

2008

*U.S. COAST GUARD  
OFFICE OF CIVIL RIGHTS (CG-00H-2)*



**FY08 COAST GUARD DEFENSE EQUAL OPPORTUNITY  
CLIMATE SURVEY (DEOCS) RESULTS**



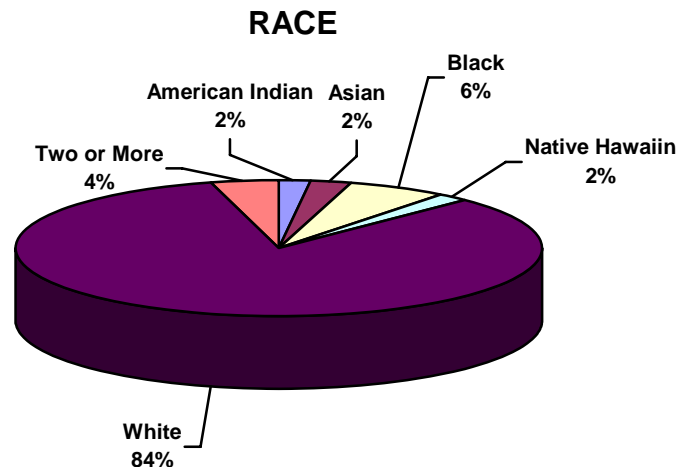
## EXECUTIVE SUMMARY

**BACKGROUND:** The Defense Equal Opportunity Management Institute (DEOMI) oversees administration and management of the DEOCS. The DEOCS is a unit commander's management tool that allows them to assess critical organizational climate dimensions that can have an impact on unit effectiveness. DEOCS provides a diagnosis of potential equal opportunity and organizational issues that should be addressed. Respondents answer 63 questions pertaining to mission readiness, formal and informal policies, and unit practices and procedures that apply or may apply to their particular unit. The survey focuses on two primary areas: (1) Equal Opportunity/Equal Employment Opportunity and (2) Organizational Effectiveness.

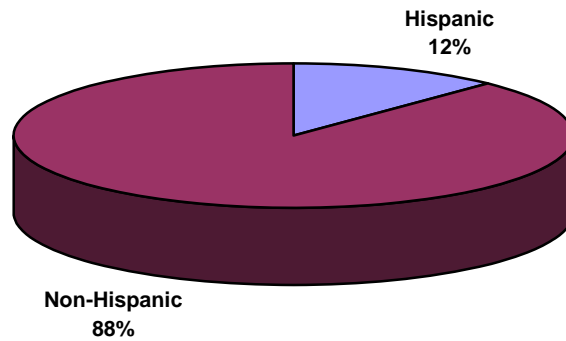
**MEASURES:** DEOCS assesses 13 unit climate factors measured on a five-point scale. These factors include: Sexual Harassment/Discrimination, Differential Command Behavior Towards Minorities, Positive Equal Opportunity Behaviors, Religious Discrimination, Racist Behaviors, Overall Equal Opportunity Climate, Disability Discrimination\*, Work Group Cohesion, Work Group Effectiveness, Leadership Cohesion, Job Satisfaction, Trust in the Organization, and Organizational Commitment.

\*Applies to Civilians Only

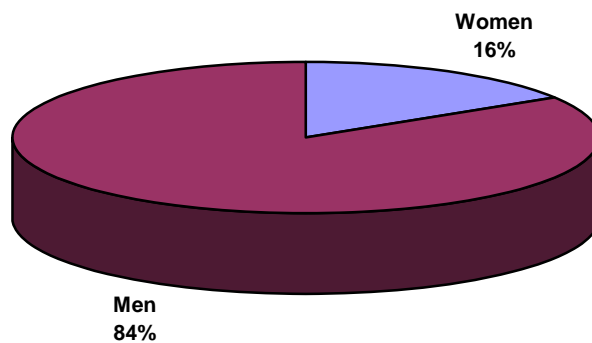
## DEMORGRAPHIC BREAKOUT



### NATIONAL ORIGIN



### GENDER



Perceptions of Discrimination/Complaint Process: *When asked within the past 12 months, whether they had experienced an incident of discrimination (racial, sexual, sexual harassment, age, disability, religion, national origin, or color) from military or civilian employees of the Coast Guard, 85% of employees responded 'No' in FY08 as compared to 84% of employees responding 'No' during FY-07. DEOCS respondents also indicated a 10.35% increase in reporting incidents of discrimination in FY08 (44.60%) over FY07 (34.25%). Likewise, survey results show a 3.11% improvement in number of employees who were either 'Satisfied' or 'Moderately Satisfied' with how their issues were resolved from FY07 to FY08.*

