



Information and Technology for Better Decision Making

2007 Workplace and Equal Opportunity Survey of Reserve Component Members

Overview Report

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2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

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2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

Executive Summary

This report provides the results of the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members (WEOR2007)*. The Defense Manpower Data Center (DMDC) conducted the survey as part of the quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. Section 481 mandates that the Secretary of Defense to conduct cross-Reserve component surveys to identify and assess racial/ethnic and gender issues and discrimination among members of the Armed Forces.

DMDC conducted the mainly Web-based *WEOR2007* in August-November 2007, sending paper questionnaires to members who had not responded by mid-September. DMDC received completed surveys from 23,170 eligible respondents for a weighted response rate of 32%. The *WEOR2007* is the first DMDC survey on racial/ethnic issues in the Reserve components and was modeled on the previous DMDC surveys of these issues, the *Armed Forces 1996 Equal Opportunity Survey (EOS1996)* and the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members (WEOA2005)*.

This report includes descriptions of the *WEOR2007* survey content and methodology including a description of how respondents are classified based on Office of Management and Budget's (OMB) requirements outlined in the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). In addition, this report includes an analysis of Reserve component members' perceptions of the prevalence of racial/ethnic harassment and discrimination in the Reserve components, details of incidents they have experienced, the extent of racist/extremist group activity, the effectiveness of Department of Defense (DoD) and Reserve component policies on racial/ethnic issues, and the state of racial/ethnic relations in the military and in the nation. This executive summary briefly explains OMB's requirements for reporting race/ethnicity and then summarizes the major survey results.

Reporting Groups

Survey results are reported by race/ethnicity, Reserve component, and paygrade. Consistent with OMB's race/ethnicity reporting requirements, *WEOR2007* results are reported at the most disaggregated level possible while preserving the reliability and confidentiality of data. Respondents are classified into seven mutually exclusive racial/ethnic reporting categories consistent with requirements of the Office of Management and Budget (*Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity*, 1997).

- **White:** persons marking only White and not reporting being Hispanic
- **Black:** persons marking only Black or African American and not reporting being Hispanic
- **Hispanic:** persons marking they are Spanish/Hispanic/Latino, regardless of how they answered the item on race
- **Asian:** persons marking only Asian and not reporting being Hispanic

- **AIAN** (American Indian/Alaska Native): persons marking only American Indian or Alaska Native and not reporting being Hispanic
- **NHPI** (Native Hawaiian/Pacific Islander): persons marking only Native Hawaiian or other Pacific Islander and not reporting being Hispanic
- **Two or More Races**: persons marking two or more of the races (White, Black, Asian, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander) and not reporting being Hispanic

The Reserve component categories include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

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

Findings

This Executive Summary first addresses the measurement approach followed by Reserve component members' responses to questions about the frequency of their personal experiences of behaviors that might constitute racial/ethnic discrimination or harassment. Most questions asked Reserve component members to consider conditions and events in the 12 months prior to completing the survey. The subsequent sections of the Executive Summary present topline findings for:

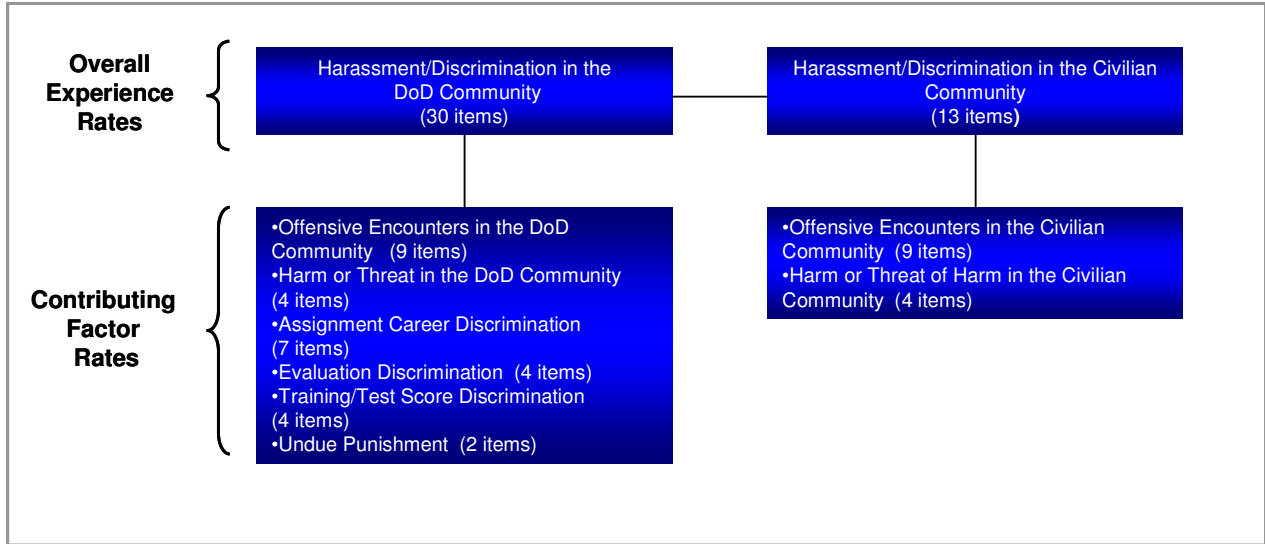
- The “one situation” that was the most bothersome (e.g., that had the greatest effect) for Reserve component members
- Whether their leaders “make honest and reasonable efforts to stop racial/ethnic harassment and discrimination”
- How many times Reserve component members received training from military sources on topics related to racial/ethnic harassment and discrimination and the effectiveness of the training in eliminating or reducing incidents of racial/ethnic harassment and discrimination
- Perceptions of the enforcement of an equal opportunity climate, specifically perceptions of freedom from harassment, discrimination, and reprisal for reporting
- Comparisons of racial/ethnic relations at in the military and in members' communities, both currently and over the last five years
- Experiences with extremist organizations and hate groups on the installation/ship and in the local community
- Experiences with gang activities

Measuring Race/Ethnic Experiences

In the 2007 survey, Reserve component members had an opportunity to indicate whether they experienced one or more 43 race/ethnicity-related behaviors in the 12 months before taking the survey. These 43 behaviors are grouped into 8 contributing factor rates that compose two overall rates: *Member Experiences of Harassment/Discrimination in the DoD Community* and *Member Experiences of Harassment/Discrimination in the Civilian Community*. The

categorization of the two overall experience rates and their contributing factor rates is illustrated in Figure 1. The number of survey items used in calculating each factor is shown in the figure.

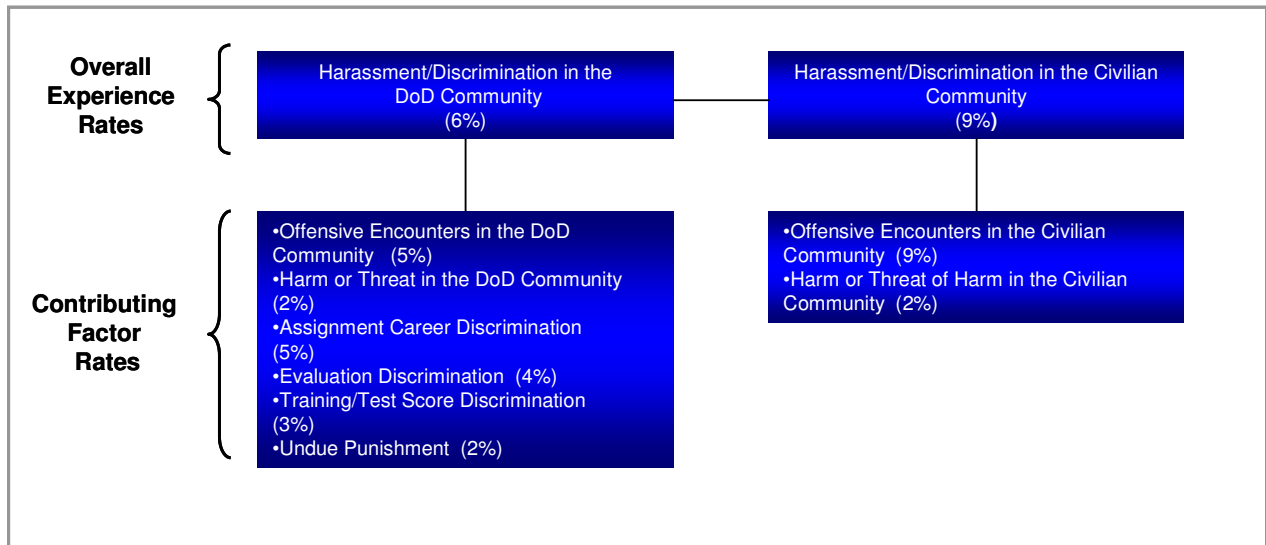
Figure 1.
Relationships Among Racial/Ethnic-Related Behavior Incident Rates



To be included in any rate, two conditions were required. First, Reserve component members had to indicate they experienced *at least one* of the race/ethnicity-related behaviors comprising the rate.¹ Second, members had to indicate they considered at least one behavior they experienced in the list of 43 behaviors to be racial/ethnic harassment or discrimination. Rates overall and for each contributing factor are shown in Figure 2.

¹ A Reserve component member is included in a contributing factor rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that contributing factor. That is, a member is counted in a contributing factor rate only once regardless of the number of items he or she endorsed. Note also that a respondent is only counted once in an overall experience rate even though he or she might be counted in more than one contributing factor rate comprising that overall experience rate.

Figure 2.
WEOR2007 Racial/Ethnic-Related Behavior Incident Rates



Margins of error ± 1 to 16

Harassment/Discrimination in the DoD Community. Overall, 6% of members indicated experiencing harassment/discrimination within the DoD community. Blacks (9%), Hispanics (6%), and Asians (7%) were more likely than Whites (2%) to indicate experiencing harassment/discrimination within the DoD community. USAR (7%) members were more likely than members in the other Reserve components to indicate experiencing harassment/discrimination from other DoD/Service/Reserve component personnel, whereas ANG (4%) members were less likely. Senior enlisted (7%) members were more likely than those in the other paygrades to indicate experiencing harassment/discrimination from members of the DoD community, whereas senior officers (3%) were less likely.

Each of the contributing factor rates ranged from 2%-5%. The highest rates (both 5%) were *Offensive Encounters in the DoD Community* and *Assignment/Career Discrimination* with ANG members and senior officers (both 3%) were less likely to indicate experiencing either. Senior enlisted (5%) members were more likely to indicate experiencing *Assignment/Career Discrimination*.

Blacks, Hispanics, and Asians were more likely than Whites to indicate experiencing *Offensive Encounters in the DoD Community*, *Harm or Threat of Harm in the DoD Community*, *Assignment/Career Discrimination*, *Evaluation Discrimination*, *Training/Test Scores Discrimination* and *Undue Punishment*. Blacks were typically more likely to indicate experiencing each of the contributing factors (4%-13%) than any of the other racial/ethnic groups.

ANG members were less likely to indicate experiencing each of the contributing factors, except *Harm or Threat of Harm in the DoD Community* and *Undue Punishment*. Senior enlisted members were more likely to indicate experiencing *Assignment/Career Discrimination* (5%) and

Evaluation Discrimination (5%). Senior officers were less likely to indicate experiencing each of the contributing factors, except *Undue Punishment*.

Harassment/Discrimination in the Civilian Community. Overall, 9% percent of members indicated experiencing harassment/discrimination within their civilian community, with Blacks (14%), Hispanics (14%), Asians (11%), and those of Two or More Races (18%) more likely than Whites (6%) and AIANs (6%) to indicate experiencing it. No differences were found by Reserve component or paygrade.

Of the two contributing factors, *Offensive Encounters in the Civilian Community (9%)* is more common than *Harm or Threat of Harm in the Civilian Community (2%)*. All racial/ethnic groups, except AIANs and NHPIs, were more likely than Whites to indicate experiencing offensive encounters in the civilian community. No differences were found by Reserve component or paygrade in experiences of *Offensive encounters in the Civilian Community*. No differences were found between racial/ethnic groups or Reserve components in experiences of *Harm or Threat of Harm in the Civilian Community*. Senior officers (1%) were less likely than members in the other paygrades to indicate experiencing *Harm or Threat of Harm in the Civilian Community*.

Combination of DoD and Civilian Community Harassment/Discrimination Rates. The majority (88%) of Reserve component members did not indicate experiencing any racial/ethnic harassment or discrimination in the 12 months before the survey. Two percent of Reserve component members indicated experiencing a combination of harassment/discrimination in both the DoD and civilian communities. Four percent of Reserve component members indicated experiencing only *Harassment/Discrimination in the DoD Community* and 7% indicated experiencing only *Harassment/Discrimination in the Civilian Community*.

One Situation

Characteristics of the One Situation. Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the DoD community² were asked to consider the “one situation” occurring in the 12 months prior to taking the survey that was the most bothersome to them. While Reserve component members were asked about experiences of racial/ethnic discrimination or harassment in both the DoD and their civilian communities, the items on the one situation are limited to experiences in the DoD community. Following are general characteristics of the one situation:

- Overall, the majority of members (53%) indicated that all the behaviors in the situation occurred on base, 32% indicated the situation occurred off base only, and 15% indicated behaviors occurred both on and off base
 - USMCR (44%) members were less likely than members in the other Reserve components to indicate that all behaviors occurred on base

² Overall, 57% of Reserve component members indicated they experienced at least one racial/ethnic behavior in the DoD community. This rate is higher than the rate of Harassment/Discrimination in the DoD Community (6%) because it includes Reserve component members who did not consider their experiences to be racial/ethnic harassment or discrimination.

- Junior officers were more likely to indicate that all behaviors occurred on base (59%) and less likely to indicate that all behaviors occurred off base (25%)
- 50% indicated offenders were White, 25% Black, and 13% Hispanic; Asians, AIANs and NHPs were less frequently indicated as offenders (2-4%)
- 86% indicated at least one of the offenders were military personnel, 3% indicated they were all civilian personnel, and 11% indicated offenders included both military personnel and civilian personnel
 - ARNG (90%) and USMCR (94%) members were more likely to indicate that the offenders were all military, whereas ARNG (8%) and USMCR (4%) were less likely to indicate the offenders included both military and civilian personnel
 - Senior officers (79%) were less likely to indicate that the offenders were all military
- 34% indicated a person of higher rank/grade, 33% of members indicated that the offenders included someone in their chain of command, 32% indicated a military coworker, 23% indicated the offenders included some other military person, and 15% indicated a military subordinate
 - USNR (27%) and USMCR (24%) members were less likely to indicate that the offender was in their chain of command, whereas USNR (27%) members were less likely to indicate that the offender was another person of higher rank/grade
 - Senior enlisted (36%) members were more likely to indicate that the offender was in their chain of command, whereas junior enlisted (28%) members were less likely

Handling and Reporting of the One Situation. Members were asked if and to whom they decided to report the situation. They were also asked about the occurrence of professional and social retaliation as consequences of making a report. Members who decided not to report the situation were asked their reasons for not doing so. Following are characteristics based on the one situation:

- 31% percent of those who experienced an incident of racial/ethnic harassment/discrimination-related behaviors indicated they reported the situation to one or more military authorities
 - 25% reported to someone in their chain of command; 18% to someone in the chain of command of the person who did it; 11% to some other person with responsibility for follow-up; 8% to a chaplain, counselor, ombudsman, or health care provider; and 6% to a special military office responsible for handling these kinds of complaints³
 - USMCR members were less likely to report to someone in their chain of command (11%); to someone in the chain of command of the person who did it (8%); to some other person with responsibility for follow-up (5%); or to a special military office responsible for handling these kinds of complaints (3%)
 - Senior enlisted members were more likely to report to someone in their chain of command (28%) or to someone in the chain of command of the person who did it

³ Reserve component members were included in the percentages for each military authority to whom they reported, resulting in a sum greater than the 31% of Reserve component members who reported to any military authority.

- (21%), whereas junior enlisted members were less likely to report to someone in their chain of command (20%)
- Of those who reported the situation, 24% indicated experiencing professional retaliation and 22% experienced social retaliation
 - Of those who reported the situation, negative outcomes of reporting included complaint discounted (36%), no knowledge of action taken (33%), no action taken (33%), and being encouraged to drop the complaint (20%)
 - Of those who did not report their experience, the most frequently cited reasons for not reporting were:
 - Not important enough to report (53%)
 - Took care of it themselves (37%)
 - Thought nothing would be done (25%)
 - Feared reporting would make the work situation unpleasant (25%)
 - Feared being labeled a troublemaker (21%)
 - Felt uncomfortable making a report (20%)
 - Thought reporting would take too much time and effort (20%)

Promoting an Equal Opportunity Climate

Leadership. Reserve component members were asked whether their leaders “make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.” Results follow for three levels of leaders, senior leadership of the Reserve component, senior leadership of the installation/ship, and immediate supervisors:

- Overall, 69% of Reserve component members indicated the senior leadership of their Reserve component is making honest efforts to stop harassment and discrimination
 - All racial/ethnic groups were more likely than Blacks to indicate that their Reserve component leaders are making honest efforts
 - USNR (74%) and ANG (75%) members were more likely to indicate agreement, whereas USAR (64%) members were less likely
 - Senior enlisted (70%) members and senior officers (79%) were more likely to indicate agreement, whereas junior enlisted (63%) members were less likely
- Overall, 68% of Reserve component members indicated their installation/ship leaders are making honest efforts to stop harassment and discrimination
 - All racial/ethnic groups were more likely than Blacks to indicate that their installation/ship leaders are making honest efforts to stop harassment and discrimination
 - USNR (75%) and ANG (77%) members were more likely to indicate agreement, whereas USAR (63%) members were less likely
 - Senior enlisted (71%) members and senior officers (81%) were more likely to indicate agreement, whereas junior enlisted (61%) members were less likely
- Overall, 72% of Reserve component members indicated their immediate supervisors are making honest efforts to stop harassment and discrimination
 - All racial/ethnic groups, except Asians and NHPIs, were more likely than Blacks to indicate that their immediate supervisors are making honest efforts

- USNR (76%) and ANG (78%) members were more likely to indicate agreement, whereas USAR (68%) members were less likely
- Senior enlisted (74%) members, junior officers (77%) and senior officers (83%) were more likely to indicate agreement, whereas junior enlisted (65%) members were less likely

Military Attention to Racial/Ethnic Harassment and Discrimination. Reserve component members were asked whether they thought the military has paid too much or too little attention to racial/ethnic harassment and discrimination in the past several years. Overall, 64% of Reserve component members indicated the military has paid the right amount of attention to racial/ethnic harassment and discrimination, whereas 24% indicated too much attention has been paid to this issue and 12% thought too little attention has been paid to this issue. Whites (30%) were more likely than all racial ethnic groups, except AIANs, to indicate that the military has paid too much attention, whereas Blacks (39%) were more likely than all racial ethnic groups to indicate that the military has paid too little attention. USMCR (30%) members were more likely to indicate too much attention, whereas USAR (16%) members were more likely to indicate too little attention. Senior officers (30%) were more likely to indicate too much attention, whereas senior enlisted (13%) members were more likely to indicate too little attention.

Training. Reserve component members were asked if they had received training from military sources during the 12 months before taking the survey on topics related to racial/ethnic harassment and discrimination. Those who had received training were asked how many times they received such training and how effective the training was in eliminating or reducing incidents of racial/ethnic harassment and discrimination. Findings include:

- 74% of Reserve component members indicated they received training on topics related to racial/ethnic harassment and discrimination
 - Whites (77%) were more likely than Blacks (68%), Hispanics (68%), and Asians (69%) to indicate they had received training
 - USNR (83%) and ANG (82%) members were more likely to indicate they had received training, whereas ARNG (70%) members were less likely
 - Senior enlisted (78%) members, junior officers (78%) and senior officers (79%) were more likely to indicate they had received training, whereas junior enlisted (67%) members were less likely
- Reserve component members who received training indicated receiving an average of 2.4 training events
 - Of those who received training, ARNG and USAR (both 2.7) indicated receiving greatest number of training events, whereas USNR (2.3), ANG (1.8), and USAFR (1.8) members indicated receiving the least
 - Of those who received training, junior enlisted (3.1) members indicated receiving greatest number of training events, whereas senior enlisted (2.2) members, junior officers (2.1) and senior officers (1.9) indicated receiving the least
- Of those who received training, 39% indicated their training was very effective in reducing or preventing racial/ethnic harassment and discrimination; 42% indicated their training was moderately effective; 14% indicated their training was slightly effective; and 5% indicated their training was not at all effective

- Of those who received training, Blacks (41%), Hispanics (46%), and NHPIs (48%) were more likely than Asians (31%) to indicate their training was very effective in reducing or preventing racial/ethnic harassment and discrimination; Hispanics were more likely than Whites (38%) to indicate their training was very effective in reducing or preventing racial/ethnic harassment and discrimination
- Of those who received training, junior enlisted (44%) members were more likely to indicate their training was very effective, whereas junior officers and senior officers (both 30%) were less likely

Enforcement. Reserve component members were asked whether members of their work groups would feel free to report racial/ethnic harassment and discrimination without fear of reprisal. Sixty percent of members indicated that, to a large extent, members of their work groups would feel free to report. Whites (65%) were more likely than all racial/ethnic groups, except those of Two or More Races (65%), to indicate that, to a large extent, members of their work groups would feel free to report. USNR (66%) and UASFR (67%) members were more likely to indicate that, to a large extent, members of their work groups would feel free to report, whereas ARNG (57%) members were less likely. Junior (66%) and senior officers (78%) were more likely to indicate that, to a large extent, members of their work groups would feel free to report, whereas junior enlisted (53%) members were less likely.

Perceptions of Opportunity and Global Attitudes

Social Conditions and Race Relations Over the Last Five Years. Reserve component members were asked to indicate whether race relations were better overall in the military or in the civilian world. They were also asked for their general perceptions of whether race relations had improved in the military and in the nation over the past five years. Findings included:

- Reserve component members were more positive in their assessment of freedom from harassment for people of their racial/ethnic background in the military (33%) compared to the civilian world (4%)
 - Hispanics (39%) and Blacks (39%) were more likely than Whites (30%) to indicate that freedom from harassment was better in the military. Blacks (6%), Hispanics (7%), and Asians (8%) were more likely than Whites (3%), AIANs (3%), and NHPIs (3%) to indicate that that freedom from harassment was better in the civilian world.
 - USAFR (39%) members were more likely to indicate that freedom from harassment was better in the military, whereas USMCR (27%) members were less likely
 - Senior enlisted (34%) members and senior officers (38%) were more likely to indicate that freedom from harassment was better in the military, whereas junior enlisted (29%) members were less likely
- Reserve component members were more positive in their assessment of freedom from discrimination for people of their racial/ethnic background in the military (33%) compared to the civilian world (4%)
 - Hispanics (39%) and Blacks (41%) were more likely than Whites (31%) to indicate that freedom from discrimination was better in the military. Blacks (6%)

- Hispanics (8%) and Asians (9%) were more likely than Whites (3%) and NHPIs (3%) to indicate that freedom from discrimination was better in the civilian world.
 - USAFR (39%) members were more likely to indicate that freedom from discrimination was better in the military, whereas USMCR (27%) members were less likely
 - Senior officers (40%) were more likely to indicate that freedom from discrimination was better in the military, whereas junior enlisted (30%) members were less likely
- 43% percent of Reserve component members indicated race relations in the nation are better today than they were five years ago; 41% indicated they were the same as five years ago; and 17% indicated they were worse
 - All racial/ethnic groups were more likely than Blacks to indicate that that race relations in the nation are better today
 - Senior enlisted (41%) members were less likely to indicate that race relations in the nation are better today
- 52% percent of Reserve component members with five or more years of service indicated race relations in the military are better today than they were five years ago; 45% indicated they were the same as five years ago; and 4% indicated they were worse
 - All racial/ethnic groups, except those of Two or More Races, were more likely than Blacks (38%) to indicate that that race relations in the military are better
 - USNR (57%) members were more likely to indicate that race relations in the military are better
 - Senior officers (55%) were more likely to indicate that race relations in the military are better, whereas junior enlisted (6%) were more likely to indicate that race relations in the military are worse

Extremist Organizations, Hate Crimes and Gang Activities

Reserve component members were asked whether extremist organizations, hate groups, and gangs were a problem at their military duty station and in the local community.

Racist/Extremist Organizations. Reserve component members were asked about the extent to which racist, extremist, or hate groups were present and caused problems at their military duty station and in their local community where they lived. Findings include:

- 1-3% of members indicated racist/extremist organizations are a large problem at their military duty station
 - Asians (3%) were more likely than Whites, AIANs, and NHPIs (all 1%) to indicate racist/extremist organizations are a large problem
 - Junior enlisted (2%) members were more likely than members in the other paygrades to indicate racist/extremist organizations are a large problem at their military duty station, whereas senior officers (<1%) were less likely
- 2-3% of members indicated racist/extremist organizations are a large problem in their local community
 - Junior enlisted (3%) members were more likely than members in the other paygrades to indicate racist/extremist organizations are a large problem in their

local community, whereas junior officers and senior officers (both 1%) were less likely

Hate Groups. Reserve component members were asked about the extent to which hate groups were present and caused problems at their military duty stations and in the local community around where they lived. Findings include:

- 1-3% of members indicated hate groups are a large problem at their military duty station
 - Asians (3%) were more likely than Whites (1%), AIANs (1%), NHPIs (1%), and those of Two or More Races (<1%) to indicate hate groups are a large problem
 - Junior enlisted (2%) members were more likely than members in the other paygrades to indicate hate groups are a large problem at their military duty station, whereas senior officers (<1%) were less likely
- 2-3% of members indicated hate groups are a large problem in their local community
 - Junior officers and senior officers (both 1%) were less likely than members in the other paygrades to indicate hate groups are a large problem in their local community

Gangs. Reserve component members were asked about the extent to which gangs caused problems at their military duty stations and in the local community where they lived. Findings include:

- 1-3% of members indicated gangs are a large problem at their military duty station
 - Blacks, Hispanics and Asians (all 3%) were more likely than Whites and those of Two or More Races (both 1%) to indicate gangs are a large problem
- 6-10% of members indicated gangs are a large problem in their local community

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2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

Chapter 1: Introduction

The Department of Defense (DoD) is committed to eliminating all forms of racial/ethnic harassment and discrimination. Such behavior diminishes respect for individuals, impairs personnel and unit readiness and performance, and adversely affects recruitment and retention. For more than 50 years, DoD has sought to eliminate distinctions based on members' race and ethnicity through policies and programs. The *2007 Workplace and Equal Opportunity Survey of Reserve Component Members (WEOR2007)* is one source of information for evaluating the effectiveness of these programs and assessing the overall racial/ethnic environment in the military.

The *WEOR2007* is part of a quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. The quadrennial cycle started with the *2002 Workplace and Gender Relations Survey of Active-Duty Members* and continued with the *2004 Workplace and Gender Relations Survey of Reserve Component Members* and the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. The four-year cycle is completed by the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*.

The *WEOR2007* is the first Joint-Service survey of racial/ethnic harassment and discrimination in the Reserve component. The survey design incorporated the best practices and survey measures developed in 11 years of DMDC survey research on these issues in the active duty military population. The *WEOR2007* was modeled on the pioneering *Armed Forces 1996 Equal Opportunity Survey (EOS1996)* survey and the subsequent *2005 Workplace and Equal Opportunity Survey of Active-Duty Members (WEOA2005)*. The core measures for assessing racial/ethnic harassment and discrimination in the *EOS1996* and *WEOA2005* were slightly adapted and shortened for use with the Reserve components.⁴ For example, while the *EOS1996* and *WEOA2005* include detailed questions about the circumstances of experiences of racial/ethnic harassment or discrimination in either the DoD or civilian communities, the *WEOR2007* survey focuses on Reserve component members' experiences within the DoD community. In addition, as the families of Reserve component members generally are not as deeply embedded in the military community as active duty members' families, the survey did not assess spouse or children's experiences of racial/ethnic insensitivity, harassment or discrimination. These adaptations reduce survey burden while still providing information for program evaluation.

This chapter provides an overview of the survey content, how the survey was analyzed for this report, and how it differs from the concurrently released *WEOA2005* report. In addition, this chapter includes estimates of the racial/ethnic composition of the Reserve component force and how it compares to national population estimates. Finally, an overview of the survey methodology is provided.

⁴ Trend comparisons between the *WEOR2007*, the *EOS1996* and/or the *WEOA2005* are not included in this report due to differences in survey populations (Active duty vs. Reserve component members) and questions.

Overview of Report

Survey Content by Chapter

The principal purpose of the *WEOR2007* was to report attitudes and perceptions about personnel programs and policies, including estimates of the incident rates and consequences of racial/ethnic harassment and discrimination. The survey examined Reserve component members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity (EO) in DoD. The *WEOR2007* included questions regarding Reserve component members' experiences of racial/ethnic harassment and discrimination in the 12 months before survey administration. It also included questions on members' views of the effectiveness of DoD and Reserve component training, policies, and programs to prevent and respond to incidents of racial/ethnic harassment and discrimination, as well as their perceptions of progress the military and the nation have made in eliminating such incidents. The survey was subdivided into multiple topic areas.

Topics covered in this report are organized into five chapters, ranging from self-reports of experiences of racial/ethnic harassment/discrimination (Chapters 2 and 3), to perceptions of prevention and trends in the social conditions that affect the U.S. military (Chapters 4 and 5) and perceptions of extremist groups, hate crimes, and gang activities (Chapter 6).

Chapter 2 summarizes perceptions of race relations and Reserve component members' self-reports on experiences of racial/ethnic discrimination or harassment behaviors directed at them. This chapter includes the 12-month incident rates of racial/ethnic harassment and discrimination. This material covers Reserve component members' personal experiences, including the types and frequency of personal experiences related to race/ethnicity and the responsibility of DoD and the Reserve components to prevent racial/ethnic harassment and/or discrimination.

Chapter 3 covers details about Reserve component members' most bothersome experience of race/ethnicity-related harassment and discrimination. Results are presented for the types of incidents experienced, where they occurred, characteristics of offenders in the most bothersome situation, frequency of reporting and reasons for not reporting incidents of racial/ethnic harassment and discrimination behaviors.

Chapter 4 covers Reserve component members' perceptions of the effectiveness of the Reserve components' efforts to eliminate racial/ethnic harassment and discrimination. This includes members' views on current racial/ethnic policies and leadership practices, frequency and perceived effectiveness of training on racial/ethnic harassment and discrimination, and the effectiveness of Reserve components' efforts to eliminate racial/ethnic harassment and discrimination.

Chapter 5 describes Reserve component members' perceptions of historical and military/civilian comparisons of the prevalence of racial/ethnic harassment and discrimination.

Chapter 6 presents findings on Reserve component members' perceptions of racist and extremist groups (e.g., hate groups and gangs), as directed by Title 10 U. S. Code Section 481.

Analysis Groups

As shown in Table 1, survey results are reported by race/ethnicity, Reserve component and paygrade. Consistent with the OMB 1997 race/ethnicity reporting requirements, *WEOR2007* results are reported at the most disaggregated level possible while preserving the reliability and confidentiality of data. Respondents are classified into seven mutually exclusive racial/ethnic reporting categories consistent with requirements of the Office of Management and Budget (Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 1997).

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

The Reserve component categories include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).⁵

The paygrade categories include four subgroups. The junior enlisted subgroup includes the E1-E4 enlisted paygrades. The senior enlisted subgroup includes the E5-E9 enlisted paygrades. The junior officer subgroup includes O1-O3 commissioned officers. The senior officer subgroup includes O4-O6 commissioned officers.

⁵ Though USCGR members were included in the survey, results for the USCGR are not included in the report since it is not required by Title 10 U. S. Code Section 481.

Table 1.
Racial/Ethnic Categories Used in WEOR2007

Reporting Category	Response Groups						
	Reserve component	Army National Guard (ARNG)	U.S. Army Reserve (USAR)	U.S. Navy Reserve (USNR)	U.S. Marine Corps Reserve (USMCR)	Air National Guard (ANG)	U.S. Air Force Reserve (USAFR)
Paygrade	Junior Enlisted Members (E1-E4)	Senior Enlisted Members (E5-E9)	Junior Officers (O1-O3)	Senior Officers (O4-O6)			
Racial/ethnic categories	White	Black	Hispanic	American Indian or Alaska Native (AIAN)	Asian	Native Hawaiian or Other Pacific Islander (NHPI)	Two or More Races

Analysis Groups in Perspective

To gain a full perspective on the results of the *WEOR2007* survey, it is important to view the racial/ethnic composition within the military and comparisons to the overall composition of the U.S. population (Table 2 and Table 3). Comparisons between the Reserve components and the civilian population are complicated by numerous factors, including differences in age distribution.

Overall, Whites were overrepresented in DoD compared to their proportion of the civilian population, whereas Hispanics and Asians were underrepresented across all age groups. Blacks were overrepresented in DoD in the 35 to 44 and 45 to 44 age groups.

Table 2.
Percent of U.S. Civilians Ages 18 to 54, by Race/Ethnicity

Population	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
Civilian Total	64	13	16	1	5	<1	1
18 to 24 years	61	15	17	1	4	<1	2
25 to 34 years	58	14	20	1	6	<1	2
35 to 44 years	64	13	16	1	5	<1	1
45 to 54 years	71	12	11	1	4	<1	1

Note. Rounded to whole percentages except as shown. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Row totals do not always sum to 100% due to rounding. Sources: Population Division, U.S. Census Bureau.

Table 3.***Percent of Reserve Component Members Ages 18 to 54, by Race/Ethnicity***

Population	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
DoD Total	70	15	9	1	2	<1	1
18 to 24 years	72	13	9	1	3	<1	<1
25 to 34 years	68	15	10	1	3	1	1
35 to 44 years	69	16	8	1	2	<1	1
45 to 54 years	70	17	8	1	2	<1	<1

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Row totals do not always sum to 100% due to rounding.

Sources: DMDC, *Reserve Personnel Master File*

The Reserve components also varied in their racial/ethnic composition (Table 4). Among Whites, the ANG (81%) had the highest and the USAR (60%) had the lowest representation. Among Blacks, the USAR (22%) had the highest representation and the USMCR (8%) had the lowest. Among Hispanics, the USMCR and the USNR (both 13%) had the highest representation and the ANG (6%) had the lowest. The proportions of Asians, AIANs, NHPIs, and members of Two or More Races were similar across all Reserve components.

Within each paygrade, Whites had the highest representation among junior officers (77%) and senior officers (83%), whereas Blacks and Hispanics had the highest representation among junior enlisted and senior enlisted.

Table 4.***Percent of Reserve Component Members, by Reserve Component, Paygrade Group, and Race/Ethnicity***

Response Group	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
DoD Total	70	15	9	1	2	<1	1
ARNG	75	13	8	1	2	<1	<1
USAR	60	22	12	1	3	1	<1
USNR	61	15	12	2	4	<1	2
USMCR	70	7	12	1	3	1	1
ANG	79	8	6	1	2	1	1
USAFR	70	16	7	<1	2	1	1
E1-E4	68	15	10	1	3	1	<1
E5-E9	69	16	9	1	2	<1	<1
O1-O3	75	11	6	1	3	<1	1
O4-O6	82	8	4	<1	2	<1	<1

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Row totals do not always sum to 100% due to rounding. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve.

ANG—Air National Guard. USAFR—Air Force Reserve

Sources: DMDC, *Reserve Personnel Master File*

The paygrade composition of each of the Reserve components varies to reflect the primary mission of the component. The *WEOR 2007*, survey sample was designed to ensure adequate representation of all the Reserve components and paygrades even though members are unevenly distributed across the various paygrades in each Reserve component (Table 5). For example, 67% of the eligible respondents in the USMCR were junior enlisted members, whereas only 18% of the eligible respondents in the USAFR were junior enlisted members. Conversely, 18% of eligible respondents in the USNR were senior officers, whereas 4% of those in the ARNG were senior officers.

Table 5.
Percent of Reserve Component Members by Reserve Component and Paygrade Group

Response Group	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6
DoD Total	36	48	1	6	8
ARNG	47	42	2	6	4
USAR	34	47	2	7	11
USNR	21	55	<1	5	18
USMCR	67	25	1	1	7
ANG	20	67	<1	5	8
USAFR	18	59	<1	6	17

Note. Row totals do not always sum to 100% due to rounding. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve
Source: DMDC, *WEOR2007*

Analysis Procedures

Only statistically significant group comparisons are discussed in this report.⁶ For each section of the report, results are presented for the Reserve components overall, as well as by race/ethnicity, Reserve component, and paygrade. In all cases, the use of the word “significantly” is redundant and is, therefore, not used. Because the results of comparisons are based on a weighted, representative sample, the reader can infer that the results generalize to the population. Three types of group comparisons are employed:

- **Race/Ethnicity** – Analyses by race/ethnicity are made by comparing results for each racial/ethnic group against each other group (i.e., pairwise comparisons among all racial/ethnic groups). For example, a typical statement in the report might read “Blacks (3%), Hispanics (3%), and Asians (3%) were more likely than Whites (1%) and those of Two or More Races (1%) to indicate gang activities were a large problem at their military duty station.” From this the reader understands that the rates

⁶ All statistically significant findings are discussed in the text of the report. In some cases differences might appear to be significantly different in comparison to the differences between other variables, but are not noted as different in the text. In these cases, the margins of error render differences as not statistically significant. Instances where the reader might question a finding that appears to be large are typically footnoted to clarify that the difference is not statistically significant.

for Blacks, Hispanics, and Asians are statistically significantly higher than the individual rates for Whites and those of Two or More Races.

- Reserve Component – In comparisons by Reserve component, the responses for one group are compared to the weighted average of the responses of all other groups in the Reserve component dimension.⁷ For example, responses of ARNG members are compared to the weighted average of the responses from members in the USAR, USNR, USMCR, ANG and USAFR. A typical statement in the report might read “Among Blacks, ANG (1%) members were less likely than Blacks in the other Reserve components to indicate that gang activities were a large problem at their military duty station.” From this the reader understands that the rate for Blacks in the ANG is statistically significantly lower than the weighted average of the rate for Blacks in the other five Reserve components combined. Similarly, a statement such as “Among Blacks, ARNG (15%) members were more likely than Blacks in the other Reserve components to indicate experiencing such discriminatory behaviors, whereas USNR (9%) members were less likely” communicates that the rate for Blacks in the ARNG is statistically significantly higher than the weighted average of the rate for Blacks in the other five Reserve components and, in contrast, the rate for Blacks in the USNR is statistically significantly lower than the weighted average of the rate for Blacks in the other six Reserve components.
- Paygrade – In comparisons by paygrade, the responses for one group are compared to the weighted average of the responses of all other groups in the paygrade dimension.⁸ For example, responses of junior enlisted members are compared to the weighted average of the responses from senior enlisted members, junior officers and senior officers. A typical statement in the report might read “Among Hispanics, junior enlisted (5%) members were more likely than Hispanics in the other paygrades to indicate racist/extremist organizations were a large problem in the local community.” From this the reader understands that the rate for Hispanic junior enlisted members is statistically significantly higher than the weighted average of the rate for Hispanics in the other three paygrade categories combined. Similarly, a statement such as “Among Blacks, senior enlisted (13%) members were more likely than Blacks in the other paygrades to indicate that the offenders included both military and civilian personnel, whereas junior enlisted (6%) members were less likely” communicates that the rate for Black senior enlisted members is statistically significantly higher than the weighted average of the rate for Blacks in the other three paygrade categories combined and, in contrast, the rate for Black junior enlisted members is statistically significantly lower than the weighted average of the rate for Blacks in the other three paygrade categories combined.

The tables and figures in the report are numbered sequentially. The titles describe the dependent variables and reporting categories presented in the table. Unless otherwise specified,

⁷ When comparing results within the current survey, the percentage of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

⁸ When comparing results within the current survey, the percentage of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

the numbers contained in the tables are percentages with margins of error at the bottom of each column (reporting category). Ranges of margins of error are presented when more than one estimate is displayed in a column. Further information about the survey measures, results, and percent responding are presented in Ormerod et al. (2008).

Survey Methodology

This section describes the methodology used for *WEOR2007* and the analytic procedures used in this report. The *WEOR2007* was administered via both Web and paper surveys.⁹ The survey administration process began on August 13, 2007, with the mailout of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. Data collection on the Web started on August 27, 2007, with paper surveys mailed on September 14 to those who had not responded via the Web. Web and paper survey administration continued through December 5, 2007.

The population of interest for the survey consisted of Reserve component members of the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR) and U.S. Coast Guard Reserve,¹⁰ who (1) had at least six months of service at the time the questionnaire was first fielded and (2) are below flag rank. Single-stage, nonproportional stratified random sampling¹¹ procedures were used. The sample size and weighted response rates for the most important characteristics of the population are shown in Table 6 by Reserve component, paygrade, and race/ethnicity. The sample consisted of 83,097 individuals drawn from the sample frame constructed from DMDC's *Reserve Components Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the Web survey, August 27, 2007 (1.10 % of sample).

Completed surveys (defined as answering 50% or more of the survey questions asked of all participants and at least one item in Questions 53-54 or 75) were received from 23,170¹² eligible respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 32%. Data were weighted to reflect the population of interest using the industry standard three-stage process. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to

⁹ In constructing the dataset that combines the paper and Web respondents, the Web version of questions was typically used. The responses to the paper-and-pencil version of the questions were recoded to comply with the Web version. For example, a difference between the surveys is the use of the Does not apply response option in the paper version that is unnecessary in the Web version due to "smart skip" technology.

¹⁰ Results for Coast Guard Reserve are not included in this report.

¹¹ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and active-duty component (all male ARNG personnel in one group, all female USNR personnel in another, etc.). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

¹² Completed surveys were received from 22,233 DoD and 937 USCGR members.

produce biased estimates of population statistics. The three stage process of weighting consists of the following steps:

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

Further details on the statistical methods applied to sampling and weighting are reported in DMDC (2008).

Table 6.
WEOR2007 Sample Sizes and Weighted Response Rates, by Reserve Component, Paygrade, and Race/Ethnicity

Response Group	Number Sampled	Weighted Response Rates (%)
Reserve component		
ARNG	20,629	26%
USAR	15,672	33%
USNR	12,345	41%
USMCR	12,313	12%
ANG	9,983	42%
USAFR	9,967	43%
USCGR	2,188	44%
Paygrade^a		
E1 to E4	39,919	14%
E5 to E9	28,096	40%
O1 to O3	7,382	45%
O4 to O6	6,431	62%
Race/Ethnicity		
White	18,429	34%
Black	26,534	25%
Hispanic	13,701	28%
AIAN	6,257	26%
Asian	10,781	33%
NHPI	2,942	33%
Two or More Races	3,765	37%

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve.

^aWarrant Officers are not included in the paygrade analyses but are included in racial/ethnic groups and Reserve component analyses.

The *WEOR2007* survey used a complex sample design that requires weighting to produce population estimates, (e.g., percent female).¹³ Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN[®] PROC DESCRIPT (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means are reported with margins of error based on 95% confidence intervals.

Estimates may be unstable, because they are based on a small number of observations or a relatively large variance in the data or weights. Particularly unstable estimates are suppressed

¹³ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

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or annotated. “NR” indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225). Effective sample size takes into account the finite population correction, variability in weights, and the effect of sample stratification. In other circumstances, “NA” indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions.

Small racial/ethnic groups, such as AIANs and NHPIs, were oversampled in comparison to their proportion of the population so there would be enough responses from each group to analyze. However, even with oversampling, some groups have such small numbers within one or more Reserve components or paygrades that estimates of these groups by Reserve component or paygrade were generally not reportable. This was most likely to be the case for analyses of the AIAN and NHPI populations. This report therefore presents estimates for AIANs and NHPIs overall while excluding analyses for these groups by Reserve component and paygrade.

Chapter 2: Personal Experiences Related to Race/Ethnicity

This chapter addresses Reserve component members' responses to questions about the frequency of their experiences of behaviors that might constitute racial/ethnic discrimination or harassment. Racial/ethnic discrimination and harassment are a major concern within the military because such experiences can negatively effect members' job satisfaction and organizational commitment (Stewart, 2001; Antecol & Cobb-Clark, 2008).

Fair treatment and equal opportunity have long been hallmarks of American public policy and this commitment is reflected in the military as well. DoD equal opportunity (EO) policies and programs regarding racial/ethnic discrimination and harassment address a broad spectrum of both overt and subtle discriminatory/harassing behaviors. The military can promote and enforce EO objectives by establishing standards of conduct, providing extensive training, and enforcing adherence. Surveys provide one method for evaluating the extent and success of EO programs.

Although the military can implement policies and programs to address racial/ethnic harassment and discrimination within the DoD community, Reserve component members are embedded in their civilian communities where Reserve component members' experiences off duty are reliant upon the good conduct of the civilians with whom Reserve component members will primarily interact. DoD's interest in Reserve component members' experiences does not end when they are not in uniform. Therefore, Reserve component members were asked about experiences of racial/ethnic discrimination or harassment in both the DoD community and their civilian community.

Measurement Approach

Incident rates are the distinguishing feature of this survey. Going beyond perceived climate, incident rates reflect whether Reserve component members indicated they experienced race/ethnicity-related insensitivity, harassment, threats, or actual harm or discrimination. Reserve component members had an opportunity to indicate if they experienced one or more of 43 race/ethnicity-related behaviors (survey items) in the 12 months prior to taking the survey.

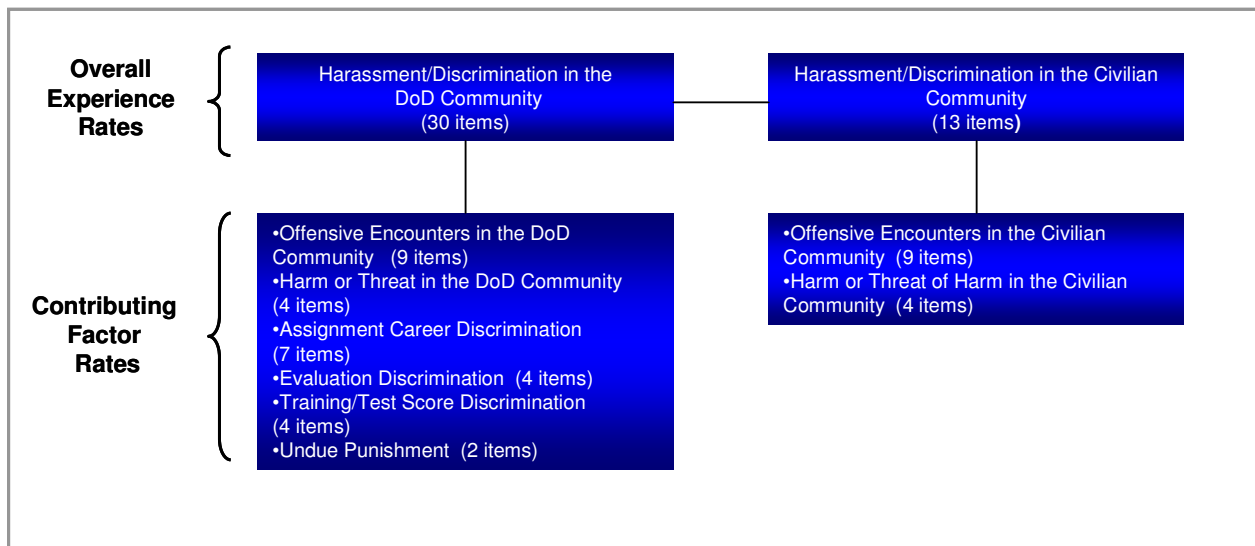
There are two types of incident rates, based on the 43 behaviors, reported in this chapter: overall experience rates and contributing factor rates that comprise the overall rates. These incident rates are used to assess whether Reserve component members experienced racial/ethnic harassment and discrimination by DoD personnel and/or civilians in the local area.

To be included in any rate, two conditions were required. First, Reserve component members had to indicate they experienced at least one of the race/ethnicity-related behaviors comprising the rate.¹⁴ Second, members had to indicate they considered at least one behavior they experienced in the list of 43 behaviors to be racial/ethnic harassment or discrimination.

¹⁴ A Reserve component member is included in a contributing factor rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that contributing factor. That is, a member is counted in a contributing factor rate only once regardless of the number of items he or she endorsed. Note that a respondent is only counted once in an overall experience rate even though he or she might be counted in more than one contributing factor rate comprising that overall experience rate.

The categorization of the two overall experience rates and their contributing factor rates is illustrated in Figure 3. The number of survey items used in calculating each factor is shown in the figure.

Figure 3.
Racial/Ethnic-Related Behavior Incident Rates



Overall Experience Rates

Harassment/Discrimination in the DoD Community is reported as an overall experience rate comprised of six contributing factor rates and provides a measure of the degree to which Reserve component members experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another member of the DoD community (military personnel, DoD civilian employees and/or contractors). The six contributing factors measure specific types of experiences during the 12 months prior to taking the survey, such as racially/ethnically insensitive or harassing behavior from other DoD personnel; experiences of threat or assault from other DoD personnel based on the Reserve component members' race/ethnicity; and perceived impact on Reserve component members' career progression, performance evaluations, training opportunities, and application of punishment based on race/ethnicity.

Harassment/Discrimination in the Civilian Community is reported as an overall experience rate comprised of two contributing factor rates and provides a measure of the degree to which Reserve component members experienced insensitivity, threats, actual harm, or discrimination related to their race/ethnicity from civilians in the local community. The two contributing factors measure specific types of experiences during the 12 months prior to taking the survey, such as insensitive or harassing behavior and experiences of threat or assault from civilians in the local community.

Presentation of Results

In the following sections, the incident rates of harassment and discrimination experienced by Reserve component members in the DoD and civilian communities are discussed. The contributing factor rates for harassment/discrimination in the DoD community are presented first, along with a description of the items that comprise each of those rates, followed by the overall experience rate (*Harassment/Discrimination in the DoD Community*). Similarly, the contributing factor rates for harassment/discrimination in the civilian community and descriptions of the items that comprise each of those rates, precede the discussion of the overall experience rate (*Harassment/Discrimination in the Civilian Community*). The last section of this chapter analyzes the experiences of racial/ethnic behaviors when the two overall experience rates are combined.

Each section presents findings for the military overall, as well as by race/ethnicity, Reserve component, and paygrade. Details of each type of analysis include:¹⁵

- Race/ethnicity. Racial/ethnic groups analyzed include Hispanic, as well as any self-reported members of the following groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.
- Reserve component. Analyses by Reserve component were made by comparing results for each group against the average of all other groups. For example, Reserve component members in the ARNG are compared to the average of responses from Reserve component members in the USAR, USNR, USMCR, ANG, and USAFR.¹⁶
 - Race/ethnicity by Reserve component. Within each racial/ethnic group, analyses by Reserve component were made by comparing results for each group against the average of all other groups. For example, among Whites, Reserve component members in the ARNG are compared to the average of responses from White Reserve component members in the USAR, USNR, USMCR, ANG, and USAFR.¹⁷
- Paygrade. Analyses by paygrade were made by comparing results for each group against the average of all other groups. For example, junior enlisted Reserve component members are compared to the average of responses from senior enlisted members, junior officers and senior officers.

¹⁵ See Chapter 1 for additional discussion of the measurement approach, such as definitions of the reporting categories and analytical procedures.

¹⁶ The Reserve components are abbreviated as follows: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).

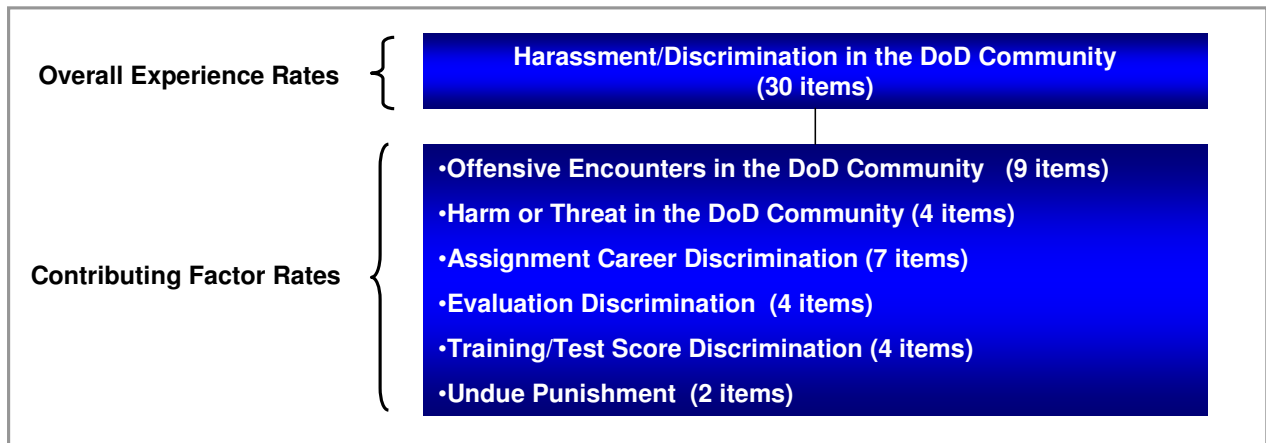
¹⁷ Due to the small sample sizes of the AIAN and NHPI groups, results by Reserve component are not presented.

- Race/ethnicity by paygrade. Within each racial/ethnic group, analyses by paygrade were made by comparing results for each group against the average of all other groups. For example, among Whites, junior enlisted Reserve component members are compared to the average of responses from White senior enlisted members, junior officers and senior officers.¹⁸

Harassment/Discrimination in the DoD Community

This section presents the rates for member experiences within the DoD community (see the highlighted portion of Figure 4). Results for each of the six contributing factors are presented first. Following the discussion of findings for each contributing factor rate is the presentation of the overall *Harassment/Discrimination in the DoD Community* rate. This overall experience rate is a composite of the six contributing factors and reflects how much Reserve component members experienced racial/ethnic insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian during the 12 months prior to taking the survey. Rates are presented for the military overall, as well as by race/ethnicity, Reserve component, and paygrade.

Figure 4.
Harassment/Discrimination in the DoD Community and Its Contributing Factors



Offensive Encounters in the DoD Community

The incident rate for Reserve component members’ experiences of *Offensive Encounters in the DoD Community* was assessed by the nine items in the survey shown in Figure 5.¹⁹ Each item described a situation in which members stated that DoD personnel engaged in racially/

¹⁸ Due to the small sample sizes of the AIAN and NHPI groups, results by paygrade are not presented.

¹⁹ To be included in the *Offensive Encounters in the DoD Community* rate, Reserve component members had to indicate they experienced *at least one* of the nine racial/ethnic behaviors that comprise this contributing factor *and* indicate they considered at least one of the 30 behaviors experienced in the DoD community to be racial/ethnic harassment or discrimination.

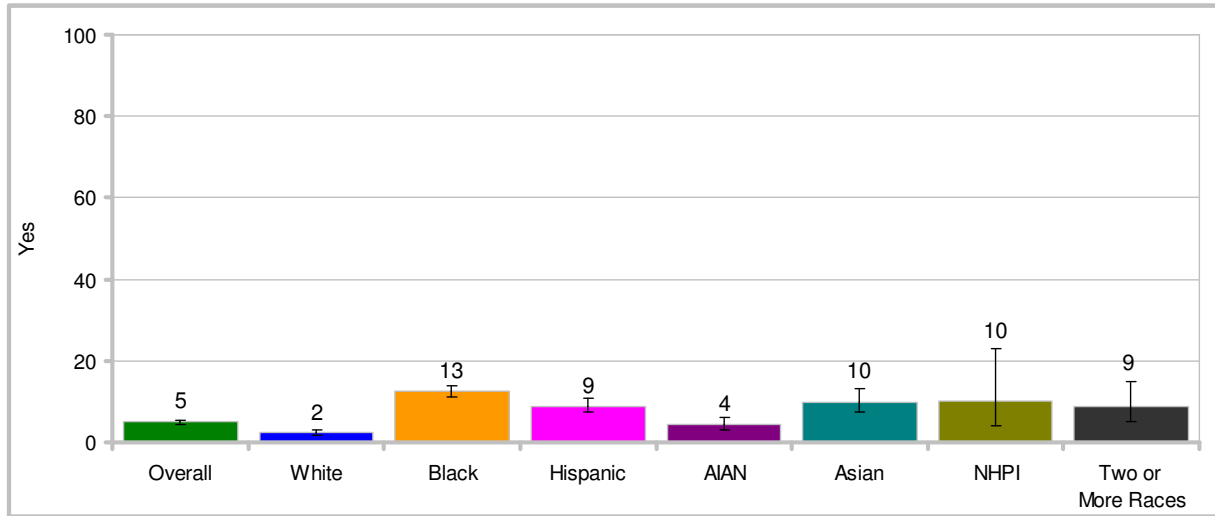
ethnically insensitive or harassing behavior that caused the Reserve component member discomfort or was insulting.

Figure 5.
Survey Items Assessing Experiences of Offensive Encounters in the DoD Community

- How frequently in the past 12 months have you been in circumstances where you thought
- Military Personnel (Active Duty or National Guard/Reserve)
 - on- or off-duty
 - on- or off-installation; and/or
 - DoD Civilian Employees and/or Contractors
 - in your military workplace or on your installation/ship:
 - Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
 - Told stories or jokes which were racist or depicted your race/ethnicity negatively?
 - Were condescending to you because of your race/ethnicity?
 - Put up or distributed materials which were racist or showed your race/ethnicity negatively?
 - Displayed tattoos or wore distinctive clothes which were racist?
 - Did not include you in social activities because of your race/ethnicity?
 - Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
 - Made offensive remarks about your appearance because of your race/ethnicity?
 - Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

Overall by Race/Ethnicity. Five percent of Reserve component members overall indicated experiencing offensive encounters in the DoD community (Figure 6). Blacks (13%) were more likely than Whites (2%), Hispanics (9%), and AIANs (4%) to indicate experiencing such encounters. Hispanics and Asians (10%) were more likely than Whites and AIANs to indicate experiencing such encounters. Those of Two or More Races (9%) were more likely than Whites to indicate experiencing such encounters.

Figure 6.
Offensive Encounters in the DoD Community, by Race/Ethnicity



WEOR 2007 Q53, Q55

Margins of error range from ± 1 to ± 13

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. Overall (3%) and among Asians (6%), ANG members were less likely than members in the other Reserve components to indicate experiencing offensive encounters in the DoD community (Table 7).²⁰

Paygrade and Race/Ethnicity. Overall (3%) and among Whites (1%), senior officers were less likely than members in the other paygrades to indicate experiencing offensive encounters in the DoD community (Table 7).

²⁰ Note that 6% of Asian USMCR members also indicated experiencing offensive encounters in the DoD community. This percentage is not statistically lower than the average of the other Reserve components due to a higher margin of error for USMCR members. Similar situations occur elsewhere in this section because of different margins of error for the reporting categories.

Table 7.
Offensive Encounters in the DoD Community, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	5	2	15	11	11	13
USAR	6	3	11	8	11	4
USNR	4	1	10	8	10	12
USMCR	5	4	9	8	6	NR
ANG	3	1	13	9	6	8
USAFR	4	2	12	6	NR	3
E1-E4	5	3	10	9	11	7
E5-E9	5	2	14	9	9	10
O1-O3	4	2	14	9	11	6
O4-O6	3	1	16	8	9	NR
<i>Margins of Error</i>	$\pm 1-3$	$\pm 1-4$	$\pm 2-5$	$\pm 3-8$	$\pm 3-12$	$\pm 3-15$

Note. WEOR2007 Questions 53 and 55. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Harm or Threat of Harm in the DoD Community

The four items shown in Figure 7 were used to assess whether members experienced instances of threats, vandalism, and assault that were related to their race/ethnicity and were caused by members of the DoD community.²¹

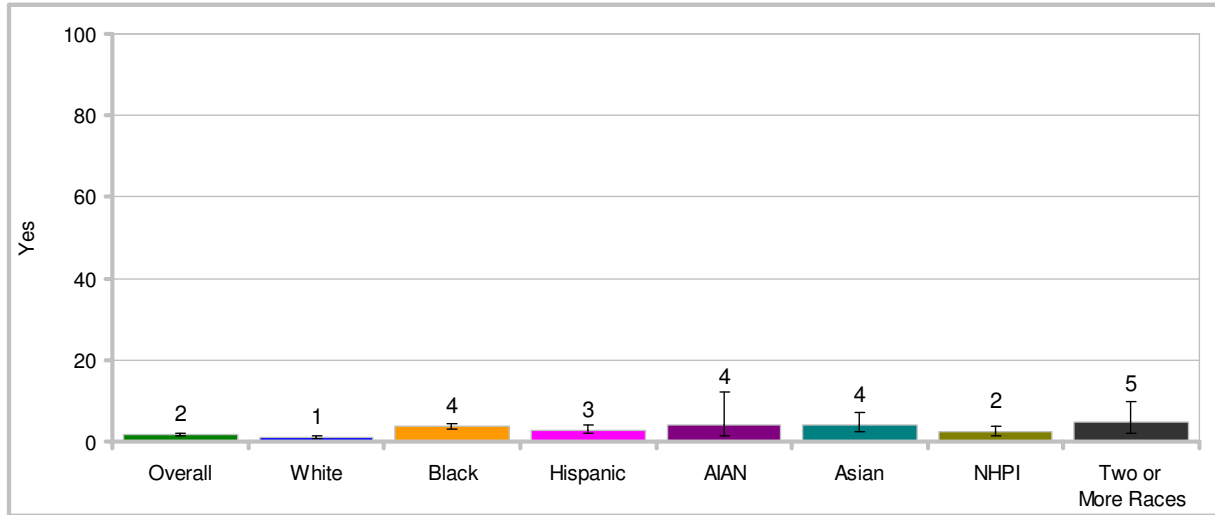
Figure 7.
Survey Items Assessing Experiences of Harm or Threat of Harm in the DoD Community

- How frequently in the past 12 months have you been in circumstances where you thought
- Military Personnel (Active Duty or National Guard/Reserve)
 - on- or off-duty
 - on- or off-installation; and/or
 - DoD Civilian Employees and/or Contractors
 - in your military workplace or on your installation/ship:
 - Vandalized your property because of your race/ethnicity?
 - Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
 - Physically threatened or intimidated you because of your race/ethnicity?
 - Assaulted you physically because of your race/ethnicity?

²¹ To be included in the *Harm or Threat of Harm from Military Personnel, DoD/Service Employees and/or Contractors* rate, Reserve component members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 30 behaviors experienced in the DoD community to be racial/ethnic harassment or discrimination.

Overall by Race/Ethnicity. Two percent of Reserve component members overall indicated experiencing instances of threats, vandalism, and assault in the DoD community that were related to their race/ethnicity (Figure 8). Blacks (4%), Hispanics (3%), Asians (4%), and NHPIs (2%) were more likely than Whites (1%) to indicate experiencing such encounters.²²

Figure 8.
Harm or Threat of Harm in the DoD Community, by Race/Ethnicity



WEOR 2007 Q53, Q55

Margins of error range from ± 1 to ± 9

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component in indications of experiences of threats, vandalism, and assault in the DoD community related to their race/ethnicity (Table 8). Among Asians, USAFR (1%) members were less likely than Asians in the other Reserve components to indicate experiencing instances of threats, vandalism, and assault in the DoD community related to their race/ethnicity.²³

Paygrade and Race/Ethnicity. There were no differences found by paygrade or within racial/ethnic group by paygrade in indications of experiences of threats, vandalism, and assault in the DoD community related to their race/ethnicity (Table 8).

²² Note that 5% of members of Two or More Races also indicated experiencing harm or threat of harm in the DoD community. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for members of Two or More Races.

²³ Note that 1% of Asian ANG members also indicated experiencing harm or threat of harm in the DoD community. This percentage is not statistically lower than the average of the other Reserve components due to a higher margin of error for ANG members.

Table 8.
Harm or Threat of Harm in the DoD Community, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	2	1	5	3	6	8
USAR	2	1	3	3	5	2
USNR	1	1	3	2	3	6
USMCR	2	2	4	1	2	NR
ANG	1	<1	3	NR	1	2
USAFR	1	<1	2	2	1	2
E1-E4	2	1	3	3	6	3
E5-E9	2	1	4	3	2	7
O1-O3	1	<1	3	4	4	1
O4-O6	1	<1	4	2	3	1
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-3$	$\pm 1-4$	$\pm 2-5$	$\pm 1-11$	$\pm 2-14$

Note. WEOR2007 Questions 53 and 55. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Assignment/Career Discrimination

The seven survey items included in the *Assignment/Career Discrimination* rate reflect Reserve component members’ perceptions that an aspect of their current military assignment or career progression was hampered because of their race/ethnicity (Figure 9).²⁴

Figure 9.
Survey Items Assessing Experiences of Assignment/Career Discrimination

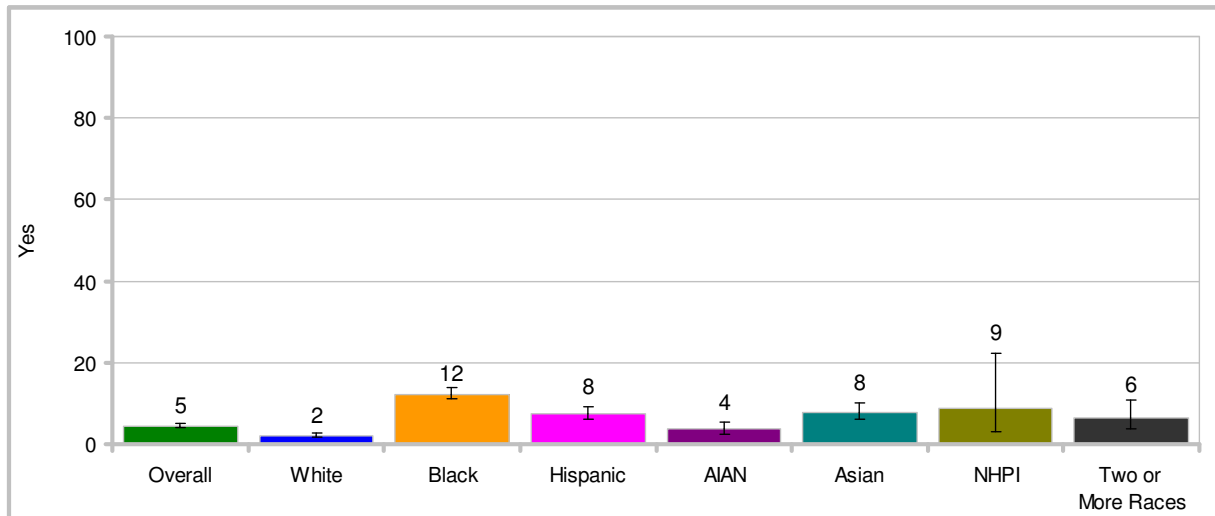
During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

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

²⁴ To be included in the *Assignment/Career Discrimination* rate, Reserve component members had to indicate they experienced at least one of the seven racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 30 behaviors experienced in the DoD community to be racial/ethnic harassment or discrimination.

Overall by Race/Ethnicity. Five percent of Reserve component members overall indicated experiencing poorer military assignments or career progression opportunities because of their race/ethnicity (Figure 10). Blacks (12%) were more likely than Whites (2%), Hispanics (8%), AIANs (4%), Asians (8%), and those of Two or More Races (6%) to indicate experiencing such discriminatory behaviors. Hispanics and Asians were more likely than Whites and AIANs to indicate experiencing such discriminatory behaviors.

Figure 10.
Assignment/Career Discrimination, by Race/Ethnicity



WEOR 2007 Q54, Q55

Margins of error range from ± 1 to ± 14

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. Overall, ANG (3%) members were less likely than members in the other Reserve components to indicate experiencing poorer military assignments or career progression opportunities because of their race/ethnicity (Table 9).²⁵ Among Blacks, ARNG (15%) members were more likely than Blacks in the other Reserve components to indicate experiencing such discriminatory behaviors, whereas USNR (9%) members were less likely. Among Hispanics, USMCR (3%) members were less likely than Hispanics in the other Reserve components to indicate experiencing such discriminatory behaviors. Among Asians, ANG (4%) members were less likely than Asians in the other Reserve components to indicate experiencing such discriminatory behaviors.

Paygrade and Race/Ethnicity. Overall, senior enlisted (5%) members were more likely than members in the other paygrades to indicate experiencing poorer military assignments or career progression opportunities because of their race/ethnicity, whereas senior officers (3%)

²⁵ Note that 3% of USMCR members also indicated experiencing assignment discrimination. This percentage is not statistically lower than the average of the other Reserve components due to a higher margin of error for USMCR members.

were less likely (Table 9). Among Whites, senior officers (1%) were less likely than Whites in the other paygrades to indicate experiencing such discriminatory behavior.

Table 9.
Assignment/Career Discrimination, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	5	2	15	9	6	7
USAR	6	3	10	7	9	4
USNR	4	1	9	9	10	13
USMCR	3	3	8	3	6	NR
ANG	3	1	12	8	4	7
USAFR	4	2	11	5	NR	3
E1-E4	4	2	11	7	7	7
E5-E9	5	3	13	9	8	4
O1-O3	4	2	14	8	11	6
O4-O6	3	1	15	7	8	NR
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-3$	$\pm 2-5$	$\pm 2-9$	$\pm 2-12$	$\pm 3-14$

Note. WEOR2007 Questions 54 and 55. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Evaluation Discrimination

The four survey items shown in Figure 11 were used to assess Reserve component members’ belief that their race/ethnicity was a factor in others’ judgments about their military performance (e.g., evaluations or awards).²⁶

Figure 11.
Survey Items Assessing Experiences of Evaluation Discrimination

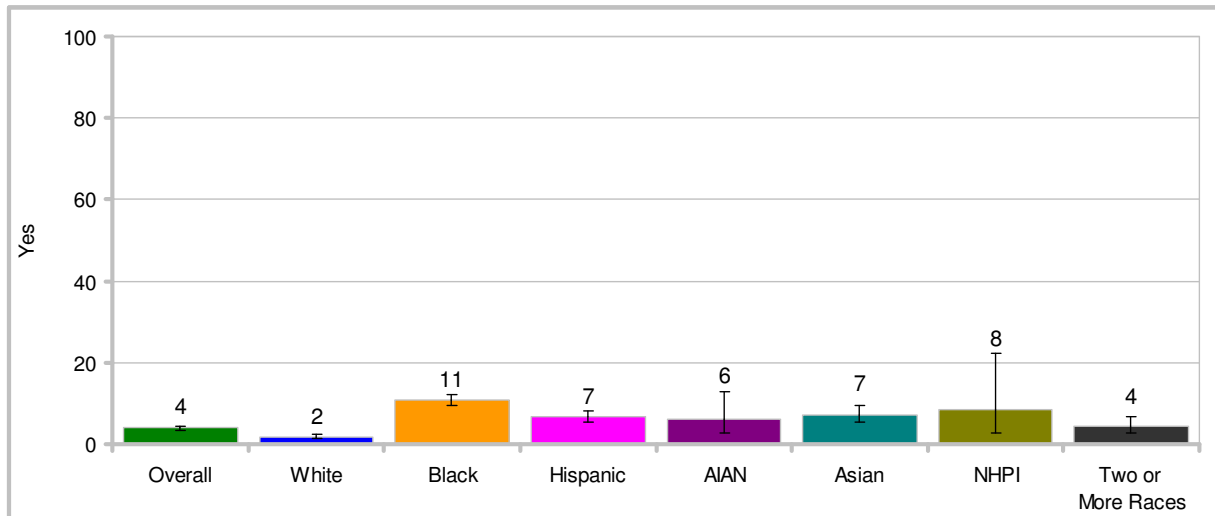
During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

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

²⁶ To be included in the *Evaluation Discrimination* rate, Reserve component members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 30 behaviors experienced in the DoD community to be racial/ethnic harassment or discrimination.

Overall by Race/Ethnicity. Four percent of Reserve component members overall indicated experiencing racial/ethnic discriminatory military evaluations in the 12 months prior to taking the survey (Figure 12). Blacks (11%) were more likely than Whites (2%), Hispanics (7%), Asians (7%), and those of Two or More Races (4%) to indicate experiencing such discriminatory evaluations. Hispanics and Asians were more likely than Whites to indicate experiencing such discriminatory evaluations.

Figure 12.
Evaluation Discrimination, by Race/Ethnicity



WEOR 2007 Q54, Q55

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Margins of error range from ± 1 to ± 14

Reserve Component and Race/Ethnicity. Overall (3%) and among Asians (4%), ANG members were less likely than members in the other Reserve components to indicate experiencing racial/ethnic discriminatory military evaluations in the 12 months before taking the survey (Table 10). Among Blacks, ARNG (14%) members were more likely than Blacks in the other Reserve components to indicate experiencing such discriminatory evaluations.

Paygrade and Race/Ethnicity. Overall, senior enlisted (5%) members were more likely than members in the other paygrades to indicate experiencing racial/ethnic discriminatory military evaluations in the 12 months before taking the survey, whereas senior officers (3%) were less likely (Table 10).²⁷ Among Blacks, senior enlisted (13%) members were more likely than Blacks in the other paygrades to indicate experiencing such discriminatory evaluations, whereas junior enlisted (8%) members were less likely.

²⁷ Note that 3% of junior officers also indicated experiencing harm or threat of harm in the DoD community. This percentage is not statistically lower than the average of the other paygrades due to a higher margin of error for junior officers.

Table 10.
Evaluation Discrimination, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	4	2	14	8	5	3
USAR	5	2	9	7	9	4
USNR	4	2	9	5	9	12
USMCR	4	3	7	5	7	NR
ANG	3	1	8	6	4	NR
USAFR	4	2	10	5	NR	2
E1-E4	4	2	8	7	6	3
E5-E9	5	2	13	7	7	4
O1-O3	3	1	10	8	8	5
O4-O6	3	1	14	6	9	NR
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-3$	$\pm 2-5$	$\pm 3-9$	$\pm 2-12$	$\pm 3-11$

Note. WEOR2007 Questions 54 and 55. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Training/Test Scores Discrimination

The four items shown in Figure 13 were used to assess Reserve component members’ beliefs that their race/ethnicity caused them not to have access to training opportunities or not to receive the military training scores they deserved.²⁸

Figure 13.
Survey Items Assessing Experiences of Training/Test Scores Discrimination

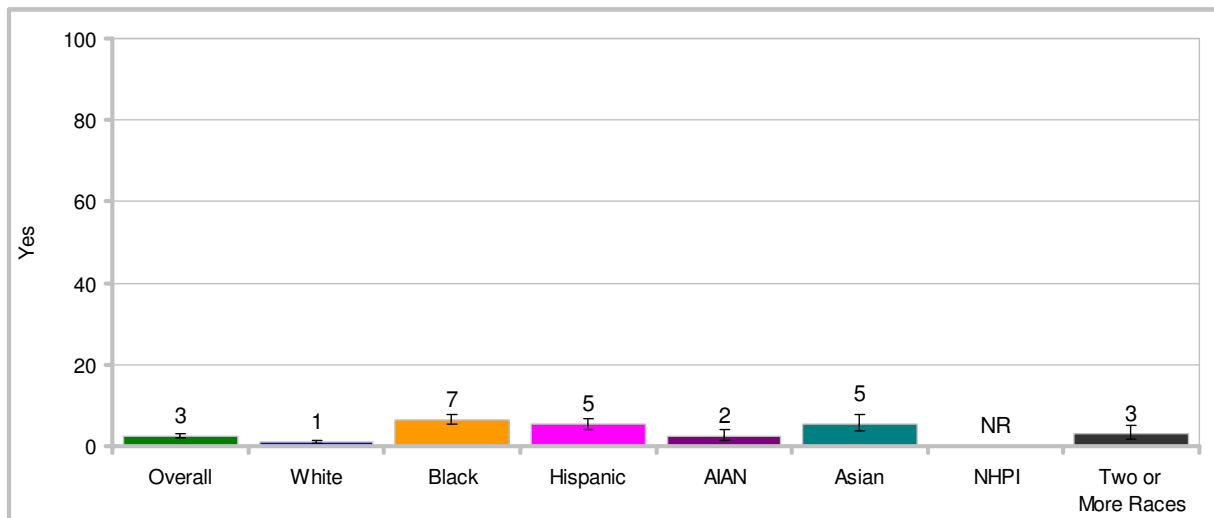
- During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?
- You were not able to attend a major school needed for your military specialty?
 - You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job?
 - You received lower grades than you deserved in your military training?
 - You did not get a military job assignment that you wanted because of scores that you got on tests?

Overall by Race/Ethnicity. Three percent of Reserve component members overall indicated they had lower military training scores and/or poorer access to military training

²⁸ To be included in the *Training/Test Scores Discrimination* rate, Reserve component members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 30 behaviors experienced in the DoD community to be racial/ethnic harassment or discrimination.

opportunities as a result of their race/ethnicity (Figure 14). Blacks (7%) were more likely than Whites (1%), AIANs (2%), and those of Two or More Races (3%) to indicate experiencing discriminatory behaviors regarding their military training. Hispanics (5%) were more likely than Whites and AIANs to indicate experiencing discriminatory behaviors regarding their military training. Asians (5%) were more likely than Whites to indicate experiencing discriminatory behaviors regarding their military training.

Figure 14.
Training Discrimination, by Race/Ethnicity



WEOR 2007 Q54, Q55

Margins of error range from ± 1 to ± 3

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Reserve Component and Race/Ethnicity. Overall (1%) and among Asians (2%), ANG members were less likely than members in the other Reserve components to indicate they had lower military training scores and/or poorer access to military training opportunities as a result of their race/ethnicity (Table 11). Among Whites, USNR (<1%) and ANG (<1%) members were less likely than Whites in the other Reserve components to indicate experiencing discriminatory behaviors regarding their military training. Among Blacks, ARNG (10%) members were more likely than Blacks in the other Reserve components to indicate experiencing discriminatory behaviors regarding their military training, whereas USAR (5%), USMCR (3%), and ANG (4%) members were less likely. Among Hispanics, USMCR (2%), ANG (2%), and USAFR (2%) members were less likely than Hispanics in the other Reserve components to indicate experiencing discriminatory behaviors regarding their military training.

Paygrade and Race/Ethnicity. Overall (1%) and among Hispanics (3%), senior officers were less likely than members in the other paygrades to indicate they had lower military training scores and/or poorer access to military training opportunities as a result of their race/ethnicity (Table 11).

Table 11.
Training Discrimination, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	3	1	10	7	4	4
USAR	3	1	5	5	6	2
USNR	3	<1	6	7	7	9
USMCR	2	2	3	2	4	1
ANG	1	<1	4	2	2	1
USAFR	2	1	5	2	NR	2
E1-E4	2	1	6	6	5	3
E5-E9	3	1	7	5	5	3
O1-O3	2	1	5	4	9	2
O4-O6	1	<1	7	3	5	NR
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-3$	$\pm 2-4$	$\pm 2-7$	$\pm 2-14$	$\pm 2-12$

Note. WEOR2007 Questions 54 and 55. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Undue Punishment

The two survey items shown in Figure 15 were used to assess whether Reserve component members perceived that their race/ethnicity contributed to differential experiences of nonjudicial punishment (NJP) or courts martial.²⁹

Figure 15.
Survey Items Assessing Experiences of Undue Punishment

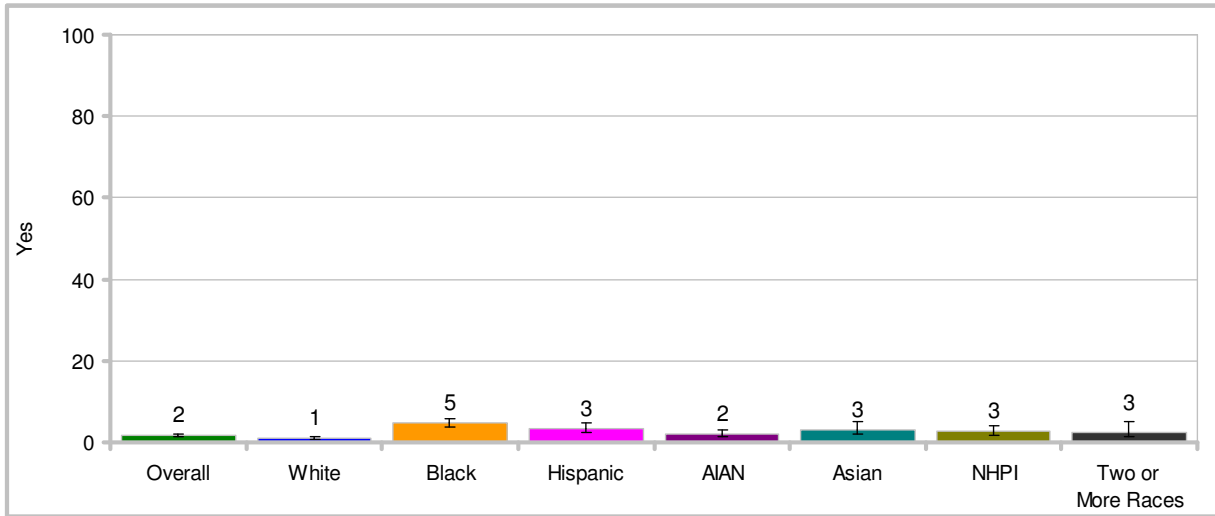
During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

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

Overall by Race/Ethnicity. Two percent of Reserve component members overall indicated that their experience of NJP or courts martial was negatively affected by their race/ethnicity (Figure 16). Blacks (5%) were more likely than Whites (1%), AIANs (2%), and NHPIs (3%) to indicate experiencing undue punishment. Hispanics (3%), Asians (3%), and NHPIs (3%) were more likely than Whites to indicate experiencing undue punishment.

²⁹ To be included in the *Undue Punishment* rate, Reserve component members had to indicate they experienced at least one of the two racial/ethnic behaviors that comprise this rate *and* indicate they considered at least one of the 30 behaviors experienced in the DoD community to be racial/ethnic harassment or discrimination.

Figure 16.
Undue Punishment, by Race/Ethnicity



WEOR 2007 Q54, Q55

Margins of error range from ± 1 to ± 3

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component in indications of experiences of undue punishment (Table 12). Among Blacks, USMCR (2%) members were less likely than Blacks in the other Reserve components to indicate experiencing undue punishment. Among Hispanics, USNR (1%), USMCR (1%) and USAFR (1%) members were less likely than Hispanics in the other Reserve components to indicate experiencing undue punishment.

Paygrade and Race/Ethnicity. There were no differences found within by paygrade in indications of experiences of undue punishment (Table 12). Among Hispanics, senior officers (1%) were less likely than Hispanics in the other paygrades to indicate that their experience of NJP or courts martial was negatively affected by their race/ethnicity.

Table 12.
Undue Punishment, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	2	1	6	4	3	2
USAR	2	1	4	3	3	2
USNR	1	<1	3	1	2	9
USMCR	2	2	2	1	1	NR
ANG	1	<1	4	5	2	NR
USAFR	2	1	4	1	NR	1
E1-E4	2	1	5	3	2	3
E5-E9	2	1	5	3	4	1
O1-O3	2	<1	4	4	5	3
O4-O6	1	<1	3	1	3	NR
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-3$	$\pm 2-3$	$\pm 1-11$	$\pm 2-8$	$\pm 1-12$

Note. WEOR2007 Questions 54 and 55. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Overall Rate of Harassment/Discrimination in the DoD Community

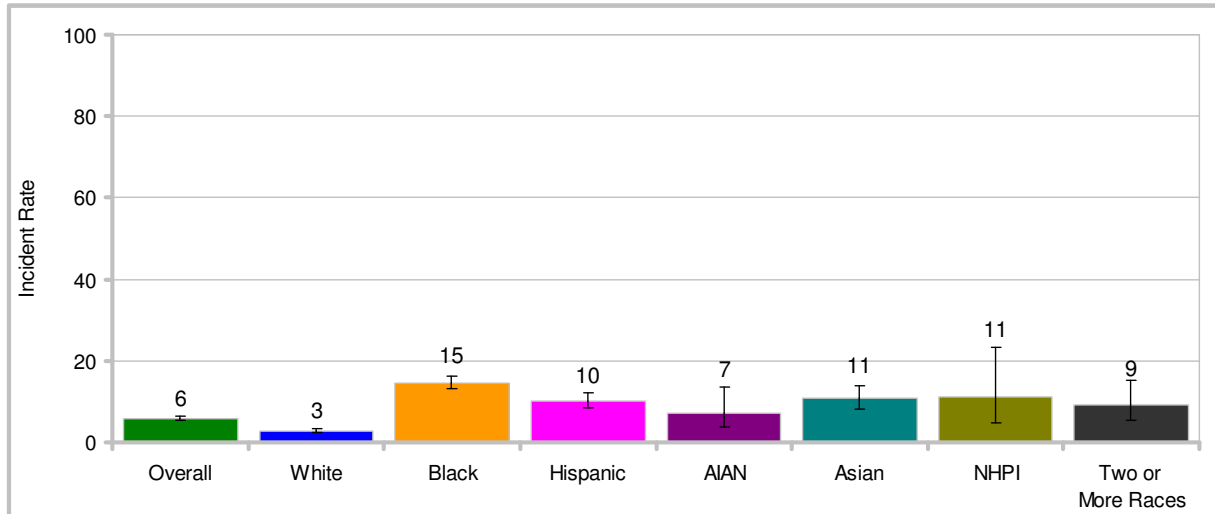
In 2007, Reserve component members were asked if they experienced racial/ethnic insensitivity, threats, actual harm, or discrimination from another military member, a DoD civilian employee and/or contractor during the 12 months prior to taking the survey. The *Harassment/Discrimination in the DoD Community* rate is a composite of the six contributing factor rates, indicating a general level of racial/ethnic harassment and discrimination in the military environment.³⁰

Overall by Race/Ethnicity. Six percent of Reserve component members overall indicated that they experienced racial/ethnic harassment and/or discrimination in the DoD community (Figure 17). Blacks (15%) were more likely than Whites (3%), Hispanics (10%), AIANs (7%), and Asians (11%) to indicate that they had experienced such behaviors. Hispanics, Asians, and those of Two or More Races (9%) were more likely than Whites, to indicate that they had experienced such behaviors.

³⁰ To be included in the *Harassment/Discrimination in the DoD Community* rate, Reserve component members had to indicate they experienced at least one of the 30 racial/ethnic behaviors that comprise this overall rate *and* indicate they considered at least one of the 30 behaviors experienced in the DoD community to be racial/ethnic harassment or discrimination.

Figure 17.

Racial/Ethnic Harassment/Discrimination in the DoD Community, by Race/Ethnicity



WEOR 2007 Q53, Q54, Q55

Margins of error range from ± 1 to ± 13

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. Overall, USAR (7%) members were more likely than members in the other Reserve components to indicate that they experienced racial/ethnic harassment and/or discrimination in the DoD community, whereas ANG (4%) members were less likely (Table 13). Among Blacks, USNR (11%) members were less likely than Blacks in the other Reserve components to indicate that they experienced such behaviors.³¹ Among Asians, ANG (6%) members were less likely than Asians in the other Reserve components to indicate that they experienced such behaviors.

Paygrade and Race/Ethnicity. Overall, senior enlisted (7%) members were more likely than members in the other paygrades to indicate that they experienced racial/ethnic harassment and/or discrimination in the DoD community, whereas senior officers (3%) were less likely (Table 13). Among Whites, senior officers (1%) were less likely than Whites in the other paygrades to indicate that they experienced such behaviors. Among Blacks, senior officers (19%) were more likely than Blacks in the other paygrades to indicate that they experienced such behaviors, whereas junior enlisted (11%) members were less likely.

³¹ Note that 11% of Black USMCR members also indicated experiencing racial/ethnic harassment and/or discrimination in the DoD community. This percentage is not statistically lower than the average of the other Reserve components due to a higher margin of error for USMCR members.

Table 13.
Racial/Ethnic Harassment/Discrimination in the DoD Community, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	6	3	17	12	11	13
USAR	7	4	13	10	12	5
USNR	5	2	11	10	11	13
USMCR	6	4	11	8	7	NR
ANG	4	2	15	10	6	8
USAFR	5	2	14	7	NR	5
E1-E4	6	3	11	10	12	7
E5-E9	7	3	16	11	9	10
O1-O3	5	2	17	10	12	7
O4-O6	3	1	19	10	10	NR
<i>Margins of Error</i>	$\pm 1-3$	$\pm 1-4$	$\pm 2-5$	$\pm 3-8$	$\pm 3-11$	$\pm 4-15$

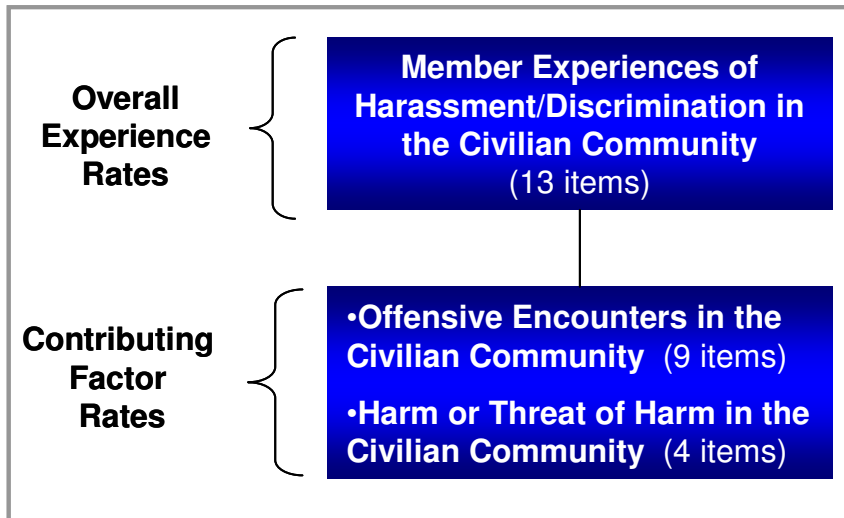
Note. WEOR2007 Questions 53, 54, and 55. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Harassment/Discrimination in the Civilian Community

This section presents the rates for Reserve component member experiences within the civilian community (see the highlighted portion of Figure 18). Results for each of the two contributing factors are presented first. Following the discussion of findings for each contributing factor rate is the presentation of the overall *Harassment/Discrimination in the Civilian Community* rate. This overall experience rate is a composite of the two contributing factors and reflects how much Reserve component members experienced racial/ethnic insensitivity, threats, actual harm, or discrimination from civilians in the local community during the 12 months prior to taking the survey. Rates are presented for the Reserve components overall, as well as by race/ethnicity, Reserve component, and paygrade.

Figure 18.

Harassment/Discrimination in the Civilian Community and Its Contributing Factors



Offensive Encounters With Civilians in the Local Community

The nine items shown in Figure 19 were used to assess whether members felt that civilians in the local community engaged in racially/ethnically insensitive behavior that caused the Reserve component member discomfort or was insulting.³²

Figure 19.

Survey Items Assessing Experiences of Offensive Encounters in the Civilian Community

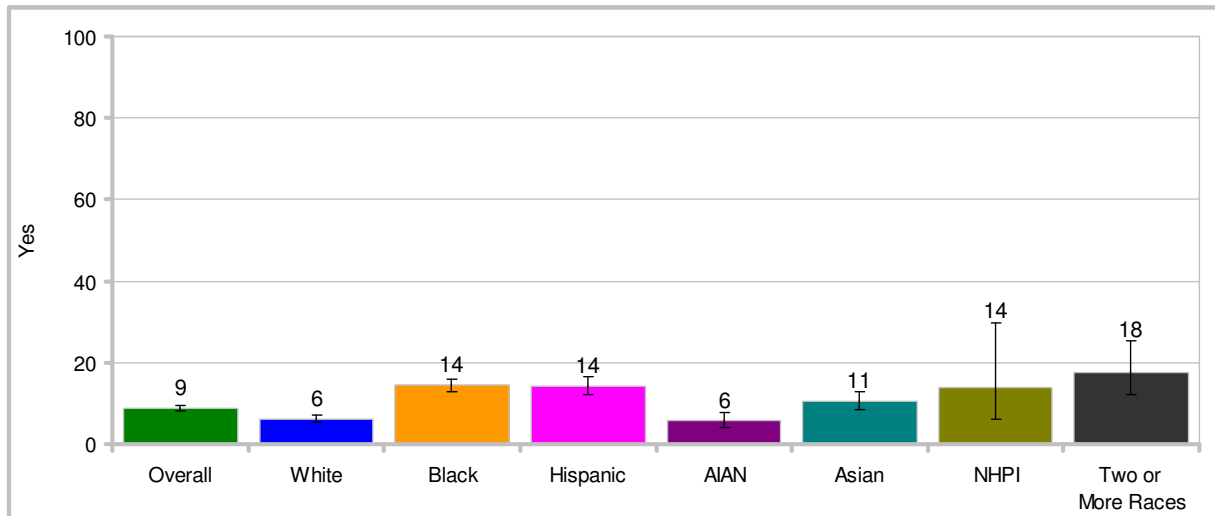
How frequently in the past 12 months have you been in circumstances where you thought civilians in the local community around where you live:

- Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
- Told stories or jokes which were racist or depicted your race/ethnicity negatively?
- Were condescending to you because of your race/ethnicity?
- Put up or distributed materials which were racist or showed your race/ethnicity negatively?
- Displayed tattoos or wore distinctive clothes which were racist?
- Did not include you in social activities because of your race/ethnicity?
- Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
- Made offensive remarks about your appearance because of your race/ethnicity?
- Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

³² To be included in the *Offensive Encounters with Civilians Around an Installation* rate, Reserve component members had to indicate they experienced at least one of the nine racial/ethnic behaviors that comprise this rate and indicate they considered at least one of the 13 behaviors experienced in the civilian community to be racial/ethnic harassment or discrimination.

Overall by Race/Ethnicity. Nine percent of Reserve component members overall indicated experiencing offensive behavior based on race/ethnicity in the civilian community (Figure 20). Blacks (14%) were more likely than Whites (6%), AIANs (6%), and Asians (11%) to indicate experiencing offensive behavior in the civilian community. Hispanics (14%) Asians, and those of Two or More Races (18%) were more likely than Whites and AIANs to indicate experiencing offensive behavior in the civilian community.

Figure 20.
Offensive Encounters in the Civilian Community, by Race/Ethnicity



WEOR 2007 Q75, Q76

Margins of error range from ± 1 to ± 16

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component or within racial/ethnic group by Reserve component in indications of experiences of offensive behavior related to race/ethnicity in the civilian community.

Paygrade and Race/Ethnicity. There were no differences found by paygrade or within racial/ethnic group by paygrade in indications of experiences of offensive behavior related to race/ethnicity in the civilian community.

Table 14.
Offensive Encounters in the Civilian Community, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	8	6	16	14	11	14
USAR	9	6	13	14	11	NR
USNR	11	10	14	13	8	14
USMCR	10	6	19	18	10	NR
ANG	7	6	14	12	7	NR
USAFR	9	5	15	18	14	NR
E1-E4	9	7	14	15	11	15
E5-E9	9	6	14	14	10	22
O1-O3	8	5	20	10	13	15
O4-O6	8	7	16	10	8	12
<i>Margins of Error</i>	$\pm 2-3$	$\pm 2-4$	$\pm 2-9$	$\pm 3-9$	$\pm 3-16$	$\pm 8-14$

Note. WEOR2007 Questions 75 and 76. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Harm or Threat of Harm From Civilians in the Local Community

The four items shown in Figure 21 were used to assess whether Reserve component members experienced instances of threats, vandalism, and assault that were related to their race/ethnicity and caused by civilians in the local community.³³

Figure 21.
Survey Items Assessing Experiences of Harm or Threat of Harm in the Civilian Community

How frequently in the past 12 months have you been in circumstances where you thought civilians in the local community around where you live:

- Vandalized your property because of your race/ethnicity?
- Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
- Physically threatened or intimidated you because of your race/ethnicity?
- Assaulted you physically because of your race/ethnicity?

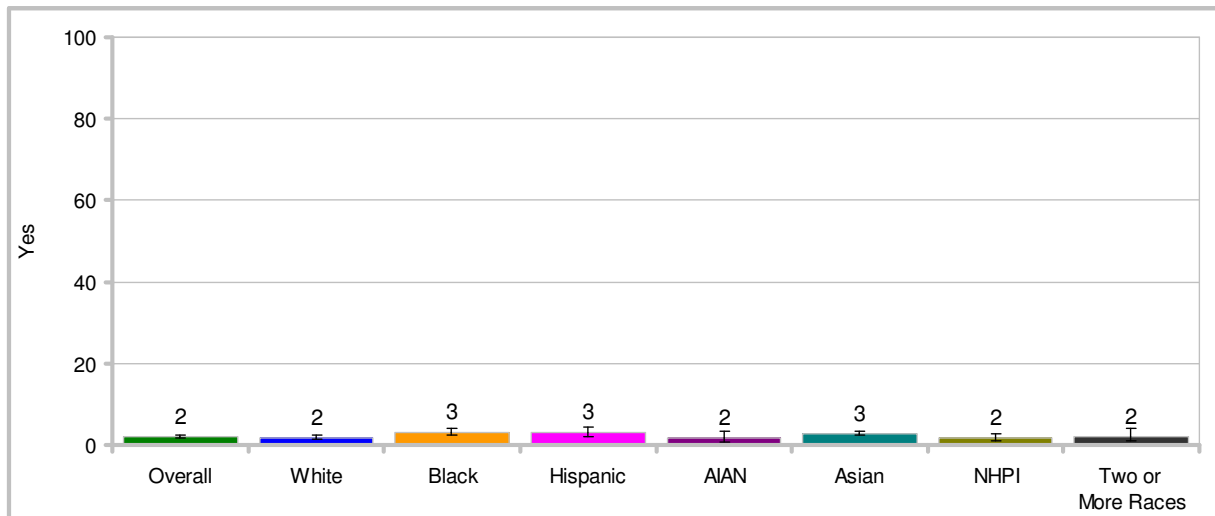
Overall by Race/Ethnicity. Two percent of Reserve component members overall indicated experiencing racial/ethnic threats, vandalism, and assault in the civilian community

³³ To be included in the *Harm or Threat of Harm from Civilians Around an Installation* rate, Reserve component members had to indicate they experienced at least one of the four racial/ethnic behaviors that comprise this rate and indicate they considered at least one of the 13 behaviors experienced in the civilian community to be racial/ethnic harassment or discrimination.

(Figure 22). There were no differences found between racial/ethnic groups overall in indications of experiences of threats, vandalism, and assault in the civilian community.

Figure 22.

Harm or Threat of Harm from Civilians in the Local Community, by Race/Ethnicity



WEOR 2007 Q75, Q76

Margins of error range from ± 1 to ± 2

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component in indications of experiences of harm or the threat of harm in the civilian community (Table 15). Among Hispanics, USAFR (1%) members were less likely than Hispanics in the other Reserve components to indicate experiencing these behaviors.

Paygrade and Race/Ethnicity. Overall, senior officers (1%) were less likely than members in the other paygrades to indicate experiencing racial/ethnic threats, vandalism, and assault in the civilian community (Table 15). There were no differences found within racial ethnic groups by paygrade in indications of experiences of racial/ethnic threats, vandalism, and assault in the civilian community.

Table 15.
Harm or Threat of Harm from Civilians in the Local Community, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	2	2	4	3	2	1
USAR	2	2	2	3	3	NR
USNR	3	3	3	3	4	4
USMCR	2	1	2	4	2	1
ANG	2	2	3	NR	2	2
USAFR	1	1	3	1	3	2
E1-E4	3	2	3	4	3	3
E5-E9	2	2	3	3	3	2
O1-O3	2	2	2	2	2	<1
O4-O6	1	1	3	1	2	1
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-4$	$\pm 2-4$	$\pm 1-8$	$\pm 1-3$	$\pm 1-6$

Note. WEOR2007 Questions 75 and 76. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

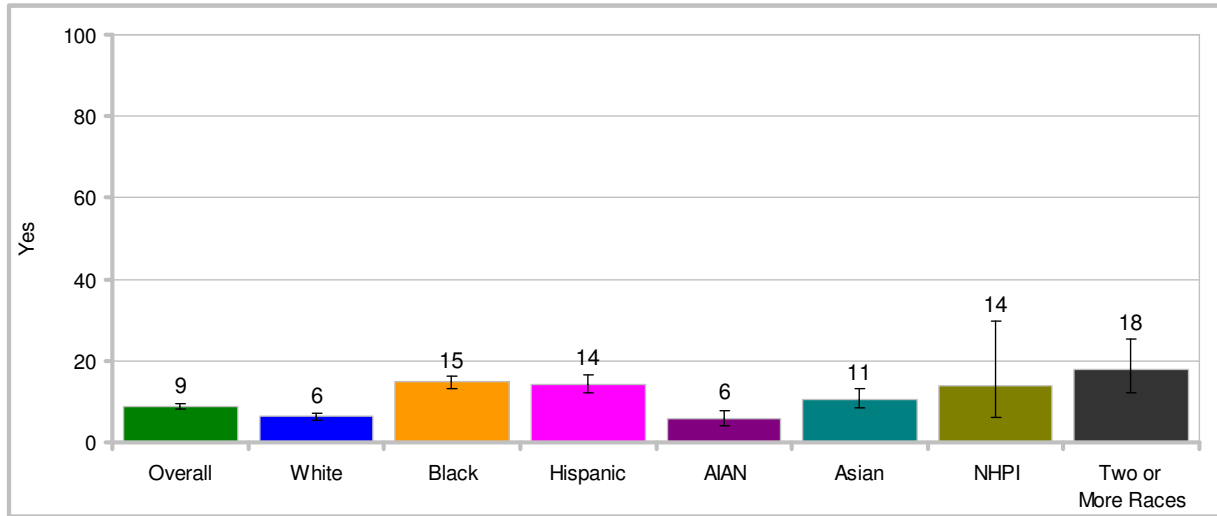
Overall Rate of Harassment/Discrimination in the Civilian Community

The overall *Harassment/Discrimination in the Civilian Community* rate reflects whether members indicated they experienced racial/ethnic harassment (e.g., insensitivity, threats, actual harm) or discrimination in the civilian community during the 12 months prior to taking the survey. This overall rate is a composite of the two contributing factor rates, indicating a general level of racial/ethnic harassment and discrimination within the local community.³⁴

Overall by Race/Ethnicity. Nine percent of Reserve component members overall indicated experiencing racial/ethnic harassment and/or discrimination in the civilian community (Figure 23). Blacks (15%) were more likely than Whites (6%), AIANs (6%), and Asians (11%) to indicate experiencing such behaviors in the civilian community. Hispanics (14%), Asians, and those of Two or more Races (18%) were more likely than Whites and AIANs to indicate experiencing such behaviors in the civilian community.

³⁴ To be included in the *Member Experiences of Harassment/Discrimination in Civilian Community* rate, Reserve component members had to indicate they experienced at least one of the 13 racial/ethnic behaviors that comprise this overall rate *and* indicate they considered at least one of the 13 behaviors experienced in the civilian community to be racial/ethnic harassment or discrimination.

Figure 23.
Racial/Ethnic Harassment/Discrimination in the Civilian Community, by Race/Ethnicity



WEOR 2007 Q75, Q76

Margins of error range from ± 1 to ± 16

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component or within racial/ethnic group by Reserve component in indications of experiences of racial/ethnic harassment and/or discrimination in the civilian community (Table 16).

Paygrade and Race/Ethnicity. There were no differences found by paygrade or within racial/ethnic group by paygrade in indications of experiences of racial/ethnic harassment and/or discrimination in the civilian community (Table 16).

Table 16.
Racial/Ethnic Harassment/Discrimination in the Civilian Community, by Response Group

	Overall	White	Black	Hispanic	Asian	Two/More
ARNG	9	6	16	14	11	14
USAR	9	6	13	14	11	NR
USNR	11	10	15	14	8	14
USMCR	10	6	19	18	10	NR
ANG	7	6	14	12	7	NR
USAFR	9	5	16	18	14	NR
E1-E4	9	7	14	15	11	15
E5-E9	9	6	15	14	10	22
O1-O3	8	5	20	11	13	15
O4-O6	8	7	16	11	9	12
<i>Margins of Error</i>	$\pm 2-3$	$\pm 2-4$	$\pm 3-9$	$\pm 3-9$	$\pm 3-16$	$\pm 8-14$

Note. WEOR2007 Questions 75 and 76. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Combination of Incidents Experienced

The previous sections of this chapter contained analyses of rates for the various race/ethnicity-related behaviors that Reserve component members experienced. Each rate was treated separately, based on the behaviors that comprised that specific rate. This section contains an analysis of experiences when the two overall rates (*Harassment/ Discrimination in the DoD Community* and *Harassment/Discrimination in the Civilian Community*) are combined. Results of this survey show that, in some cases, behaviors experienced in one context are also experienced in others. This section presents results for Reserve component members who indicated experiencing harassment/discrimination in both the DoD and/or civilian communities.

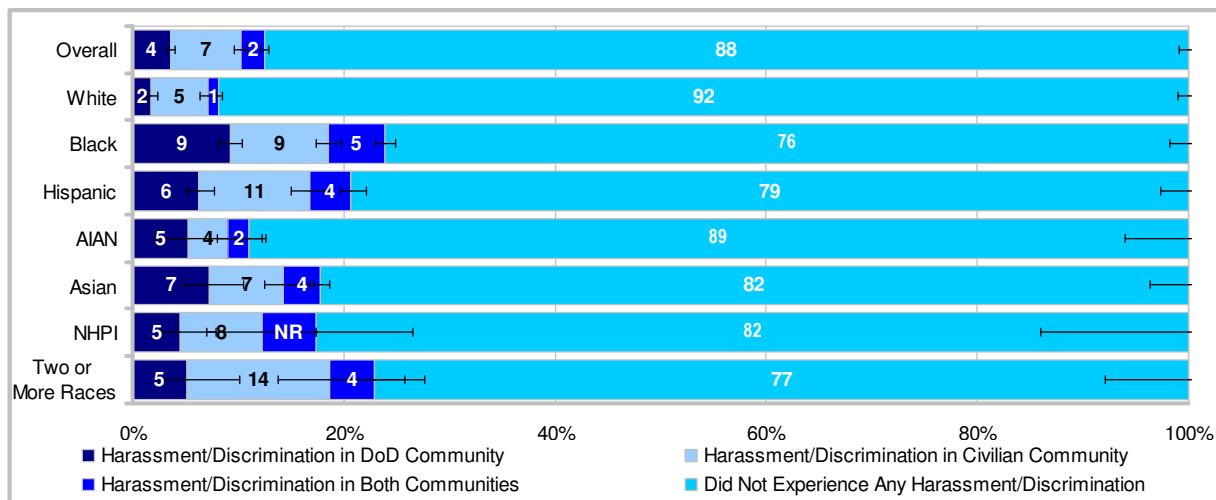
Overall by Race/Ethnicity. Four percent of Reserve component members overall indicated experiencing harassment/discrimination in the DoD community only, whereas 7% indicated experiencing harassment/discrimination in the civilian community only (Figure 24). Two percent of Reserve component members overall indicated experiencing harassment/discrimination in both communities, whereas 88% indicated they did not experience any harassment/discrimination. Detailed results by racial/ethnic groups are as follows:

- ***Harassment/Discrimination in the DoD Community Only.*** Blacks (9%) were more likely than Whites (2%), Hispanics (6%) and NHPs (5%) to indicate experiencing harassment/discrimination in the DoD community only. Hispanics and Asians (7%) were more likely than Whites to indicate experiencing harassment/ discrimination in the DoD community only.
- ***Harassment/Discrimination in the Civilian Community Only.*** Blacks (9%), Hispanics (11%), and those of Two or More Races (14%) were more likely than Whites (5%) and AIANs (4%) to indicate experiencing harassment/discrimination in

the civilian community only. Asians (7%) were more likely than AIANs to indicate experiencing harassment/discrimination in the civilian community only.

- **Harassment/Discrimination in Both Communities.** Blacks (5%) were more likely than Whites (1%), AIANs (2%), and Asians (4%) to indicate experiencing harassment/discrimination in both communities. Hispanics (4%) and Asians (4%) were more likely than Whites to indicate experiencing harassment/discrimination in both communities.
- **No Experience of Harassment/Discrimination.** Whites (92%) were more likely than Blacks (76%), Hispanics (79%), Asians (82%) and those of Two or More Races (77%) to indicate having no experiences of harassment/discrimination. AIANs (89%) were more likely than Blacks, Hispanics, and those of Two or More Races to indicate having no experiences of harassment/discrimination. Asians were more likely than Blacks to indicate having no experiences of harassment/discrimination.

Figure 24.
Any Racial/Ethnic Behaviors or Combinations of Behaviors, by Race/Ethnicity



WEOR 2007 Q53, Q54, Q55, Q75, Q76

Margins of error range from ± 1 to ± 15

Note. WEOR2007 Question 53. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Reserve Component and Race/Ethnicity. Overall, USAR (5%) members were more likely than members in the other Reserve components to indicate experiencing harassment/discrimination in the DoD community only, whereas ANG (2%) members were less likely (Table 17). USNR (9%) members were more likely to indicate experiencing harassment/discrimination in the civilian community only. Overall, ANG (1%) members were less likely to indicate experiencing harassment/discrimination in both communities. Overall, ANG (91%) members were more likely to indicate having no experiences of harassment/discrimination. Detailed results by racial/ethnic groups are as follows:

- ***Harassment/Discrimination in the DoD Community.*** Among Blacks, USNR (7%) members were less likely than Blacks in the other Reserve components to indicate experiencing harassment/discrimination in the DoD community only.³⁵ Among Hispanics, USMCR and USAFR (both 3%) members were less likely than Hispanics in the other Reserve components to indicate experiencing harassment/discrimination in the DoD community only. Among Asians, ANG (3%) members were less likely than Asians in the other Reserve components to indicate experiencing harassment/discrimination in the DoD community only.
- ***Harassment/Discrimination in the Civilian Community.*** Among Whites, USNR (9%) members were more likely than Whites in the other Reserve components to indicate experiencing harassment/discrimination in the civilian community only.
- ***Harassment/Discrimination in the Both Communities.*** Among Asians, USAFR (2%) members were more likely than Asians in the other Reserve components to indicate experiencing harassment/discrimination in both communities.
- ***No Experience of Harassment/Discrimination.*** Among Asians, ANG (90%) members were more likely than Asians in the other Reserve components to indicate having no experiences of harassment/discrimination.

³⁵ Note that 7% of Black USMCR members also indicated experiencing harassment/discrimination in the DoD community. This percentage is not statistically lower than the average of the other Reserve components due to a higher margin of error for USMCR members.

Table 17.
Any Racial/Ethnic Behaviors or Combinations of Behaviors, by Reserve Component and Race/Ethnicity

Did you experience harassment/discrimination in the DoD community, the civilian community or both?	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Harassment/discrimination in DoD community only	ARNG	4	2	10	8	7	NR
	USAR	5	3	9	6	8	3
	USNR	3	1	7	7	9	10
	USMCR	3	3	7	3	4	NR
	ANG	2	1	10	5	3	NR
	USAFR	3	2	9	3	NR	2
Harassment/discrimination in civilian community only	ARNG	6	5	9	10	8	7
	USAR	7	5	9	11	6	NR
	USNR	9	9	10	10	6	11
	USMCR	7	4	14	13	7	NR
	ANG	6	5	9	8	4	NR
	USAFR	7	5	10	14	NR	NR
Harassment/discrimination in both communities	ARNG	2	1	7	4	4	7
	USAR	3	1	4	4	5	2
	USNR	2	<1	4	3	2	4
	USMCR	3	2	4	5	4	NR
	ANG	1	1	5	5	3	2
	USAFR	2	1	6	4	2	2
Did not experience any harassment/discrimination	ARNG	88	92	74	79	81	80
	USAR	86	91	78	80	81	NR
	USNR	86	89	79	80	83	76
	USMCR	88	92	75	79	86	NR
	ANG	91	93	76	83	90	NR
	USAFR	88	93	76	79	77	76
Margins of Error		±1-4	±1-5	±2-9	±2-11	±2-18	±2-18

Note. WEOR2007 Questions 53, 54, 55, 75, 76. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. As shown in Table 18, senior officers (90%) were more likely to indicate having no experiences of harassment/discrimination than members in the other paygrades. They were also less likely to indicate experiencing harassment in the DoD community (2%) and in both communities (1%). Detailed results by racial/ethnic groups are as follows:

- **Harassment/Discrimination in the DoD Community.** Among Whites, senior officers (<1%) were less likely than Whites in the other paygrades to indicate experiencing harassment/discrimination in the DoD community. Among Blacks, senior enlisted (11%) members and senior officers (13%) were more likely than Blacks in the other

paygrades to indicate experiencing harassment/discrimination in the DoD community whereas junior enlisted (6%) members were less likely.

- **Harassment/Discrimination in the Civilian Community.** Among Hispanics, senior officers (7%) were less likely than Hispanics in the other paygrades to indicate experiencing harassment/discrimination in the civilian community.³⁶
- **Harassment/Discrimination in the Both Communities.** There were no differences found within racial/ethnic group by paygrade in indications of experiences of harassment/discrimination in both communities.
- **No Experience of Harassment/Discrimination.** Among Blacks, junior enlisted (80%) members were more likely than Blacks in the other paygrades to indicate having no experiences of harassment/discrimination, whereas junior (70%) and senior officers (71%) were less likely.

Table 18.
Percent of Reserve Component Members Who Indicated Experiencing Any Racial/Ethnic Behaviors or Combinations of Behaviors, by Paygrade and Race/Ethnicity

Did you experience harassment/discrimination in the DoD community, the civilian community or both?	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Harassment/discrimination in DoD community only	E1-E4	3	2	6	6	9	2
	E5-E9	4	2	11	6	6	7
	O1-O3	3	1	10	6	7	4
	O4-O6	2	<1	13	7	7	NR
Harassment/discrimination in civilian community only	E1-E4	7	6	9	12	8	9
	E5-E9	6	5	9	10	7	19
	O1-O3	6	4	14	7	8	12
	O4-O6	7	7	10	7	6	10
Harassment/discrimination in both communities	E1-E4	2	1	5	3	3	6
	E5-E9	2	1	5	4	4	3
	O1-O3	2	1	7	4	5	3
	O4-O6	1	<1	6	4	3	3
Did not experience any harassment/discrimination	E1-E4	87	91	80	79	81	83
	E5-E9	87	92	75	79	84	71
	O1-O3	89	94	70	83	80	81
	O4-O6	90	93	71	83	84	NR
<i>Margins of Error</i>		$\pm 1-2$	$\pm 1-3$	$\pm 2-5$	$\pm 2-5$	$\pm 2-9$	$\pm 2-15$

Note. WEOR2007 Questions 53, 54, 55, 75, 76. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

³⁶ Note that 7% of Hispanic junior officers also indicated experiencing harassment/discrimination in the civilian community only. This percentage is not statistically lower than the average of the other paygrades due to a higher margin of error for Hispanic junior officers.

Chapter 3: Characteristics of the One Situation

Chapter 3 provides information on the circumstances in which race/ethnicity-related harassment and discrimination behaviors occur within the military community. On the survey, Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the DoD community were asked to consider the “one situation” occurring in the 12 months prior to taking the survey that was the most bothersome (i.e., had the greatest effect) to them.³⁷ With that “one situation” in mind, members then reported on the circumstances surrounding that experience. Information from this section of the survey helps to answer questions such as:

- Who were the offenders?
- Where did the experience occur?
- Did the member report the situation?
- What were the outcomes of reporting?

Information about the circumstances in which incidents of racial/ethnic harassment and discrimination occur can help DoD officials, from equal opportunity advisors (EOAs) and unit commanders to senior policymakers, develop more effective prevention and response policies. For example, the reasons why Reserve component members choose not to report their experiences can indicate whether members refrain from reporting racial/ethnic harassment and discrimination incidents because they resolve them independently or fear negative consequences for reporting, such as retaliation. This type of information can help DoD officials develop and implement programs and procedures to address problems.

In the *WEOA2005*, the items asking Active duty members about the one situation focus on events occurring within the DoD and local civilian communities, whereas in the *WEOR2007*, the items focus exclusively on events occurring within the DoD community. As noted in Chapter 2, Reserve component members are more deeply embedded in the civilian community than Active duty members. While the DoD’s interest in Reserve component members’ experiences extends beyond their time in uniform, the 2007 WEOR focused on gathering information on Reserve component members’ experiences over which DoD would have the most influence. While Reserve component members were asked about experiences of racial/ethnic discrimination or harassment in both the DoD and their civilian communities, the items on the one situation are limited to experiences in the DoD community.

Results in this chapter are presented for questions about the one situation in the DoD community that was most bothersome to Reserve component members, who indicated they experienced at least one racial/ethnic behavior. As in other chapters, the following sections

³⁷ Overall, 57% of Reserve component members indicated they experienced at least one racial/ethnic behavior in the DoD community. This rate is higher than the rate of Harassment/Discrimination in the DoD Community (6%) listed in Chapter 2 because it includes Reserve component members who did not consider their experiences to be racial/ethnic harassment or discrimination.

analyze the questions for the military overall, as well as by race/ethnicity,³⁸ Reserve component, and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.³⁹ Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.⁴⁰

Situations of Racial/Ethnic Harassment and Discrimination

This section includes detailed findings about the one situation in the DoD community that was considered most bothersome. First, these bothersome situations are classified in terms of the categories used in Chapter 2 (i.e., *Harassment/Discrimination in the DoD Community* and contributing factors). Second, the circumstances of the most bothersome situation are presented. These circumstances include the location where the incident occurred, characteristics of the offender in the situation, and whether the member reported the incident.

Types of Racial/Ethnic Situations Experienced

Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the military community were asked to provide details regarding the one situation that was most bothersome to them. To determine the types of behaviors experienced, Reserve component members were asked to first specify the type of behaviors that occurred during the situation.⁴¹ The types of racial/ethnic situations members identified as most bothersome to them are shown in Table 19.

³⁸ Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

³⁹ For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

⁴⁰ For example, ARNG members compared to the average of responses from members in the USAR, USNR, USMCR, ANG, and USAFR.

⁴¹ This chapter focuses on member experiences in the military community. To minimize survey burden, the 30 behaviors described in Chapter 2 were not repeated on the survey; rather, respondents were presented a list of 7 summary items. The list did not include behaviors experienced in the civilian community.

Table 19.**Types of Racial/Ethnic Behaviors in the One Situation, by Race/Ethnicity**

What best describe(s) the situation that during the past 12 months has bothered you most?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress	12	10	14	16	10	16	NR	12
Race/ethnicity-related threats, intimidation, vandalism, or physical assault	3	2	4	3	1	5	3	3
Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	10	5	20	15	7	13	11	12
Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations	8	5	16	11	5	13	NR	8
Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity	3	2	7	4	3	5	4	4
Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity	4	2	9	7	2	7	4	5
Other ways in which you have been bothered/hurt by military personnel, DoD civilian employees and/or contractors because of your race/ethnicity	6	3	11	10	5	7	5	4
<i>Margins of Error</i>	$\pm 1-2$	$\pm 1-2$	$\pm 2-3$	$\pm 2-4$	$\pm 1-5$	$\pm 2-6$	$\pm 3-7$	$\pm 4-9$

Note. WEOA2005 Question 57. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

As shown in Table 19, the most commonly identified type of behavior experienced during the most bothersome situation was offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress (12%). The second most common was racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, and access to information about career opportunities or promotion potential (10%). Within racial/ethnic groups, Blacks (14%) and Hispanics (16%) were more likely than Whites (10%) to indicate experiencing offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress.

Blacks (4%) were more likely than Whites (2%) and AIANs (1%) to indicate experiencing race/ethnicity-related threats, intimidation, vandalism, or physical assault. Similarly, Hispanics (3%) were more likely than AIANs (1%) to indicate experiencing race/ethnicity-related threats, intimidation, vandalism, or physical assault.

Blacks (20%) were more likely than Whites (5%), Hispanics (15%), AIANs (7%), Asians (13%), NHPIs (11%) and those of Two or More Races (12%) to indicate experiencing racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, and access to information about career opportunities or promotion potential. Similarly, Hispanics (15%) were more likely than AIANs (7%) to indicate experiencing racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, and access to information about career opportunities or promotion potential. Both Hispanics and Asians (13%) were more likely than Whites (5%) to indicate experiencing racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, and access to information about career opportunities or promotion potential.

Blacks (16%) were more likely than Whites (5%), Hispanics (11%), AIANs (5%), Asians (13%), and those of Two or More Races (8%) to indicate experiencing race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations. Hispanics and Asians were more likely than Whites and AIANs to indicate experiencing race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations.

Blacks (7%), Hispanics (4%), Asians (5%) were more likely than Whites (2%) to indicate experiencing nonjudicial punishment or additional punishment(s) because of their race/ethnicity.

Blacks (9%), Hispanics (7%), Asians (7%) were more likely than Whites (2%) and AIANs (2%) to indicate experiencing unfair training scores and/or lack of access to schools/training because of their race/ethnicity. Similarly, Blacks were more likely than NHPIs (4%) to indicate experiencing unfair training scores and/or lack of access to schools/training because of their race/ethnicity.

Blacks (11%) and Hispanics (10%) were more likely than Whites (3%), AIANs (5%), NHPIs (5%) and those of Two or More Races (4%) to indicate experiencing other ways of being bothered/hurt because of their race/ethnicity by military personnel, DoD civilian employees and/or contractors. Similarly, Blacks were more likely than Asians (7%) and Asians were more likely than Whites to indicate experiencing other ways of being bothered/hurt because of their race/ethnicity by military personnel, DoD civilian employees and/or contractors.

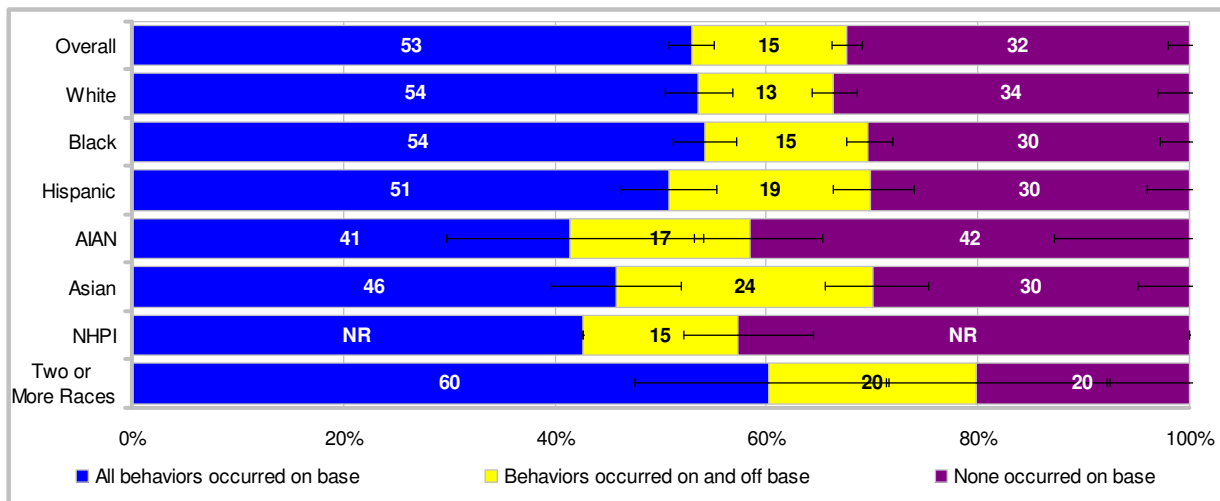
Location Where the One Situation Occurred

Reserve component members who indicated that they experienced at least one racial/ethnic behavior from a member of the military community were asked to identify where the one situation occurred. They could respond that it occurred solely at a military installation, both at a military installation and elsewhere, or solely away from a military installation.

The following section presents results for this question overall, overall by race/ethnicity, and also by Reserve component and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Fifty-three percent of Reserve component members who indicated that they had experienced at least one racial/ethnic behavior in the military community indicated that all the behaviors occurred on a military base, 15% indicated that behaviors occurred both on and off a military base, and 32% indicated that none of the behaviors occurred on a military base (Figure 25). Hispanics (19%) and Asians (24%) were more likely than Whites (13%) to indicate that behaviors occurred both on and off base. Asians were also more likely than Blacks (15%) and NHPIs (15%) to indicate that behaviors occurred both on and off base. Whites (34%) and AIANs (42%) were more likely than those of Two or More Races (20%) to indicate that none of the behaviors occurred on base.

Figure 25.
Behaviors in the One Situation Occurring on a Military Base, by Race/Ethnicity



WEOR 2007 Q61

Margins of error range from ± 2 to ± 15

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. When there are two or more nonreportable numbers for a group, the width of the NR bars do not represent the estimates for those response options.

Reserve Component and Race/Ethnicity. As shown in Table 20, USMCR (44%) members were less likely than members in the other Reserve components to indicate that all the behaviors occurred on base. Among Blacks, ANG (63%) and USAFR (62%) members were more likely than Blacks in the other Reserve components to indicate that all the behaviors occurred on base. Among Blacks, ANG (11%) members were less likely than Blacks in the other Reserve components to indicate that the behaviors occurred both on and off base. Among Hispanics, USAFR (9%) members were less likely than Hispanics in the other Reserve components to indicate that the behaviors occurred both on and off base. Among those of Two or More Races, ARNG (3%) members were less likely than those of Two or More Races in the other Reserve components to indicate that the behaviors occurred both on and off base. Among Asians, USMCR (17%) members were less likely than Asians in the other Reserve components to indicate that all the behaviors occurred off base. Among those of Two or More Races, USAR

(7%) members were less likely than those of Two or more Races in the other Reserve components to indicate that the behaviors occurred off base.

Table 20.
Behaviors in the One Situation Occurring on a Military Base, by Reserve Component and Race/Ethnicity

Location where the one situation occurred	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
All behaviors occurred on base	ARNG	54	55	56	52	46	NR
	USAR	52	55	51	51	43	NR
	USNR	47	49	48	44	40	56
	USMCR	44	42	48	47	NR	NR
	ANG	52	51	63	49	49	61
	USAFR	59	60	62	61	NR	NR
Behaviors occurred on and off base	ARNG	14	12	18	25	22	3
	USAR	16	15	14	17	29	NR
	USNR	15	12	18	14	28	16
	USMCR	16	14	15	16	NR	NR
	ANG	14	14	11	18	19	19
	USAFR	12	10	12	9	14	NR
All behaviors occurred off base	ARNG	31	34	27	24	31	NR
	USAR	31	30	35	33	28	7
	USNR	38	39	34	42	32	28
	USMCR	40	44	36	37	17	NR
	ANG	34	36	27	33	32	20
	USAFR	30	30	27	30	NR	NR
<i>Margins of Error</i>		$\pm 3-8$	$\pm 4-12$	$\pm 3-13$	$\pm 5-17$	$\pm 6-15$	$\pm 4-17$

Note. WEOR2007 Question 61. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. As shown in Table 21. Overall, junior officers were more likely than members in the other paygrades to indicate that all behaviors occurred on base (59%) and less likely to indicate that all behaviors occurred off base (25%). Among Blacks, senior officers (23%) were less likely than Blacks in the other paygrades to indicate that all behaviors occurred off base. Among those of Two or More Races, junior officers (6%) were less likely than those of Two or More Races in the other paygrades to indicate that all behaviors occurred off base.

Table 21.
Behaviors in the One Situation Occurring on a Military Base, by Paygrade and Race/Ethnicity

Location where the one situation occurred	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
All behaviors occurred on base	E1-E4	52	53	51	50	48	NR
	E5-E9	53	53	55	51	40	NR
	O1-O3	59	60	59	58	52	NR
	O4-O6	58	57	61	54	50	84
Behaviors occurred on and off base	E1-E4	15	12	15	18	25	NR
	E5-E9	15	13	15	20	25	17
	O1-O3	16	14	18	19	27	NR
	O4-O6	13	13	16	16	16	7
All behaviors occurred off base	E1-E4	34	35	34	32	27	NR
	E5-E9	33	34	30	29	35	24
	O1-O3	25	27	24	23	22	6
	O4-O6	29	30	23	30	35	10
<i>Margins of Error</i>		±3-5	±4-7	±3-7	±7-10	±8-16	±7-17

Note. WEOR2007 Question 61. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Characteristics of the Offenders in the One Situation

Members provided information on the offender’s racial/ethnic background, military or civilian status, and organizational level. It is important to note that these findings may be affected by the racial, ethnic, gender, and other demographic characteristics of the Reserve components (Table 3 and Table 4). Similarly, members are not evenly distributed across the paygrades and Reserve components, with members in some paygrades being more common in particular Reserve components (Table 5). Groups more heavily represented in the population will have proportionately more chances to interact with Reserve component members than groups with lesser representation, which means these groups will have more opportunities for committing racial/ethnic harassment and/or discrimination. Therefore, care must be taken when interpreting these findings.

Race/Ethnic Background of the Offenders in the One Situation

Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the military community were asked to identify the racial/ethnic background of the offender(s) in the one situation that was most bothersome. At least three factors complicate the interpretation of these findings. First, findings in this section are shaped by the racial representation of each Reserve component and the Reserve components as a whole. In particular, the military’s racial/ethnic composition influences the data on whether offender(s) belonged to a specific racial/ethnic group.

An additional consideration, is that there may have been more than one offender, and all offenders may not have been of the same racial/ethnic group. Survey respondents could mark the races/ethnicities of *all* offender(s). Some may have had difficulty determining a racial/ethnic group for the offender(s) either because the offender(s) were unseen or because they could not identify the race/ethnicity of a known offender. Finally, for some offenders (particularly those of mixed racial/ethnic backgrounds), survey respondent may have misidentified the offender's race/ethnicity.

The following sections present results for these questions overall by race/ethnicity, and also by Reserve component and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. As shown in Figure 26, the majority of Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the military community indicated the offender in the situation was White (50%). Blacks (67%) were more likely than Whites (44%), Hispanics (57%), AIANs (41%), Asians (49%), and those of Two or More Races (49%) to indicate that the offender was White. Hispanics were more likely than Whites or AIANs to indicate that the offender was White.

Overall, 25% of Reserve component members indicated that the offender in the most bothersome situation was Black. Whites (28%) were more likely than Blacks (18%), Hispanics (22%) and Asians (16%) to indicate that the offender was Black.

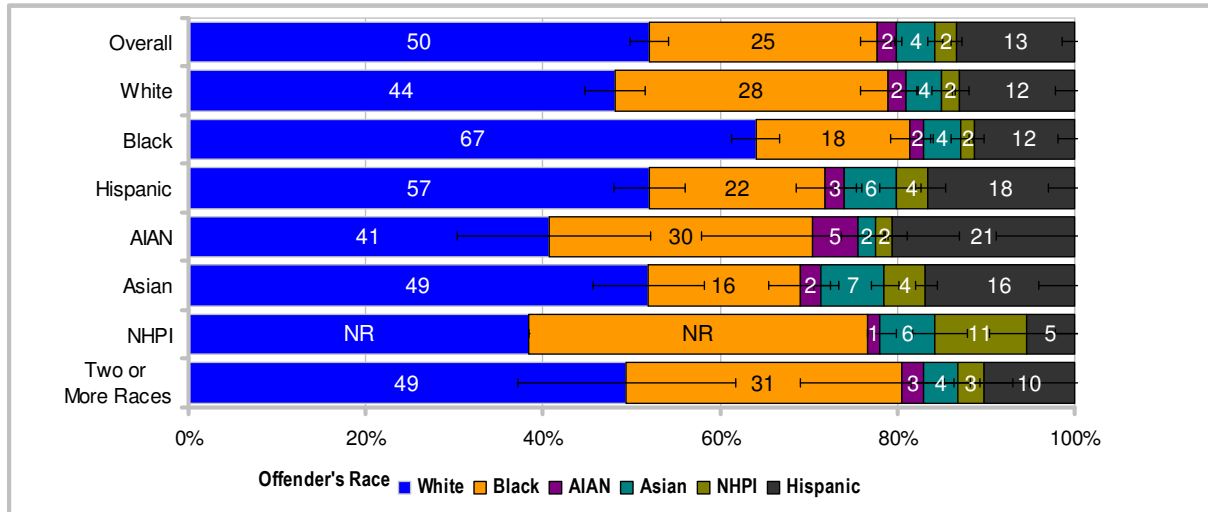
Overall, 2% of Reserve component members indicated that the offender in the most bothersome situation was AIAN. AIANs (5%) were more likely than Whites (2%), Blacks (2%), and NHPIs (1%) to indicate that the offender was AIAN.

Overall, 4% of Reserve component members indicated that the offender in the most bothersome situation was Asian. Blacks (4%), Hispanics (6%), Asians (7%), and NHPIs (6%) were more likely than AIANs (2%) to indicate that the offender was Asian. Asians were more likely than Whites (4%) to indicate that the offender was Asian.

Overall, 2% of Reserve component members indicated that the offender in the most bothersome situation was NHPI. Asians (4%) and NHPIs (11%) were more likely than Whites (2%), Blacks (2%), and AIANs (2%) to indicate that the offender was NHPI. NHPIs were more likely than those of Two or More Races (3%) to indicate that the offender was NHPI.

Overall, 13% of Reserve component members indicated that the offender in the most bothersome situation was Hispanic. Whites (12%), Blacks (12%), Hispanics (18%), AIANs (21%), and Asians (16%) were more likely than NHPIs (5%) to indicate that the offender was Hispanic. Hispanics were more likely than Whites or Blacks to indicate that the offender was Hispanic.

Figure 26.
Race/Ethnic Background of the Offender in the One Situation, by Race/Ethnicity



WEOR 2007 Q65

Margins of error range from ± 1 to ± 17

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. When there are two or more nonreportable numbers for a group, the width of the NR bars do not represent the estimates for those response options.

*Values do not sum to 100% because Reserve component members could mark one or more racial/ethnic categories indicating the background of the offender or offenders.

Reserve Component and Race/Ethnicity. Overall, USMCR (42%) members were less likely than members of the other Reserve components to indicate that the offender in the one situation was White (Table 22). USAR (30%) members were more likely than members of the other Reserve components to indicate that the offender in the most bothersome situation was Black. ARNG (3%) members were more likely to indicate that the offender was AIAN, whereas ANG (1%) members were less likely.⁴²

Among Whites, USAR (36%) members were more likely than Whites in the other Reserve components to indicate that the offender was Black. Similarly, among Whites, ANG (<1%) members were less likely to indicate that the offender was AIAN.

Among Blacks, USNR (59%) members were less likely than Blacks in the other Reserve components to indicate that the offender was White. Similarly, among Blacks, ANG members were less likely to indicate that the offender was Black(12%) or Hispanic (7%).

Among Hispanics, USMCR members were less likely than Hispanics in the other Reserve components to indicate that the offender was Black (13%), Asian (2%) or Hispanic

⁴² Note that 1% of both USAR and USNR members also indicated that the offender(s) in the one situation were AIAN. These percentages are not statistically lower than the average of the other Reserve components due to a higher margin of error for USAR and USNR members. Similar situations occur elsewhere in this section because of different margins of error for the reporting categories.

(10%). Similarly, among Hispanics, USAFR (8%) members were less likely than Hispanics in the other Reserve components to indicate that the offender was Hispanic.

Among Asians, USAFR (73%) members were more likely than Asians in the other Reserve components to indicate that the offender was White, whereas USAFR (3%) members were less likely to indicate that the offender was Asian. Among Asians, USAR (23%) members were more likely than Asians in the other Reserve components to indicate that the offender was Black, whereas USMCR (9%) members were less likely. Among Asians, ANG members were more likely to indicate than Asians in the other Reserve components to indicate that the offender was Asian (19%) or NHPI (13%).

Among those of Two or More Races, ARNG and ANG (both 1%) members were less likely than members of Two or More Races in the other Reserve components to indicate that the offender was Asian.

Table 22.
Background of the Offender in the One Situation, by Reserve Component and Race/Ethnicity

What was the race/ethnic background of the offender? ^a	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/ More
White	ARNG	52	47	67	63	43	NR
	USAR	47	36	66	53	50	NR
	USNR	47	40	59	52	54	52
	USMCR	42	36	65	51	NR	NR
	ANG	52	47	72	58	44	68
	USAFR	57	50	71	57	73	NR
Black	ARNG	24	27	18	19	16	NR
	USAR	30	36	19	29	23	NR
	USNR	21	23	16	22	16	27
	USMCR	24	31	22	13	9	NR
	ANG	20	22	12	22	12	8
	USAFR	20	23	16	15	9	NR
AIAN	ARNG	3	3	2	4	3	NR
	USAR	1	1	1	2	2	1
	USNR	1	1	2	1	1	7
	USMCR	2	1	NR	2	NR	NR
	ANG	1	<1	2	3	3	2
	USAFR	2	3	1	1	1	<1
Asian	ARNG	4	3	5	9	6	1
	USAR	3	3	3	3	6	2
	USNR	7	5	7	10	8	NR
	USMCR	7	8	NR	2	4	NR
	ANG	3	1	3	6	19	16
	USAFR	6	7	3	5	3	1
NHPI	ARNG	3	2	2	6	4	3
	USAR	2	1	1	3	6	2
	USNR	2	1	2	3	3	5
	USMCR	3	3	NR	1	NR	NR
	ANG	2	1	1	3	13	5
	USAFR	3	5	2	1	2	1
Hispanic	ARNG	13	12	13	22	13	5
	USAR	13	11	12	20	15	NR
	USNR	15	15	8	14	NR	19
	USMCR	16	17	23	10	14	NR
	ANG	10	10	7	14	10	14
	USAFR	12	14	10	8	NR	6
<i>Margins of Error</i>		$\pm 1-7$	$\pm 1-12$	$\pm 2-17$	$\pm 3-17$	$\pm 2-17$	$\pm 2-17$

Note. WEOR2007 Question 65. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

^aColumns do not sum to 100% because Reserve component members could mark one or more racial/ethnic categories indicating the background of the offender or offenders.

Paygrade and Race/Ethnicity. Overall, junior officers (20%) were less likely than members in the other paygrades to indicate that the offender in the one situation was Black (Table 23).

Among Blacks, junior (80%) and senior officers (77%) were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate that the offender was White. Black senior officers were less likely than Blacks in the other paygrades to indicate that the offender was Black (10%), AIAN (<1%) or Hispanic (<1%). Black junior officers (<1%) were less likely than Blacks in the other paygrades to indicate that the offender was AIAN.

Among Hispanics, junior (69%) and senior officers (68%) were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate that the offender was White. Hispanic senior officers were less likely than Hispanics in the other paygrades to indicate that the offender was AIAN (<1%), Asian (2%), or NHPI (1%).

Among Asians, junior officers (69%) were more likely than Asians in the other paygrades to indicate that the offender was White, whereas senior officers (7%) were less likely to indicate that the offender was Hispanic.

Among those of Two or More Races, senior officers (1%) were less likely than members of Two or More Races in the other paygrades to indicate that the offender was Hispanic.

Table 23.
Race/Ethnic Background of the Offender in the One Situation, by Paygrade and Race/ Ethnicity

What was the race/ethnic background of the offender? ^a	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/ More
White	E1-E4	47	41	65	58	42	NR
	E5-E9	51	45	66	55	52	NR
	O1-O3	56	45	80	69	69	NR
	O4-O6	55	48	77	68	63	NR
Black	E1-E4	25	28	19	23	17	NR
	E5-E9	26	29	19	22	17	NR
	O1-O3	20	22	13	18	13	NR
	O4-O6	23	27	10	18	16	NR
AIAN	E1-E4	3	3	3	3	2	2
	E5-E9	1	1	2	2	3	4
	O1-O3	1	1	<1	4	1	NR
	O4-O6	1	1	<1	<1	1	1
Asian	E1-E4	5	3	5	9	5	2
	E5-E9	4	3	4	5	9	4
	O1-O3	5	4	6	5	9	NR
	O4-O6	5	6	4	2	5	NR
NHPI	E1-E4	3	2	2	6	4	2
	E5-E9	2	2	2	3	6	5
	O1-O3	2	1	2	3	3	NR
	O4-O6	2	2	1	1	3	0
Hispanic	E1-E4	14	13	14	19	17	NR
	E5-E9	13	12	11	19	17	10
	O1-O3	11	11	8	13	9	NR
	O4-O6	10	10	7	14	7	1
<i>Margins of Error</i>		$\pm 1-5$	$\pm 2-7$	$\pm 1-10$	$\pm 1-11$	$\pm 2-15$	$\pm 1-9$

Note. WEOR2007 Question 65. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

^aColumns do not sum to 100% because Reserve component members could mark one or more racial/ethnic categories indicating the background of the offender or offenders.

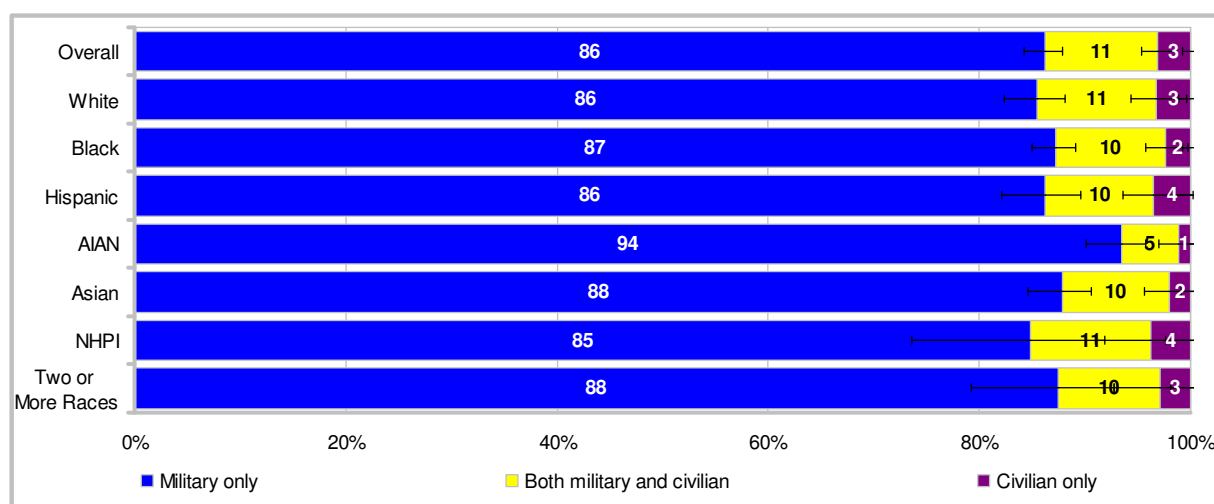
Military or Civilian Status of the Offenders in the One Situation

Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the military community were asked to identify the affiliation of the offender in the one situation that was most bothersome. They could indicate that the offenders included someone in their chain of command, other military person of higher/rank grade than the member, military coworker, a military subordinate, other military person, DoD civilian employee, DoD civilian contractor or Reserve component civilian employee, or an unknown person. Results are grouped by offender's status as military only, civilian only, or both military and civilian.

The following sections present results for these questions overall by race/ethnicity, and also by Reserve component and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Eighty-six percent of Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the military community indicated that the offenders were all military, 11% indicated that the offenders included both military and civilian personnel and 3% indicated that the offenders were all civilians (Figure 27). AIANs (94%) were more likely than Whites (86%), Blacks (87%), Hispanics (86%), and Asians (88%) to indicate that the offenders were all military. Whites (11%), Blacks (10%) and Asians (10%) were more likely than AIANs (5%) to indicate that the offenders included both military and civilian personnel. Whites (3%) were more likely than AIANs (1%) to indicate that the offenders were all civilians.

Figure 27.
Military or Civilian Status of the Offender in the One Situation, by Race/Ethnicity



WEOR 2007 Q66

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Margins of error range from ± 2 to ± 12

Reserve Component and Race/Ethnicity. Overall, ARNG (90%) and USMCR (94%) members who indicated that they experienced at least one/racial ethnic behavior in the military community were more likely than members in the other Reserve components to indicate that the offenders in the one situation were all military, whereas ARNG (8%) and USMCR (4%) members were less likely to indicate that the offenders included both military and civilian personnel (Table 24). Detailed results by racial/ethnic groups are as follows:

- **Military only.** Among Whites, ARNG (90%) members were more likely than Whites in the other Reserve components to indicate that the offenders were all military (Table 24). Among Blacks, USAFR (81%) members were less likely than Blacks in the other Reserve components to indicate that the offenders were all military. Among Asians, USMCR (96%) members were more likely than Asians in the other Reserve components to indicate that the offenders were all military.
- **Both military and civilian.** Among Whites, ARNG (7%) members were less likely than Whites in the other Reserve components to indicate that the offenders included both military and civilian personnel. Among Blacks, USAFR (17%) members were more likely than Blacks in the other Reserve components to indicate that the offenders included both military and civilian personnel. Among Asians, ARNG (21%) members were more likely than Asians in the other Reserve components to indicate that the offenders included both military and civilian personnel, whereas USMCR (4%) were less likely.
- **Civilian only.** Among Blacks, ARNG (1%) members were less likely than Blacks in the other Reserve components to indicate that the offenders were all civilian. Among Hispanics, USMCR (<1%) members were less likely than Hispanics in the other Reserve components to indicate that the offenders were all civilian.

Table 24.
Military or Civilian Status of the Offender in the One Situation, by Reserve Component and Race/Ethnicity

What was the status of the offender(s)?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Military only	ARNG	90	90	90	87	91	NR
	USAR	84	82	85	88	86	93
	USNR	82	82	87	79	82	87
	USMCR	94	NR	90	NR	96	NR
	ANG	78	74	88	89	79	NR
	USAFR	80	81	81	79	88	NR
Both military and civilian	ARNG	8	7	9	9	9	NR
	USAR	13	16	11	9	12	6
	USNR	10	9	10	15	9	11
	USMCR	4	NR	8	NR	4	NR
	ANG	19	22	10	8	21	NR
	USAFR	17	18	17	17	10	15
Civilian only	ARNG	3	3	1	4	1	1
	USAR	3	3	4	3	2	1
	USNR	7	9	4	6	9	3
	USMCR	2	NR	2	<1	NR	NR
	ANG	3	4	2	3	<1	1
	USAFR	3	1	2	4	2	NR
<i>Margins of Error</i>		±2-9	±3-14	±2-11	±2-17	±2-15	±3-16

Note. WEOR2007 Question 66. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, senior officers (79%) were less likely than members in the other paygrades to indicate that the offenders in the one situation were all military (Table 25). Detailed results by racial/ethnic groups are as follows:

- ***Military only.*** Among Blacks (94%), Asians (93%), and those of Two or More Races (95%), junior enlisted members were more likely than members in their respective racial ethnic groups in the other paygrades to indicate that the offenders were all military. Among Blacks, senior enlisted (85%) members were less likely than Blacks in the other paygrades to indicate that the offenders were all military.⁴³
- ***Both military and civilian.*** Among Blacks, senior enlisted (13%) members were more likely than Blacks in the other paygrades to indicate that the offenders included

⁴³ Note that 82% of senior officers also indicated that the offenders in the one situation was military only. This percentage is not statistically lower than the average of the other paygrades due to a higher margin of error for senior officers.

both military and civilian personnel, whereas junior enlisted (6%) members were less likely. Among Asians, senior enlisted (14%) members were more likely than Asians in the other paygrades to indicate that the offenders included both military and civilian personnel, whereas junior enlisted (6%) members and junior officers (4%) were less likely.

- **Civilian only.** Among Blacks, junior enlisted (<1%) members were less likely than Blacks in the other paygrades to indicate that the offenders were all civilians.

Table 25.
Military or Civilian Status of the Offender in the One Situation, by Paygrade and Race/Ethnicity

What was the status of the offender(s)?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Military only	E1-E4	89	87	94	87	93	95
	E5-E9	86	85	85	87	85	91
	O1-O3	86	87	86	83	89	NR
	O4-O6	79	81	82	80	78	NR
Both military and civilian	E1-E4	9	10	6	12	6	5
	E5-E9	11	12	13	8	14	8
	O1-O3	10	9	11	15	4	NR
	O4-O6	15	14	12	12	21	NR
Civilian only	E1-E4	2	3	<1	1	1	<1
	E5-E9	3	3	3	5	1	1
	O1-O3	4	4	4	2	NR	<1
	O4-O6	6	5	6	8	2	NR
<i>Margins of Error</i>		±2-5	±3-7	±1-12	±3-10	±1-15	±2-10

Note. WEOR2007 Question 66. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Organizational Level of Military Offenders in the One Situation

Reserve component members who indicated that they experienced at least one racial/ethnic behavior in the military community were asked to identify the organizational level of the offenders in the one situation that was most bothersome. Military offenders included someone in their chain of command, other military person of higher/rank grade than the member, military coworker, military subordinate, or other military person.

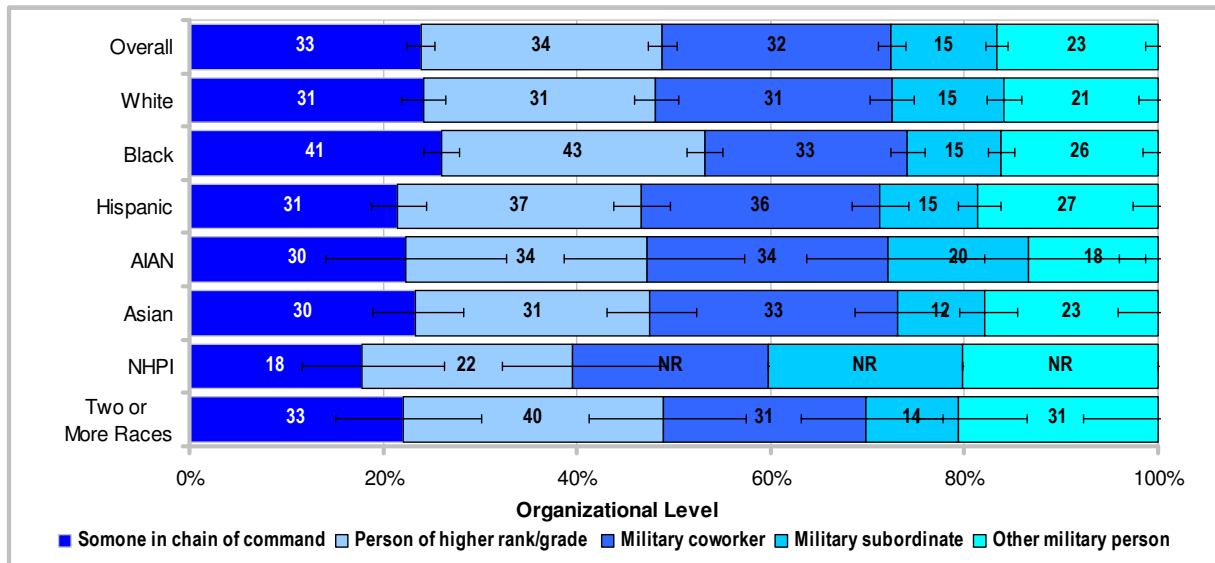
The following sections present results for these questions overall by race/ethnicity, and also by Reserve component and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Reserve component

and paygrade were made by comparing results for each group against the average of all other groups.

Overall by Race/Ethnicity. Thirty-three percent of Reserve component members who indicated that they experienced at least one/racial ethnic behavior in the military community indicated that the offender was in their chain of command, whereas 34% indicated that the offender was some other military person of higher rank/grade, 32% indicated that the offender was their military coworker, 15% indicated that the offender was their military subordinate, and 23% indicated that the offender was some other military person (Figure 28). Detailed results by racial/ethnic groups are as follows:

- **Someone in your chain of command.** Blacks (41%) were more likely than Whites (31%), Hispanics (31%), Asians (30%), and NHPIs (18%) to indicate that the offender was in their chain of command. Whites, Hispanics, and Asians were more likely than NHPIs to indicate that the offender was in their chain of command.
- **Other military person of higher rank/grade than you.** Blacks (43%) were more likely than Whites (31%), Asians (31%), and NHPIs (22%) to indicate that the offender was some other military person of higher rank/grade than the member. Hispanics (37%) were more likely than NHPIs to indicate that the offender was some other military person of higher rank/grade.
- **Your military coworker.** There were no differences found by race/ethnicity in the percentage of Reserve component members indicating that the offender in the one situation was a military coworker.
- **Your military subordinate.** There were no differences found by race/ethnicity in the percentage of Reserve component members indicating that the offender in the one situation was a military subordinate.
- **Other military person.** Blacks (26%) and Hispanics (27%) were more likely than Whites to indicate that the offender in the one situation was some other military person.

Figure 28.
Organizational Level of the Offender in the One Situation, by Race/Ethnicity



WEOR 2007 Q66

Margins of error range from ± 2 to ± 15

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. When there are two or more nonreportable numbers for a group, the width of the NR bars do not represent the estimates for those response options.

Reserve Component and Race/Ethnicity. Overall, USNR (27%) and USMCR (24%) members were less likely than members in the other Reserve components to indicate that the offender in the one situation was in their chain of command. (Table 26). Similarly, USNR members were less likely than members in the other Reserve components to indicate that the offender was some other military person of higher rank/grade (27%) and that the offender was some other military person (17%).⁴⁴ Detailed results by racial/ethnic groups are as follows:

- **Someone in your chain of command.** Among Blacks, USNR (32%) members were less likely than Blacks in the other Reserve components to indicate that the offender in the one situation was in their chain of command.⁴⁵
- **Other military person of higher rank/grade.** Among Blacks, USNR (34%) members were less likely than Blacks in the other Reserve components to indicate that the offender in the one situation was some other person of higher rank/grade. Among Hispanics, ARNG (45%) members were more likely than Hispanics in the other paygrades to indicate that the offender was some other military person of higher rank/grade, whereas USNR (20%) members were less likely.

⁴⁴ Note that 27% of USMCR members also indicated that the offenders in the one situation included another person of higher military rank/grade. This percentage is not statistically lower than the average of the other paygrades due to a higher margin of error for USMCR members.

⁴⁵ Note that 31% of Black USMCR members also indicated that the offenders in the one situation included someone in their chain of command. This percentage is not statistically lower than the average of the other Reserve components due to a higher margin of error for USMCR members.

- ***Your military coworker.*** Among Blacks, ARNG (33%) members were more likely than Blacks in the other paygrades to indicate that the offender was their military coworker.⁴⁶ Among Hispanics, USNR (25%) members were less likely than Hispanics in the other paygrades to indicate that the offender was a military coworker.
- ***Your military subordinate.*** Among Blacks, ARNG (20%) and ANG (10%) members were less likely than Blacks in the other paygrades to indicate that the offender was their military subordinate. Among Hispanics, USNR (7%) and USMCR (9%) members were less likely than Hispanics in the other paygrades to indicate that the offender was a military subordinate. Among Asians, USAFR (5%) members were less likely than Asians in the other paygrades to indicate that the offender was a military subordinate.
- ***Other military person.*** Among Hispanics, ARNG (35%) members were more likely than Hispanics in the other paygrades to indicate that the offender was some other military person, whereas USNR (17%) members were less likely. Among Asians, USAFR (11%) members were less likely than Asians in the other Reserve components to indicate that the offender was some other military person.

⁴⁶ Note that 38% of Black USMCR and ANG members and 35% of Black USAFR members also indicated that the offender(s) in the one situation were their military coworkers. These percentages are not statistically lower than the average of the other Reserve components due to a higher margin of error for Black USMCR, ANG, and USAFR members.

Table 26.
Organizational Level of Military Offenders in the One Situation, by Reserve Component and Race/Ethnicity

What was the organizational level of the offender?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Someone in your chain of command	ARNG	34	31	44	36	33	NR
	USAR	33	32	40	31	31	19
	USNR	27	26	32	23	26	43
	USMCR	24	22	31	24	NR	NR
	ANG	33	32	38	29	25	NR
	USAFR	36	39	42	30	NR	24
Other military person of higher rank/grade than you	ARNG	35	30	48	45	32	NR
	USAR	34	32	38	35	33	NR
	USNR	27	27	34	20	25	38
	USMCR	27	22	39	34	NR	NR
	ANG	35	34	46	33	30	NR
	USAFR	38	39	45	33	NR	NR
Your military coworker	ARNG	34	32	33	42	36	NR
	USAR	30	29	30	34	30	NR
	USNR	28	26	32	25	30	47
	USMCR	33	32	38	35	25	NR
	ANG	35	35	38	30	32	NR
	USAFR	33	33	35	36	NR	13
Your military subordinate	ARNG	16	14	20	16	14	8
	USAR	16	18	12	18	10	NR
	USNR	12	14	12	7	NR	27
	USMCR	13	15	14	9	9	NR
	ANG	12	12	10	17	11	NR
	USAFR	12	14	12	10	5	4
Other military person	ARNG	23	19	30	35	32	NR
	USAR	23	23	23	24	21	NR
	USNR	17	16	20	17	NR	24
	USMCR	20	20	22	19	NR	NR
	ANG	27	26	27	29	20	NR
	USAFR	21	23	23	19	11	7
<i>Margins of Error</i>		±3-7	±4-12	±3-16	±4-17	±4-18	±6-18

Note. WEOR2007 Question 66. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, senior enlisted (36%) members who indicated that they experienced at least one/racial ethnic behavior in the military community were more likely than members in the other paygrades to indicate that the offender in the one situation was

in their chain of command, whereas junior enlisted (28%) members were less likely (Table 27). Senior officers (23%) were less likely than members in the other paygrades to indicate that the offender was a military coworker. Detailed results by racial/ethnic groups are as follows:

- ***Someone in your chain of command.*** Among Whites, senior enlisted (35%) members were more likely than Whites in the other paygrades to indicate that the offender in the one situation was someone in their chain of command, whereas junior enlisted (25%) members were less likely.
- ***Other military person of higher rank/grade.*** There were no differences found within racial/ethnic groups by paygrade in the percentage of members indicating that the offender was some other military person of higher rank/grade.
- ***Your military coworker.*** Among Whites, senior officers (20%) were less likely than Whites in the other paygrades to indicate that the offender was a military coworker.
- ***Your military subordinate.*** Among Hispanics, senior officers (8%) were less likely than Hispanics in the other paygrades to indicate that the offender was a military subordinate.
- ***Other military person.*** There were no differences found within racial/ethnic groups by paygrade in the percentage of members indicating that the offender was another military person.

Table 27.
Organizational Level of Military Offenders in the One Situation, by Paygrade and Race/Ethnicity

What was the organizational level of the offender?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Someone in your chain of command	E1-E4	28	25	36	31	32	NR
	E5-E9	36	35	43	32	26	NR
	O1-O3	33	29	45	32	36	NR
	O4-O6	35	33	44	30	36	NR
Other military person of higher rank/grade than you	E1-E4	33	28	42	41	35	NR
	E5-E9	36	34	43	34	25	NR
	O1-O3	32	27	45	36	36	NR
	O4-O6	30	28	40	29	34	NR
Your military coworker	E1-E4	32	31	33	38	36	NR
	E5-E9	33	33	33	34	29	NR
	O1-O3	34	32	33	38	44	NR
	O4-O6	23	20	34	26	27	NR
Your military subordinate	E1-E4	13	13	14	17	12	NR
	E5-E9	16	17	16	13	11	10
	O1-O3	18	17	17	22	13	NR
	O4-O6	13	12	15	8	11	NR
Other military person	E1-E4	22	20	22	27	27	NR
	E5-E9	24	22	28	28	19	NR
	O1-O3	19	17	22	20	20	NR
	O4-O6	21	19	23	29	25	NR
<i>Margins of Error</i>		±3-5	±4-6	±4-8	±4-12	±4-15	±1-9

Note. WEOR2007 Question 66. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

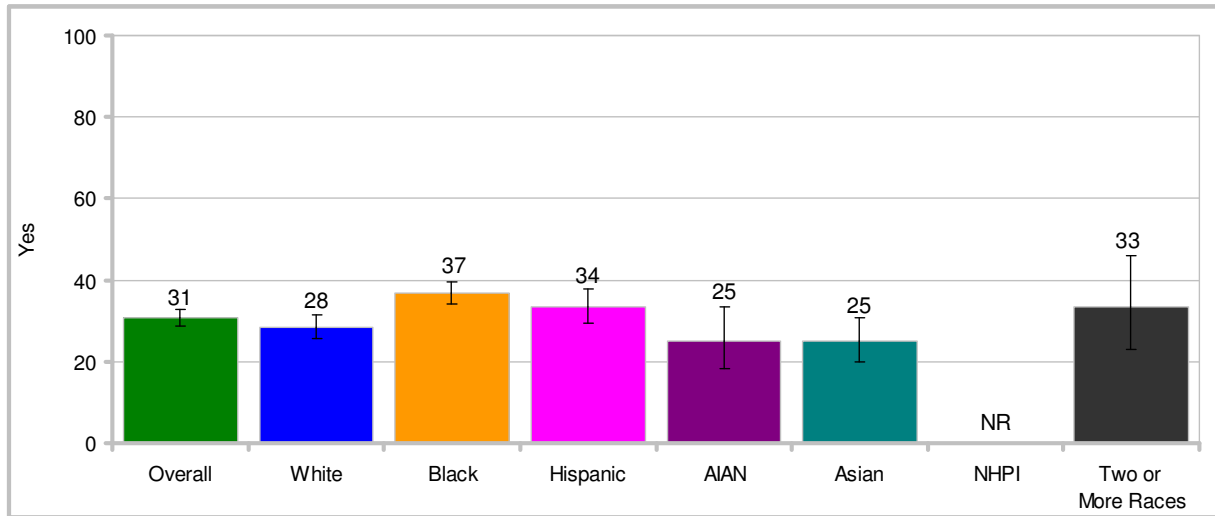
Reporting the One Situation to Military Authorities

Reserve component members who indicated they experienced race/ethnicity-related harassment and discrimination behaviors were asked whether they reported the situation. Reserve component members have multiple authorities to whom they can report experiences of racial/ethnic harassment/discrimination, including reporting to someone in their chain of command, someone in the chain of command of the person who did it, special military office responsible for handling these kinds of complaints, other person or office with responsibility for follow-up, chaplain, counselor, ombudsman, or health care provider. Reserve component members can report to multiple authorities.

Overall, 31% of Reserve component members who indicated that they experienced at least one/racial ethnic behavior in the military community indicated that they reported the one situation that they found most bothersome to one or more military authorities (Figure 29).

Figure 29.

Reserve Component Members Who Reported the One Situation to a Military Authority, by Race/Ethnicity



WEOR 2007 Q68

Margins of error range from ± 2 to ± 13

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Overall by Race/Ethnicity. Reserve component members were asked to specify the type of military individual or authority to whom they reported. Of those who experienced an incident of racial/ethnic harassment or discrimination, 25% of Reserve component members reported the situation to someone in their chain of command, 18% reported to someone in the offender’s chain of command, 6% reported to a special military office responsible for handling these kinds of complaints, 11% reported to another person or office with responsibility for follow-up, and 8% reported to a chaplain, counselor, ombudsman, or health care provider (Table 28).⁴⁷ Detailed results by racial/ethnic groups are as follows:

- ***Someone in your chain of command.*** Blacks (30%) were more likely than Whites (23%), AIANs (17%), and Asians (19%) to indicate that they reported the one situation to someone in their chain of command. Hispanics (29%) were more likely than AIANs, and Asians to indicate that they reported the one situation to someone in their chain of command.

- ***Someone in the chain of command of the person who did it.*** Blacks (23%) were more likely than Whites (16%), AIANs (14%), and Asians (14%) to indicate that they reported the one situation to someone in the chain of command of the person who did it. Hispanics (21%) were more likely than Asians to indicate that they reported the one situation to someone in the chain of command of the person who did it.

⁴⁷ Reserve component members were included in the percentages for each military authority to whom they reported, resulting in a sum greater than the 31% of Reserve component members who reported to any military authority.

- **Special military office.** Blacks (12%) were more likely than Whites (4%), Hispanics (7%), AIANs (6%), and NHPIs (5%) to indicate that they reported the one situation to a special military office responsible for handling these kinds of complaints.
- **Other person with responsibility for follow-up.** Blacks (16%) and Hispanics (14%) were more likely than AIANs (8%), and NHPIs (6%) to indicate that they reported the one situation to some other person with responsibility for follow-up.
- **Chaplain, counselor, ombudsman, or health care provider.** Blacks (10%) were more likely than Whites (7%) to indicate that they reported the one situation to a chaplain, counselor, ombudsman or health care provider.

Table 28.
To Whom Did Reserve Component Members Report the One Situation, by Race/Ethnicity

Reporting to a military authority	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
Someone in your chain of command	25	23	30	29	17	19	NR	27
Someone in the chain of command of the person who did it	18	16	23	21	14	14	NR	15
Special military office responsible for handling these kinds of complaints	6	4	12	7	6	8	5	9
Other person or office with responsibility for follow-up	11	8	16	14	8	13	6	15
Chaplain, counselor, ombudsman, or health care provider	8	7	10	9	7	10	NR	11
Margins of Error	±2	±2-3	±3	±3-5	±4-7	±6-7	±3-4	±10-14

Note. WEOR2007 Question 68. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Reserve Component and Race/Ethnicity. Of those who experienced an incident of racial/ethnic harassment or discrimination, USMCR (11%) members were less likely than members in the other Reserve components to indicate that they reported the one situation to someone in their chain of command, someone in the chain of command of the person who did it (8%), a special military office responsible for handling these kinds of complaints (3%), and another person or office with responsibility for follow-up (5%) (Table 29). Similarly, ANG (3%) members were less likely than members in the other Reserve components to indicate that they reported the one situation to a special military office responsible for handling these kinds of complaints. Detailed results by racial/ethnic groups are as follows:

- **Someone in your chain of command.** Among Whites (7%) and Hispanics (10%), USMCR members were less likely than members in their respective racial/ethnic groups in the other Reserve components to indicate they reported the one situation to someone in their chain of

command. Among Blacks, ARNG (36%) members were more likely than Blacks in the other Reserve components to indicate that they reported the one situation to someone in their chain of command, whereas USNR (21%) and USAFR (24%) members were less likely.⁴⁸ Among Asians, USNR (11%) and USAFR (7%) members were less likely than Asians in the other Reserve components to indicate they reported the one situation to someone in their chain of command.

- ***Someone in the chain of command of the person who did it.*** Among Whites (4%) and Hispanics (9%), USMCR members were less likely than members in their respective racial/ethnic groups in the other Reserve components to indicate they reported the one situation to someone in the chain of command of the person who did it. Among Blacks (14% and 17%) and Asians (7% and 5%), USNR and USAFR members were less likely than members in their respective racial/ethnic groups in the other Reserve components to indicate that they reported the one situation to someone in the chain of command of the person who did it.⁴⁹

- ***Special military office responsible for handling these kinds of complaints.*** Among Whites, USMCR and ANG (both 1%) members were less likely than Whites in the other Reserve components to indicate they reported the one situation to a special military office responsible for handling these kinds of complaints. Among Blacks, ARNG (16%) members were more likely than Blacks in the other Reserve components to indicate that they reported the one situation to a special military office, whereas USNR (5%) and USAFR (7%) members were less likely. Among Asians, USAFR (2%) members were less likely than Asians in the other Reserve components to indicate that they reported the one situation to a special military office.

- ***Other person with responsibility for follow-up.*** Among Blacks, USNR (10%) members were less likely than Blacks in the other Reserve components to indicate that they reported the one situation to another person with responsibility for follow-up.⁵⁰ Among Hispanics, USMCR (4%), ANG (6%) and USAFR (7%) members were less likely than Hispanics in the other Reserve components to indicate they reported the one situation to another person with responsibility for follow-up.

- ***Chaplain, counselor, ombudsman, or health care provider.*** Among Blacks, USNR (7%) and USAFR (5%) members were less likely than Blacks in the other Reserve components to indicate that they reported the one situation to a chaplain, counselor, ombudsman, or health care provider.⁵¹ Among Hispanics, USMCR (3%) and ANG (6%) members were less likely than

⁴⁸ Note that 20% of Black USMCR members also indicated that they reported the one situation to someone in their chain of command. These percentages are not statistically lower than the average of the other Reserve components due to a higher margin of error for Black USMCR members.

⁴⁹ Note that 17% of Black USMCR members also indicated that they reported the one situation to someone in the chain of command of the person who did it. These percentages are not statistically lower than the average of the other Reserve components due to a higher margin of error for Black USMCR members.

⁵⁰ Note that 9% of Black USMCR members also indicated that they reported the one situation to another person or office with responsibility for follow-up. These percentages are not statistically lower than the average of the other Reserve components due to a higher margin of error for Black USMCR members.

⁵¹ Note that 7% of Black ANG members and 5% of Black USMCR members also indicated that they reported the one situation to a chaplain, counselor, ombudsman, or health care provider. These percentages are not statistically lower than the average of the other Reserve components due to a higher margin of error for Black ANG and USMCR members.

Hispanics in the other Reserve components to indicate they reported the one situation to a chaplain, counselor, ombudsman, or health care provider.

Table 29.
To Whom Did Reserve Component Members Report the One Situation, by Reserve Component and Race/Ethnicity

Reporting to a military authority	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Someone in your chain of command	ARNG	26	23	36	32	21	NR
	USAR	28	24	30	36	22	NR
	USNR	22	25	21	19	11	17
	USMCR	11	7	20	10	NR	NR
	ANG	26	26	25	24	19	NR
	USAFR	23	24	24	18	7	NR
Someone in the chain of command of the person who did it	ARNG	20	18	26	24	18	NR
	USAR	20	17	24	26	16	13
	USNR	15	17	14	14	7	17
	USMCR	8	4	17	9	NR	NR
	ANG	15	13	19	20	14	22
	USAFR	16	18	17	13	5	10
Special military office responsible for handling these kinds of complaints	ARNG	7	4	16	8	13	NR
	USAR	7	5	10	9	7	2
	USNR	5	5	5	5	4	8
	USMCR	3	1	7	4	NR	NR
	ANG	3	1	12	5	8	5
	USAFR	8	8	7	4	2	NR
Other person or office with responsibility for follow-up	ARNG	11	8	19	17	15	NR
	USAR	12	9	15	15	13	NR
	USNR	10	9	10	13	7	18
	USMCR	5	4	9	4	NR	NR
	ANG	9	9	14	6	12	9
	USAFR	12	11	14	7	NR	NR
Chaplain, counselor, ombudsman, or health care provider	ARNG	9	7	12	10	14	NR
	USAR	9	8	11	10	8	3
	USNR	7	6	7	8	5	NR
	USMCR	6	7	5	3	3	NR
	ANG	6	5	7	4	8	NR
	USAFR	7	5	5	NR	NR	NR
<i>Margins of Error</i>		$\pm 2-7$	$\pm 3-11$	$\pm 3-10$	$\pm 4-17$	$\pm 3-17$	$\pm 4-17$

Note. WEOR2007 Question 68. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Of those who experienced an incident of racial/ethnic harassment or discrimination, senior enlisted (28%) members were more likely than members in the other paygrades to indicate that they reported the one situation to someone in their chain of command, whereas junior officers (20%) were less likely (Table 30). Senior enlisted members were more likely than members in the other paygrades to indicate that they reported the one situation to someone in the chain of command of the person who did it (21%). Detailed results by racial/ethnic groups are as follows:

- ***Someone in your chain of command.*** Among Blacks, senior officers (20%) were less likely than Blacks in the other paygrades to indicate that they reported the one situation to someone in their chain of command (Table 30). Among Hispanics, senior enlisted (34%) members were more likely than Hispanics in the other paygrades to indicate that they reported the one situation to someone in their chain of command, whereas senior officers (16%) were less likely.
- ***Someone in the chain of command of the person who did it.*** Among Hispanics, senior officers (8%) were less likely than Hispanics in the other paygrades to indicate that they reported the one situation to someone in the chain of command of the person who did it.
- ***Special military office.*** Among Blacks, senior officers (7%) were less likely than Blacks in the other paygrades to indicate that they reported the one situation to a special military office responsible for handling these kinds of complaints.
- ***Other person with responsibility for follow-up.*** Among Asians (4%), senior officers were less likely than Asians in the other paygrades to indicate that they reported the one situation to some other person with responsibility for follow-up.
- ***Chaplain, counselor, ombudsman, or health care provider.*** Among Hispanics, senior officers (2%) were less likely than Hispanics in the other paygrades to indicate that they reported the one situation to a chaplain, counselor, ombudsman, or health care provider.

Table 30.***To Whom Did Reserve Component Members Report the One Situation, by Paygrade and Race/Ethnicity***

Reporting to a Military Authority	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Someone in your chain of command	E1-E4	23	22	29	23	19	NR
	E5-E9	28	25	33	34	19	26
	O1-O3	20	18	26	21	20	NR
	O4-O6	21	22	20	16	17	NR
Someone in the chain of command of the person who did it	E1-E4	16	13	22	19	13	NR
	E5-E9	21	19	24	25	13	15
	O1-O3	15	13	19	16	18	NR
	O4-O6	17	18	19	8	NR	9
Special military office responsible for handling these kinds of complaints	E1-E4	6	4	12	6	11	2
	E5-E9	7	5	13	9	7	NR
	O1-O3	5	3	8	7	5	4
	O4-O6	5	5	7	5	3	4
Other person or office with responsibility for follow-up	E1-E4	10	7	16	10	13	NR
	E5-E9	12	9	17	17	14	NR
	O1-O3	8	6	13	11	11	4
	O4-O6	10	10	13	7	4	5
Chaplain, counselor, ombudsman, or health care provider	E1-E4	8	7	10	11	10	3
	E5-E9	9	8	11	8	11	NR
	O1-O3	8	7	8	10	6	NR
	O4-O6	6	5	8	2	6	NR
<i>Margins of Error</i>		$\pm 2-4$	$\pm 3-6$	$\pm 3-7$	$\pm 3-9$	$\pm 2-16$	$\pm 3-17$

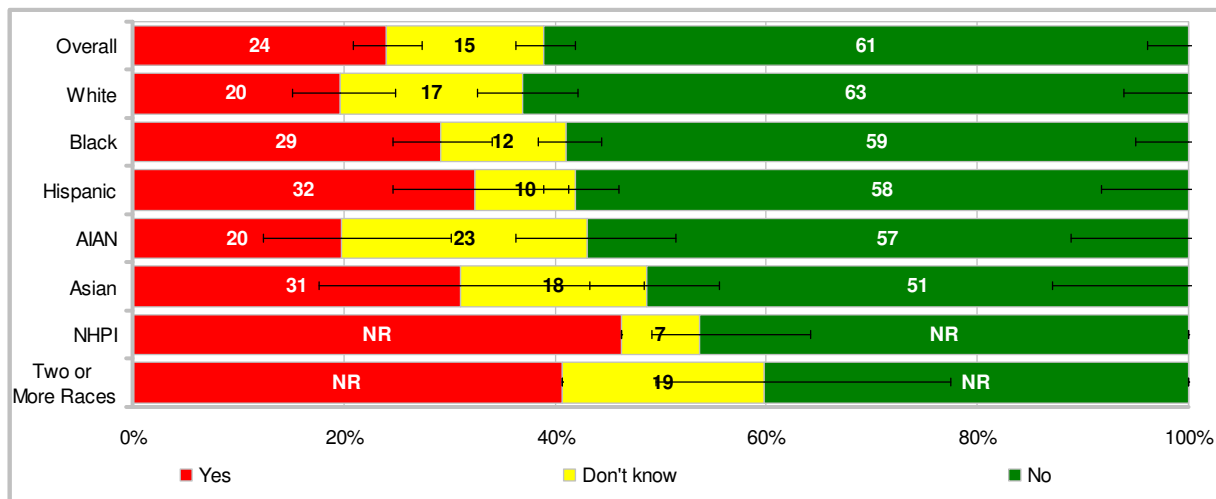
Note. WEOR2007 Question 68. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Retaliation in Response to Reporting the One Situation

Professional and social retaliation for reporting an experience can negatively affect one's career and morale. Consequences might include professional retaliation (e.g., denial of promotion, job assignments that are not career enhancing, denial of requests for training) and social retaliation (e.g., gossip, ostracism, damage to one's professional and personal reputation). Professional and social retaliation might also occur in combination. Each type of retaliation could affect a Reserve component member's career. Negative professional responses to a Reserve component members' reporting of an experience may take place over time and during designated periods (e.g., promotion eligibility). By contrast, negative social responses by others about how Reserve component members report or handle an experience might be immediate and ongoing. Members who indicated that they experienced at least one racial/ethnic behavior in the military community were asked whether they believed they were targets of retaliation as a result of reporting their experience.

Overall and Race/Ethnicity. Although the majority (61%) of Reserve component members who indicated experiencing at least one racial/ethnic behavior and reporting the one situation to military authorities did not indicate they experienced any professional retaliation, 24% indicated they had experienced professional retaliation in response to reporting, and 15% indicated not knowing if they had experienced professional retaliation (Figure 30). Blacks (29%) and Hispanics (32%) were more likely than Whites (20%) to indicate experiencing professional retaliation in response to reporting the one situation.⁵²

Figure 30.
Professional Retaliation in Response to Reporting the One Situation, by Race/Ethnicity



WEOR 2007 Q73

Margins of error range from ± 4 to ± 18

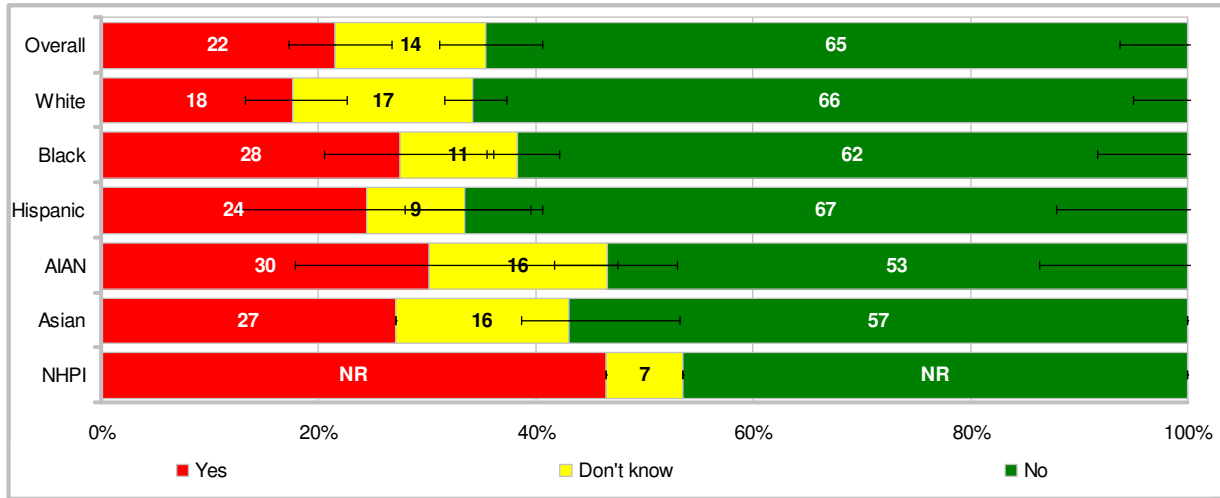
Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents. When there are two or more nonreportable numbers for a group, the width of the NR bars do not represent the estimates for those response options.

Although the majority (65%) of Reserve component members who indicated experiencing at least one racial/ethnic behavior and reporting the one situation to military authorities did not indicate they experienced any social retaliation, 22% indicated they had experienced social retaliation in response to reporting, and 14% indicated not knowing if they had experienced social retaliation (Figure 31). Blacks (28%) were more likely than Whites (18%) to indicate experiencing social retaliation in response to reporting the one situation.⁵³

⁵² Note that 20% of AIAN members also indicated experiencing professional retaliation in response to reporting the one situation. This percentage is not statistically lower than the percentages for the other races/ethnicities due to a higher margin of error for AIAN members.

⁵³ Note that 30% of AIAN members also indicated experiencing social retaliation in response to reporting the one situation. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for AIAN members.

Figure 31.
Social Retaliation in Response to Reporting the One Situation, by Race/Ethnicity



WEOR 2007 Q73

Margins of error range from ± 3 to ± 18

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents. When there are two or more nonreportable numbers for a group, the width of the NR bars do not represent the estimates for those response options. Results for Two or More Races were nonreportable for all three response options.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component in indication of experiences of professional retaliation (Table 31). Among Blacks, USMCR (14%) members were less likely than Blacks in the other Reserve components to indicate that they experienced professional retaliation in response to reporting the one situation. Among Hispanics, USAFR (15%) members were less likely than Hispanics in the other Reserve components to indicate that they experienced professional retaliation in response to reporting the one situation. Among Asians, USNR (12%) members were less likely than Asians in the other Reserve components to indicate that they experienced professional retaliation in response to reporting the one situation.

Overall, USAFR (10%) members were less likely than members in the other Reserve components to indicate experiencing social retaliation in response to reporting the one situation. Among Blacks, USMCR (10%) and USAFR (15%) members were less likely than Blacks in the other Reserve components to indicate that they experienced social retaliation.

Table 31.
Retaliation in Response to Reporting the One Situation, by Reserve Component and Race/Ethnicity

As a result of reporting the situation, did you experience any...	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior and Reported It						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Professional retaliation	ARNG	26	20	32	41	NR	NR
	USAR	20	14	29	24	20	NR
	USNR	28	NR	22	NR	12	NR
	USMCR	NR	NR	14	28	NR	NR
	ANG	26	NR	23	NR	20	NR
	USAFR	17	NR	27	15	NR	NR
Social retaliation	ARNG	25	21	31	30	NR	NR
	USAR	19	13	28	24	13	NR
	USNR	15	11	26	14	11	NR
	USMCR	NR	NR	10	NR	NR	NR
	ANG	20	NR	21	16	24	11
	USAFR	10	NR	15	12	NR	NR
<i>Margins of Error</i>		$\pm 6-13$	$\pm 9-16$	$\pm 6-14$	$\pm 12-18$	$\pm 9-15$	$\pm 1-15$

Note. WEOR2007 Question 73. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. There were no differences found by paygrade or within racial/ethnic group by paygrade in indications of experiences of professional or social retaliation (Table 32).

Table 32.
Retaliation in Response to Reporting the One Situation, by Paygrade and Race/Ethnicity

As a result of reporting the situation, did you experience any...	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Professional Retaliation	E1-E4	23	16	38	29	NR	7
	E5-E9	25	22	26	34	NR	NR
	O1-O3	20	15	23	NR	10	NR
	O4-O6	25	25	28	16	NR	NR
Social Retaliation	E1-E4	23	18	33	22	NR	NR
	E5-E9	22	18	26	26	15	NR
	O1-O3	20	17	19	NR	11	NR
	O4-O6	16	15	18	19	NR	NR
<i>Margins of Error</i>		$\pm 5-8$	$\pm 8-12$	$\pm 6-12$	$\pm 12-17$	$\pm 8-9$	$\pm 1-14$

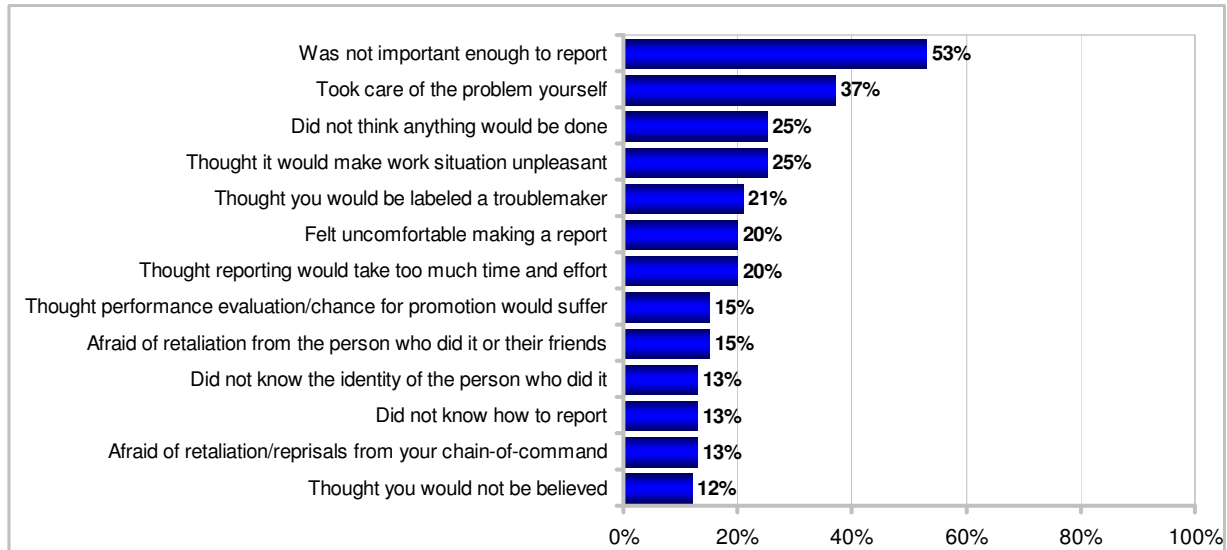
Note. WEOR2007 Question 73. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Reasons for Not Reporting

As shown in (Table 28) the majority (69%) of Reserve component members who experienced at least one racial/ethnic behavior chose not to report the one situation to any military authorities. In this section, findings are presented on reasons why a member might not report an experience to military authorities. Reserve component members were presented a list of 13 common reasons for choosing not to report their experiences to military authorities and were asked to indicate all of the reasons that applied to their situation. The overall responses for these reasons for not reporting are listed in Figure 32.

Figure 32.

Reasons for Not Reporting the One Situation to Military Authorities



WEOA2007 Question 74

Margins of error range from $\pm 2\%$ - 3%

The Reporting Process

Reserve component members who experienced at least one racial/ethnic behavior might choose not to report for a variety of process-related reasons. For example, members might not think the behavior was important enough to report, or they satisfactorily handled the problem themselves. They might refrain from reporting because they did not want to engage in a lengthy process, or they were uncomfortable with the process. It could be that a member did not know the identity of the offender and chose not to report. Finally, some members simply might not know how to make a report.

Overall and Race/Ethnicity. Fifty-three percent of Reserve component members who experienced at least one racial/ethnic behavior indicated that they did not report the one situation because they did not consider the behavior important enough to report, and 37% indicated that they took care of the problem themselves (Table 33). Twenty percent of Reserve component members who experienced at least one racial/ethnic behavior indicated that they did not report the one situation because they thought it would take too much time and effort or that they felt uncomfortable making a report. Thirteen percent of Reserve component members indicated they did not know the identity of the person who did it or that they did not know how to report. Detailed results by racial/ethnic groups are as follows:

- ***Behavior not important enough to report.*** Asians (66%) were more likely than Whites (52%), Blacks (49%) and NHPIs (42%) to indicate that they did not report the one situation because they did not consider it important enough to report.

- **Took care of the problem yourself.** Blacks (42%) and Asians (45%) were more likely than Whites (33%) to indicate that they did not report the one situation because they took care of the problem themselves.⁵⁴
- **You thought reporting would take too much time and effort.** Asians (30%) and Hispanics (25%) were more likely than Whites (17%) to indicate that they did not report the one situation because they thought reporting would take too much time and effort.⁵⁵ Asians (30%) were more likely than Blacks (19%) to indicate that they did not report the one situation because they thought reporting would take too much time and effort.
- **You did not know the identity of the person who did it.** There were no differences found within racial/ethnic groups in the choice not to report the one situation because respondents did not know the identity of the person who did it.
- **You felt uncomfortable making a report.** Blacks (21%) and Asians (31%) were more likely than Whites (17%) to indicate that they did not report the one situation because they felt uncomfortable making a report.
- **You did not know how to report.** Hispanics (19%) were more likely than Whites (11%) to indicate that they did not report the one situation because they did not know how to report.

Table 33.
The Reporting Process, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
Behavior not important enough to report	53	52	49	56	NR	66	42	NR
Took care of the problem yourself	37	33	42	41	NR	45	35	44
You thought reporting would take too much time and effort	20	17	19	25	NR	30	25	33
You did not know the identity of the person who did it	13	12	14	14	12	16	17	7
You felt uncomfortable making a report	20	17	21	26	NR	31	24	24
You did not know how to report	13	11	15	19	NR	17	13	12
Margins of Error	±2-3	±3-4	±3-4	±5-6	±7	±5-8	±8-13	±11-18

Note. WEOA2005 Question 74. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

⁵⁴ Note that 44% of members of Two or More Races also indicated that they did not report the one situation because they took care of the problem themselves. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for members of Two or More Races.

⁵⁵ Note that 25% of NHPI members also indicated that they thought reporting would take too much time and effort. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for NHPI members.

Reserve Component and Race/Ethnicity. Overall, USAFR (63%) members who experienced at least one racial/ethnic behavior were more likely than members in the other Reserve components to indicate that they did not report the one situation because they did not consider the behavior to be important enough to report (Table 34). ANG (7%) members were less likely than members in the other Reserve components to indicate that they did not report the one situation because they did not know how to report, and USMCR (10%) members were less likely to indicate they felt uncomfortable making a report. Detailed results by racial/ethnic groups are as follows:

- **Behavior not important enough to report.** There were no differences found within racial/ethnic group by Reserve component in the choice not to report the one situation because they did not consider the behavior to be important enough to report.
- **You did not know how to report.** Among Blacks, USMCR (6%) members were less likely than Blacks in the other Reserve components to indicate that they did not know how to report. Among Hispanics, USNR (10%) and ANG (8%) members were less likely than Hispanics in the other Reserve components to indicate that they did not know how to report. Among Asians, ANG (7%) and USAFR (6%) members were less likely than Asians in the other Reserve components to indicate that they did not know how to report.
- **You felt uncomfortable making a report.** Among Whites, USMCR (7%) members were less likely than Whites in the other Reserve components to indicate that they felt uncomfortable making a report. Among Hispanics, USNR (16%) members were less likely than Hispanics in the other Reserve components to indicate that they felt uncomfortable making a report. Among those of Two or More Races, USAR (6%) members were less likely than other members of Two or More Races in the other Reserve components to indicate that they felt uncomfortable making a report.
- **Took care of the problem yourself.** Among Hispanics, USMCR (24%) members were less likely than Hispanics in the other Reserve components to indicate that they did not report the one situation because they took care of the problem themselves.
- **You thought reporting would take too much time and effort.** Among Hispanics, USMCR (10%) members were less likely than Hispanics in the other Reserve components to indicate that they did not report the one situation because they thought reporting would take too much time and effort. Among Asians, USAFR (12%) members were less likely than Asians in the other Reserve components to indicate that they thought reporting would take too much time and effort.
- **You did not know the identity of the person who did it.** Among Hispanics, ARNG (22%) members were more likely than Hispanics in the other Reserve components to indicate that they did not report the one situation because they did not know the identity of the person who did it, whereas USAR (8%) members were less likely. Among Blacks, USMCR (5%) members were less likely than Blacks in the other Reserve components to indicate that they did not know the identity of the person who did it.

Table 34.
The Reporting Process, by Reserve Component and Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
You thought it was not important enough to report	ARNG	53	53	48	57	74	NR
	USAR	53	53	51	53	60	NR
	USNR	50	50	42	52	65	66
	USMCR	55	54	58	61	NR	NR
	ANG	47	45	46	54	63	72
	USAFR	63	65	49	68	NR	NR
You did not know how to report	ARNG	14	11	16	26	18	NR
	USAR	15	13	16	20	18	4
	USNR	13	11	17	10	18	18
	USMCR	9	7	6	12	NR	NR
	ANG	7	6	15	8	7	4
	USAFR	15	19	11	NR	6	NR
You felt uncomfortable making a report	ARNG	21	17	22	32	31	NR
	USAR	20	18	20	27	31	6
	USNR	19	15	25	16	NR	26
	USMCR	10	7	12	18	21	NR
	ANG	17	15	24	23	27	11
	USAFR	25	28	20	16	NR	NR
You took care of the problem yourself	ARNG	36	33	41	43	45	NR
	USAR	39	35	45	38	38	NR
	USNR	42	45	39	39	42	40
	USMCR	32	32	55	24	NR	NR
	ANG	28	22	37	53	37	NR
	USAFR	41	36	39	NR	NR	NR
You thought reporting would take too much time and effort	ARNG	22	19	22	33	30	NR
	USAR	19	17	18	23	40	NR
	USNR	18	16	16	21	28	22
	USMCR	16	16	17	10	27	NR
	ANG	14	10	18	24	28	NR
	USAFR	18	15	22	16	12	NR
You did not know the identity of the person who did it	ARNG	13	11	15	22	15	3
	USAR	11	10	14	8	16	2
	USNR	18	21	13	13	20	14
	USMCR	9	9	5	5	NR	NR
	ANG	13	13	14	10	13	8
	USAFR	17	20	15	11	11	NR
<i>Margins of Error</i>		$\pm 4-9$	$\pm 5-14$	$\pm 4-14$	$\pm 5-15$	$\pm 5-16$	$\pm 5-15$

Note. WEOR2007 Question 74. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, senior officers (60%) were more likely than members in the other paygrades to indicate that they did not report the one situation because they did not consider it important enough to report (Table 35). Senior enlisted (41%) members were more likely than members in the other paygrades to indicate that they did not report the one situation because they took care of the problem themselves, whereas junior enlisted members (32%) were less likely. Senior officers (8%) were less likely than members in the other paygrades to indicate that they did not report the one situation because they did not know how to report. Detailed results by racial/ethnic groups are as follows:

- ***Behavior not important enough to report.*** Among Whites, senior officers (63%) were more likely than Whites in the other paygrades to indicate that they did not report the one situation because they did not consider it important enough to report.
- ***You did not know how to report.*** Among Blacks (9%), Hispanics (10%) and Asians (9%), senior officers were less likely than members in their respective racial/ethnic groups in the other paygrades to indicate that they did not report the one situation because they did not know how to report.
- ***You felt uncomfortable making a report.*** There were no differences found within racial/ethnic group by paygrade in the choice not to report the one situation because they felt uncomfortable making a report.
- ***Took care of the problem yourself.*** Among Hispanics, junior enlisted (32%) members were less likely than Hispanics in the other paygrades to indicate that they did not report the one situation because they took care of the problem themselves.
- ***You thought reporting would take too much time and effort.*** Among Asians, junior officers (16%) were less likely than Asians in the other paygrades to indicate that they did not report the one situation because they thought it would take too much time and effort.
- ***You did not know the identity of the person who did it.*** There were no differences found within racial/ethnic group by paygrade in the choice not to report the one situation because they did not know the identity of the person who did it.

Table 35.
The Reporting Process, by Paygrade and Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
You thought it was not important enough to report	E1-E4	51	49	49	59	69	NR
	E5-E9	52	53	49	53	63	NR
	O1-O3	57	57	43	61	67	NR
	O4-O6	60	63	47	65	55	NR
You did not know how to report	E1-E4	15	12	18	24	22	NR
	E5-E9	13	12	15	16	12	8
	O1-O3	11	9	14	20	13	7
	O4-O6	8	7	9	10	9	NR
You felt uncomfortable making a report	E1-E4	20	15	21	33	34	NR
	E5-E9	20	19	20	20	29	NR
	O1-O3	18	15	23	23	20	NR
	O4-O6	18	15	29	23	19	NR
You took care of the problem yourself	E1-E4	32	29	37	32	43	NR
	E5-E9	41	37	45	48	47	NR
	O1-O3	36	31	39	49	43	NR
	O4-O6	36	32	44	46	54	NR
You thought reporting would take too much time and effort	E1-E4	22	20	23	26	33	NR
	E5-E9	17	13	17	26	28	NR
	O1-O3	22	22	20	22	16	NR
	O4-O6	19	17	21	19	24	NR
You did not know the identity of the person who did it	E1-E4	11	11	14	10	16	3
	E5-E9	15	14	15	17	17	NR
	O1-O3	12	11	13	16	15	4
	O4-O6	13	12	15	13	18	NR
<i>Margins of Error</i>		$\pm 3-6$	$\pm 5-10$	$\pm 4-9$	$\pm 6-13$	$\pm 7-15$	$\pm 1-5$

Note. WEOR2007 Question 74. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Fear of Reprisal

Reserve component members who experienced at least one racial/ethnic behavior in the military community might choose not to report the one situation that was most bothersome for fear that the offender or the offender's friends might take action against them.

Overall and Race/Ethnicity. Fifteen percent of Reserve component members who experienced at least one racial/ethnic behavior indicated that they did not report the one situation they considered most bothersome because they were afraid of retaliation/reprisals from the person who did it or from their friends (Table 36). Hispanics (22%) and Asians (21%) were

more likely than Whites (13%) to indicate that they did not report the one situation because they were afraid of retaliation/reprisals from the person who did it or from their friends.

Table 36.
Fear of Reprisal From the Offender, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
You were afraid of retaliation/reprisals from the person who did it or from their friends	15	13	16	22	NR	21	20	19
<i>Margins of Error</i>	±2	±3	±3	±6	NR	±6	±9	±15

Note. WEOA2005 Question 74. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. NR indicates results are not reportable due to very small numbers of respondents.

Reserve Component and Race/Ethnicity. Overall, USMCR (7%) members were less likely than members in the other Reserve components to indicate that they did not report the one situation because they were afraid of retaliation/reprisals from the person who did it or from their friends (Table 37). Among Hispanics, ARNG (31%) members were more likely than Hispanics in the other Reserve components to indicate that they were afraid of retaliation/reprisals from the person who did it or from their friends. Among Whites, USMCR (3%) members were less likely than Whites in the other Reserve components to indicate that they were afraid of retaliation/reprisals from the person who did it or from their friends. Among Asians, USAFR (9%) members were less likely than Asians in the other Reserve components to indicate that they were afraid of retaliation/reprisals from the person who did it or from their friends.

Table 37.
Fear of Reprisal From the Offender, by Race/Ethnicity and Reserve component

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
You were afraid of retaliation/reprisals from the person who did it or from their friends	ARNG	17	13	16	31	25	NA
	USAR	15	15	15	17	24	NA
	USNR	14	13	15	14	21	NA
	USMCR	7	3	9	19	15	NA
	ANG	14	13	16	12	24	NA
	USAFR	19	19	17	15	9	NA
<i>Margins of Error</i>		±4-8	±5-14	±4-8	±7-16	±8-15	±1

Note. WEOA2007 Question 74. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. There were no differences found by paygrade or within racial/ethnic groups by paygrade in the choice not to report the one situation because of fears of retaliation from the person who did it or their friends (Figure 29).

Table 38.
Fear of Reprisal From the Offender, by Race/Ethnicity and Paygrade

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior and Did Not Report It						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
You were afraid of retaliation/reprisals from the person who did it or from their friends	E1-E4	15	11	14	26	24	NR
	E5-E9	16	15	16	19	21	NR
	O1-O3	14	13	18	15	17	NR
	O4-O6	13	11	17	13	14	NR
<i>Margins of Error</i>		± 4	$\pm 5-6$	$\pm 4-7$	$\pm 6-11$	$\pm 6-13$	± 1

Note. WEOR2007 Question 74. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Concerns for Negative Career Impact

Reserve component members who experienced at least one racial/ethnic behavior in the military community might choose not to report for fear of negative consequences in the workplace, such as lower performance evaluations, reprisals from superiors, being labeled a troublemaker, or some form of negative attitude among those in the workplace.

Overall and Race/Ethnicity. Twenty-five percent of Reserve component members who experienced at least one racial/ethnic behavior indicated that they did not report the one situation because they thought it would make their work situation unpleasant; 21% thought they would be labeled a troublemaker; 15% thought their performance evaluation or chance for promotion would suffer and 13% were afraid of retaliation/reprisals from their chain of command (Table 39). Detailed results by racial/ethnic groups are as follows:

- ***You thought your performance evaluation or chance for promotion would suffer.*** Blacks (20%), Hispanics (22%), and Asians (24%) were more likely than Whites (12%) to indicate that they did not report the one situation because they thought their performance evaluation or chance for promotion would suffer.⁵⁶
- ***You were afraid of retaliation/reprisals from your chain of command.*** Blacks (16%), Hispanics (19%), and Asians (19%) were more likely than Whites (11%) to indicate that they did not report the one situation because they were afraid of retaliation/reprisals from their chain of command.

⁵⁶ Note that 20% of NHPI members also indicated that they did not report the one situation because they thought their performance evaluation or chance for promotion would suffer. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for NHPI members.

- ***You thought you would be labeled a troublemaker.*** Blacks (23%), Hispanics (30%), and Asians (28%) were more likely than Whites (17%) to indicate that they did not report the one situation because they thought they would be labeled troublemakers.⁵⁷
- ***You thought it would make your work situation unpleasant.*** Blacks (29%), Hispanics (31%), and Asians (36%) were more likely than Whites (22%) to indicate that they did not report the one situation because they thought it would make their work situation unpleasant.⁵⁸

Table 39.
Concerns for Negative Career Impact, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
You thought your performance evaluation or chance for promotion would suffer	15	12	20	22	NR	24	20	22
You were afraid of retaliation/reprisals from your chain of command	13	11	16	19	NR	19	15	13
You thought you would be labeled a troublemaker	21	17	23	30	NR	28	22	28
You thought it would make your work situation unpleasant	25	22	29	31	NR	36	27	35
<i>Margins of Error</i>	±2-3	±3-4	±3-4	±6	NR	±6-8	±7-10	±15-17

Note. WEOA2005 Question 74. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Reserve Component and Race/Ethnicity. Overall, USMCR members were less likely than members in the other Reserve components to indicate that they did not report the one situation because they thought it would make their work situation unpleasant (16%), they would be labeled troublemakers (11%), their performance evaluation or chance for promotion would suffer (7%), and they were afraid of retaliation/reprisals from their chain of command (7%) (Table 40).

- ***You thought your performance evaluation or chance for promotion would suffer.*** Among Whites, USMCR (1%) members were less likely than Whites in the other Reserve components to indicate that they did not report the one situation because they

⁵⁷ Note that 28% of those of Two or More Races also indicated that they did not report the one situation because they thought they would be labeled troublemakers. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for those of Two or More Races.

⁵⁸ Note that 35% of those of Two or More Races also indicated that they did not report the one situation because they thought it would make their work situation unpleasant. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for those of Two or More Races.

thought their performance evaluation or chance for promotion would suffer. Among Hispanics, USNR (12%) members were less likely than Hispanics in the other Reserve components to indicate that they thought their performance evaluation or chance for promotion would suffer. Among Asians, USAFR (10%) members were less likely than Asians in the other Reserve components to indicate that they thought their performance evaluation or chance for promotion would suffer. Among those of Two or More Races, USAR (5%) members were less likely than those of Two or More Races in the other Reserve components to indicate that they thought their performance evaluation or chance for promotion would suffer.

- ***You were afraid of retaliation/reprisals from your chain of command.*** Among Whites, USMCR (3%) members were less likely than Whites in the other Reserve components to indicate that they did not report the one situation because they were afraid of retaliation/reprisals from their chain of command. Among Asians, USAFR (8%) members were less likely than Asians in the other Reserve components to indicate that they did not report the one situation because they were afraid of retaliation/reprisals from their chain of command.
- ***You thought you would be labeled a troublemaker.*** Among Hispanics, ARNG (39%) members were more likely than Hispanics in the other Reserve components to indicate that they did not report the one situation because they thought they would be labeled troublemakers, whereas USNR (16%) members were less likely. Among Whites, USMCR (8%) members were less likely than Whites in the other Reserve components to indicate that they thought they would be labeled troublemakers. Among Asians, USAFR (10%) members were less likely than Asians in the other Reserve components to indicate that they thought they would be labeled troublemakers. Among those of Two or More Races, USAR (5%) members were less likely than those of Two or More Races in the other Reserve components to indicate that they thought they would be labeled troublemakers.
- ***You thought it would make your work situation unpleasant.*** Among Hispanics, USNR (19%) members were more likely than Hispanics in the other Reserve components to indicate that they did not report the one situation because they thought it would make their work situation unpleasant.

Table 40.
Concerns for Negative Career Impact, by Reserve Component and Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
You thought your performance evaluation or chance for promotion would suffer	ARNG	16	11	24	29	23	NR
	USAR	14	11	17	19	22	5
	USNR	16	12	20	12	NR	16
	USMCR	7	1	19	19	18	NR
	ANG	17	16	19	17	25	NR
	USAFR	21	22	19	15	10	NR
You were afraid of retaliation/reprisals from your chain of command	ARNG	14	11	17	25	18	NR
	USAR	13	11	14	18	20	4
	USNR	15	15	14	11	NR	16
	USMCR	7	3	13	18	15	NR
	ANG	13	12	16	12	24	9
	USAFR	16	18	19	12	8	NR
You thought you would be labeled a troublemaker	ARNG	22	17	24	39	26	NR
	USAR	19	15	22	27	33	5
	USNR	20	17	22	16	NR	21
	USMCR	11	8	16	21	16	NR
	ANG	22	20	26	29	29	22
	USAFR	26	28	25	21	10	NR
You thought it would make your work situation unpleasant	ARNG	26	21	30	40	37	NR
	USAR	26	23	30	29	34	NR
	USNR	24	23	25	19	NR	26
	USMCR	16	12	18	26	25	NR
	ANG	25	23	28	32	35	35
	USAFR	28	25	29	22	NR	NR
<i>Margins of Error</i>		$\pm 4-8$	$\pm 5-14$	$\pm 4-11$	$\pm 7-17$	$\pm 7-16$	$\pm 7-17$

Note. WEOR2007 Question 74. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, there were no differences found by paygrade in not reporting based on concerns for negative career impact (Table 41). Detailed results by racial/ethnic groups are as follows:

- **You thought your performance evaluation or chance for promotion would suffer.** There were no differences found within racial/ethnic group by paygrade in the choice not to report the one situation because of thoughts that performance evaluations or chances for promotion would suffer.

- **You were afraid of retaliation/reprisals from your chain of command.** There were no differences found within racial/ethnic group by paygrade in fears of retaliation/reprisals from their chain of command.
- **You thought you would be labeled a troublemaker.** Among Asians, senior officers (18%) were less likely than Asians in the other paygrades to indicate that they did not report the one situation because they thought they would be labeled troublemakers.
- **You thought it would make your work situation unpleasant.** Among Asians, senior officers (22%) were less likely than Asians in the other paygrades to indicate that they did not report the one situation because they thought it would make their work situation unpleasant.

Table 41.
Concerns for Negative Career Impact, by Paygrade and Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
You thought your performance evaluation or chance for promotion would suffer	E1-E4	14	8	21	25	26	4
	E5-E9	16	14	18	19	22	NR
	O1-O3	16	12	24	22	17	NR
	O4-O6	18	16	27	15	15	NR
You were afraid of retaliation/reprisals from your chain of command	E1-E4	11	7	14	20	20	NR
	E5-E9	16	14	16	19	20	9
	O1-O3	13	10	20	16	18	NR
	O4-O6	13	11	18	11	13	NR
You thought you would be labeled a troublemaker	E1-E4	20	15	25	34	30	NR
	E5-E9	22	19	21	27	29	NR
	O1-O3	21	17	27	29	20	NR
	O4-O6	19	16	27	26	18	NR
You thought it would make your work situation unpleasant	E1-E4	25	19	32	36	43	NR
	E5-E9	26	23	27	29	31	NR
	O1-O3	27	26	32	26	27	NR
	O4-O6	23	19	31	31	22	NR
Margins of Error		±3-6	±5-9	±4-8	±5-11	±6-14	±1-14

Note. WEOR2007 Question 74. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Belief Nothing Would Be Done

Reserve component members who experienced at least one racial/ethnic behavior might choose not to report the one situation that was most bothersome because they thought nothing would be done or they would not be believed.

Overall and Race/Ethnicity. Twenty-five percent of Reserve component members who experienced at least one racial/ethnic behavior indicated that they did not report the one situation they considered most bothersome because they did not think anything would be done and 12% indicated they did not think they would be believed (Table 42). Blacks (31%), Hispanics (29%) and Asians (16%) were more likely than AIANs (16%) to indicate that they did not report the one situation because they did not think anything would be done. Blacks (31%) were more likely than Whites (22%) to indicate that they did not report the one situation because they did not think anything would be done. Blacks (17%), Hispanics (19%) and Asians (17%) were more likely than Whites (9%) to indicate that they did not report the one situation because they did not think they would be believed.

Table 42.
Belief Nothing Would Be Done, by Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
You did not think anything would be done	25	22	31	29	16	28	23	24
You did not think you would be believed	12	9	17	19	NR	17	16	16
Margins of Error	$\pm 2-3$	$\pm 3-4$	± 4	± 6	± 8	± 6	$\pm 8-9$	$\pm 15-16$

Note. WEOA2005 Question 74. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Reserve Component and Race/Ethnicity. Overall, USMCR (6%) members were less likely than members in the other Reserve components to indicate that they did not report the one situation because they did not think they would be believed (Table 43). Among Hispanics, ARNG (32%) members were more likely than Hispanics in the other Reserve components to indicate that they thought they would not be believed, whereas, USNR (6%), ANG (7%), and USAFR (10%) members were less likely.⁵⁹ Among Hispanics, USNR (13%) members were less likely than Hispanics in the other Reserve components to indicate that they thought nothing would be done. Among Asians, USAFR members were less likely than Asians in the other Reserve components to indicate that they thought nothing would be done (12%) and that they thought they would not be believed (6%).

⁵⁹ Note that 10% of Hispanic USMCR members also indicated that they did not report the one situation because they did not think they would be believed. This percentage is not statistically lower than the percentages for the other Reserve components due to a higher margin of error for Hispanic USMCR members.

Table 43.
Belief Nothing Would Be Done, by Reserve Component and Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
You did not think anything would be done	ARNG	25	22	31	38	29	NR
	USAR	25	21	32	28	34	9
	USNR	24	24	30	13	NR	33
	USMCR	18	18	24	19	21	NR
	ANG	26	24	36	22	29	25
	USAFR	31	34	30	29	12	NR
You did not think you would be believed	ARNG	15	9	20	32	21	NR
	USAR	10	6	14	16	22	3
	USNR	13	15	17	6	13	23
	USMCR	6	4	14	10	12	NR
	ANG	10	10	14	7	12	6
	USAFR	13	13	14	10	6	NR
<i>Margins of Error</i>		$\pm 4-8$	$\pm 5-14$	$\pm 4-12$	$\pm 5-17$	$\pm 6-17$	$\pm 5-18$

Note. WEOR2007 Question 74. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, senior officers (8%) were less likely than members in the other paygrades to indicate that they did not report the one situation because they did not think they would be believed (Table 44). There were no differences found within racial/ethnic groups by paygrade in the choice not to report the one situation based on beliefs that nothing would be done or that they would not be believed.

Table 44.
Belief Nothing Would Be Done, by Paygrade and Race/Ethnicity

What were your reasons for not reporting?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
You did not think anything would be done	E1-E4	22	18	29	29	31	NR
	E5-E9	27	26	31	28	27	NR
	O1-O3	24	19	35	34	28	NR
	O4-O6	26	23	39	31	22	NR
You did not think you would be believed	E1-E4	13	8	19	21	21	NR
	E5-E9	13	11	15	19	14	NR
	O1-O3	10	7	14	19	9	NR
	O4-O6	8	6	16	13	10	NR
<i>Margins of Error</i>		$\pm 3-5$	$\pm 5-7$	$\pm 5-9$	$\pm 6-12$	$\pm 5-15$	± 1

Note. WEOR2007 Question 74. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Negative Actions in Response to Reports of Discrimination or Harassment

Reserve component members who indicated that they experienced at least one racial/ethnic behavior were asked about the consequences they experienced as a result of their complaint of the one situation that was most bothersome. Such consequences might be positive, negative, or a combination of positive and negative actions and might take a variety of forms. The following section reports findings on the negative actions in response to reports of discrimination or harassment and those members experiencing professional or social retaliation.

Reserve component members who report their experiences might experience one or more types of informal negative actions, such as ostracism, adverse gossip, or attempts to punish the reporting member instead of the offender. Reserve component members who indicated that they experienced at least one racial/ethnic behavior and reported it were asked if they experienced any of these negative outcomes as a result of reporting.

Overall and Race/Ethnicity. Thirty six percent of Reserve component members who experienced at least one racial/ethnic behavior in the military community and reported it indicated that their complaint was discounted or not taken seriously, 33% indicated that no action was taken or that they did not know what action was taken, and 21% indicated that members of their chain of command were hostile to them. Twenty percent of Reserve component members who experienced at least one racial/ethnic behavior in the military community indicated that they were encouraged to drop the complaint, and 14% indicated that their coworkers were hostile toward them (Table 45). Detailed results by racial/ethnic groups are as follows:

- ***You were encouraged to drop the complaint.*** Blacks (21%) and Hispanics (27%) were more likely than those of Two or More Races (11%) to indicate that they were encouraged to drop their complaint about the one situation.⁶⁰
- ***Your complaint was not taken seriously.*** Whites (36%), Blacks (41%), