - minority groups are treated better
109. Do you believe that there are enough *Blacks* presently serving as commanders on this post?
- yes
 - no
 - I have no opinion
110. Do you believe that there are enough *Blacks* presently serving as teachers in the dependent school on this Post?
- yes
 - no
 - I have no opinion

111. Do you believe that there are enough Blacks presently serving as lawyers on this Post?
- a. yes
 - b. no
 - c. I have no opinion
112. Do you believe that there are enough Blacks presently serving as employees (clerks, PX workers, etc.) on this Post?
- a. yes
 - b. no
 - c. I have no opinion
113. Do you believe that there are enough Spanish-speaking soldiers presently serving on this Post as commanders?
- a. yes
 - b. no
 - c. I have no opinion
114. Do you believe that there are enough Spanish-speaking soldiers presently serving on this Post as teachers in the dependent school?
- a. yes
 - b. no
 - c. I have no opinion
115. Do you believe that there are enough Spanish-speaking soldiers presently serving on this Post as lawyers?
- a. yes
 - b. no
 - c. I have no opinion
116. Do you believe that there are enough Spanish-speaking soldiers presently serving on this Post as employees (clerks, PX workers, etc.)?
- a. yes
 - b. no
 - c. I have no opinion
117. Do you believe that Black history and Black culture are given enough attention in the entertainment at this Post's clubs?
- a. yes
 - b. no
 - c. I have no opinion
118. Do you believe that Black history and Black culture are given enough attention in the schools for military dependents at this Post?
- a. yes
 - b. no
 - c. I have no opinion
119. Do you believe that Black history and Black culture are given enough attention at this Post's activities for wives and dependents?
- a. yes
 - b. no
 - c. I have no opinion

120. Do you believe that Spanish history and Spanish culture are given enough attention in the entertainment at this Post's clubs?
- a. yes
 - b. no
 - c. I have no opinion
121. Do you believe that Spanish history and Spanish culture are given enough attention in the schools for military dependents at this Post?
- a. yes
 - b. no
 - c. I have no opinion
122. Do you believe that Spanish history and Spanish culture are given enough attention at this Post's activities for wives and dependents?
- a. yes
 - b. no
 - c. I have no opinion
123. Is it possible to obtain books on Black history and culture in the library on this Post?
- a. yes
 - b. no
 - c. I don't know
124. Is it possible to obtain books on Spanish history and culture in the library on this Post?
- a. yes
 - b. no
 - c. I don't know
125. Is it possible to obtain books written by Black authors in the library on this Post?
- a. yes
 - b. no
 - c. I don't know
126. Is it possible to obtain written by Spanish authors in the library on this Post?
- a. yes
 - b. no
 - c. I don't know
127. Is it possible to obtain books about military contributions of Blacks in the library on this Post?
- a. yes
 - b. no
 - c. I don't know
128. Is it possible to obtain books about the military contributions of Spanish ethnics in the library on this Post?
- a. yes
 - b. no
 - c. I don't know
129. Did you know that there is an Equal Opportunity Officer at this Post?
- a. yes
 - b. no

130. Do you know how to get in touch with him?
- yes
 - no
131. Do you know the name and rank of the Equal Opportunity Officer at this Post?
- yes
 - no
132. How do most Black enlisted personnel that you know feel about the way the Equal Opportunity Officer at this Post does his job?
- they think he does a good job
 - they think he does a poor job
 - they are not sure whether he does a good job or not
 - they don't care whether he does a good job or not
133. How do most *White* enlisted personnel that you know feel about the way the Equal Opportunity Officer at this Post does his job?
- they think he does a good job
 - they think he does a poor job
 - they are not sure whether he does a good job or not
 - they don't care whether he does a good job or not
134. How do most Spanish-speaking enlisted personnel that you know feel about the way the Equal Opportunity Officer at this post does his job?
- they think he does a good job
 - they think he does a poor job
 - they are not shre whether he does a good job or not
 - they don't care whether he does a good job or not
135. Do you think that most enlisted personnel who have gone to the Equal Opportunity Officer are satisfied with the way their problems were handled?
- most are satisfied
 - some are satisfied
 - very few are satisfied
 - I don't know
136. How serious is the problem of racial discrimination in Off-Post housing for Black soldiers at this Post today?
- very serious
 - serious
 - not serious
 - I don't know
137. How serious is the problem of discrimination in Off-Post housing for *Spanish-speaking soldiers* at this Post today?
- very serious
 - serious
 - not serious
 - I don't know
138. How much has the Army's Equal Opportunity in Off-Post housing program improved housing conditions for *Spanish-speaking soldiers*?
- a great deal
 - somewhat
 - little or no improvement
 - I don't know

139. How much has the Army's Equal Opportunity in Off-Post housing program improved housing conditions for *Black soldiers*?
- a. a great deal
 - b. somewhat
 - c. little or no improvement
 - d. I don't know
140. Have you ever attended either of the Army's courses on race relations entitled "Race Relations" and "Leadership Aspects of Race Relations?"
- a. yes
 - b. no (If no, go to question 146)
141. If your answer to question 140 is yes, indicate where you attended this course:
- a. Basic Combat Training
 - b. Officer Candidate training program
 - c. NCO academy
 - e. none of these
142. Did you attend the course at any of the following places?
- a. Drill Sergeant School
 - b. Army Infantry Center (USAIC) at Ft. Benning, Ga.
 - c. This Post
 - d. Other
143. Would you say that the instruction you received increased your understanding of racial problems in the Army?
- a. a great deal
 - b. somewhat
 - c. not at all
144. Would you say that the instruction you received increased your understanding of the causes of racial tension in the Army?
- a. a great deal
 - b. somewhat
 - c. not at all
145. Which part of the course was most valuable to you?
- a. Black history: Civilian and military
 - b. Explanation of Army Equal Opportunity and Treatment policy and complaints and indicators of racial tension
 - c. Discussion of the current racial situation in the Army with filmed or taped situations
 - d. Spanish-American history: Civilian and military
146. In general, what is your opinion about the value of Race Relations Seminars for reducing tensions in the Army?
- a. They are very effective in reducing racial tensions
 - b. They are somewhat effective in reducing racial tensions
 - c. They are not effective at all in reducing racial tensions
 - d. I have no opinion

147. En general, cuál es su opinión acerca del valor de los Consejos de Relaciones Raciales en la reducción de tensiones raciales?
- a. Son muy efectivos en la reducción de tensiones raciales
 - b. Son poco efectivos en la reducción de tensiones raciales
 - c. No tienen efecto alguno en la reducción de tensiones raciales
 - d. No tengo opinión
148. En su opinión, como piensa la mayoría de los *soldados negros* acerca de los Seminarios de Relaciones Raciales?
- a. Piensan que son constructivos para la situación racial en el Ejército.
 - b. Piensan que no son ni constructivos ni destructivos
 - c. Piensan que son destructivos para la situación racial en el Ejército
 - d. No sé como piensan
149. En su opinión, cómo piensa la mayoría de los *soldados negros* acerca de los Consejos de Relaciones Raciales?
- a. Piensan que son constructivos para la situación racial en el Ejército.
 - b. Piensan que no son ni constructivos ni destructivos
 - c. Piensan que son destructivos para la situación racial en el Ejército
 - d. No sé como piensan
150. En su opinión, cómo piensa la mayoría de los *soldados latinos* acerca de los Seminarios de Relaciones Raciales?
- a. Piensan que son constructivos para la situación racial en el Ejército.
 - b. Piensan que no son ni constructivos ni destructivos
 - c. Piensan que son destructivos para la situación racial en el Ejército
 - d. No sé como piensan
151. En su opinión, cómo piensa la mayoría de los *soldados latinos* acerca de los Consejos de Relaciones Raciales?
- a. Piensan que son constructivos para la situación racial en el Ejército
 - b. Piensan que no son ni constructivos ni destructivos
 - c. Piensan que son destructivos para la situación racial en el Ejército
 - d. No sé como piensan
152. En su opinión, cómo piensa la mayoría de los *soldados blancos* acerca de los Seminarios de Relaciones Raciales?
- a. Piensan que son constructivos para la situación racial en el Ejército
 - b. Piensan que no son ni constructivos ni destructivos
 - c. Piensan que son destructivos para la situación racial en el Ejército
 - d. No sé como piensan
153. En su opinión, cómo piensa la mayoría de los *soldados blancos* acerca de los Consejos de Relaciones Raciales?
- a. Piensan que son constructivos para la situación racial en el Ejército
 - b. Piensan que no son ni constructivos ni destructivos
 - c. Piensan que son destructivos para la situación racial en el Ejército
 - d. No sé como piensan

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Although there are approximately 47,000 Spanish-speaking soldiers in the U.S. Army, there is little information on how they experience Army life. The present study was designed to obtain data on the Spanish ethnic soldier's self concept, his attitudes toward Army personnel, and his problems and needs.		

LJA constructed the Army Experience Survey, an instrument composed of an adapted Berger Self-Acceptance Scale, Problem and Needs Scale, Attitudes toward Army Personnel Scale, and an Enlisted Personnel Questionnaire, to obtain the relevant research data. The survey was given to approximately 1,000 Spanish-ethnic soldiers and 600 Black and White soldiers at four stateside posts and five communities in Germany. Instructions for taking the survey and all survey items were in both English and Spanish.

Chicano and Puerto Rican enlisted men were lower in self-concept than Black and White enlisted men, but the two Spanish groups did not differ from each other. Puerto Ricans expressed more problems and needs than any group. Chicanos and Puerto Ricans expressed more negative attitudes toward Army personnel than Whites but more positive attitudes than Blacks. A large percentage of each ethnic group reported that they did not know the Equal Opportunity Regulations nor the Equal Opportunity Officer. Puerto Ricans and Chicanos of both ranks (enlisted men and NCOs) felt that educational opportunities were too limited for them.