The FY08 survey results are presented in 9 statistical comparative areas. The outcomes are measured in terms of organizational strength, concern, risk, and threat. The disparity index estimates the potential for organizational conflict based on equal opportunity and organizational perceptions that differ between subgroups (e.g., the higher the index the greater the discrepancy in viewpoint). The DEOCS response scale is 1 to 5 scale:

Green = Org Strength: High Scores and Groups Agree <0.30	Yellow = Slight Org Concern: High Scores and Groups Disagree <0.51	Orange = Moderate Org Risk: Low Scores and Groups Agree <0.72	Red = High Org Threat: Low Scores and Groups Disagree >0.72
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A summary of each data based subgroup factor comparison is reflected below:

- *Minority vs. Majority: FY08 results reflect low disparity (<0.51%) between workplace assessments by the groups. All 13 climate areas were reported as positive. Overall Disparity Index: **Green - Organizational strength.***
- *Women vs. Men: FY08 results reflect low disparity (<0.30%) between workplace assessments by these groups. All 13 climate areas were reported as positive. Overall Disparity Index: **Green - Organizational strength.***
- *Officer vs. Enlisted: For FY08, 12 of 13 climate factors showed low disparity (<0.51%) between workplace assessments by the groups. Key indicator shows slight disparity in “organizational commitment” between these groups. However, the disparity decreased slightly from 0.64% to 0.62% from FY07 to FY08. Overall Disparity Index: **Green - Organizational strength.***
  - > *The disparity in this subgroup indicates enlisted members have more difficulty bonding to the organization.*
- *Junior vs. Senior Enlisted: For FY08, 11 of 13 climate factors indicated areas of organizational strength. Key indicator shows slight disparity in “racist behaviors” and “organizational commitment” between these groups. However, from FY07 to FY08, results reflected disparities decreased in respondents’ perceptions of “racist behavior” from 0.64% to 0.62%, and “organizational commitment” from 0.70% to 0.60%. Note: Junior enlisted members had lower mean averages in both years reviewed. Overall Disparity Index: **Green - Organizational strength.***
  - > *The disparities above indicate junior enlisted members are: (1) less likely to perceive non-occurrence of overt racist behaviors, (2) less likely to bond to the organization, (3) less likely to perceive the organization as a place where people trust and care for each other, and (4) less likely to perceive leadership working well together.*
- *Junior vs. Senior Officers: FY08, 12 of 13 climate factors indicated areas of organizational strength. Key indicator shows slight disparity in “racist behaviors” these groups. Overall Disparity Index: **Green - Organizational strength.***
  - > *The disparities above indicate junior officers are: less likely to perceive non-occurrence of overt racist behaviors,*
- *Military vs. Civilian: FY08 results reflect low disparity (<0.30%) between workplace assessments by these groups. All 13 climate areas were reported as positive. Overall Disparity Index: **Green - Organizational strength.***
- *Junior vs. Senior Civilians: FY08 results reflect low disparity (<0.30%) between workplace assessments by these groups. All 13 climate areas were reported as positive. Overall Disparity Index: **Green - Organizational strength.***

- Other (Other Military) vs. U.S. Military: *FY08 results reflect low disparity (<0.30%) between workplace assessments by these groups. All 13 climate areas were reported as positive. Overall Disparity Index: **Green - Organizational strength.***
- Non-Federal employees (contractors) vs. Federal employees: *FY08 reflect low disparity (<0.51%) between workplace assessments by these groups. All 13 climate areas were reported as positive. Overall Disparity Index: **Green - Organizational strength.***

**OVERALL:** DEOCS survey respondents perceive 9 of 9 subgroup areas measured in this report as an organizational strength for the Coast Guard. The FY08 DEOCS results do not contain any areas identified as a ‘Moderate’ or ‘High Risk’ concern as measured by the disparity index. The Coast Guard compared favorably to all services during FY08. Furthermore, overall Coast Guard scores implied the following:

- Sexual Harassment/Discrimination – Small chance of occurring
- Differential Command Behavior toward Minorities – Very little chance of occurring
- Positive EO Behaviors – Fairly high chance of occurring
- Racist Behaviors – Small chance of occurring
- Age Discrimination – Very little chance of occurring
- Religious Discrimination – Very little chance of occurring
- Disability Discrimination – Very little chance of occurring
- Organizational Commitment – Fairly positive
- Trust in Organization – Somewhat positive
- Work Group Effectiveness – Very positive
- Work Group Cohesion – Fairly positive
- Leadership Cohesion – Somewhat positive
- Job Satisfaction – Moderately satisfied

The appended **DEOCS Report** provides a more detailed assessment of general Equal Opportunity program management and employee perceptions of workplace climate at units throughout the Coast Guard.

**RECOMMENDATION:**

- (1) CG-00H continue strong support for annual DEOCS administration at all Coast Guard units.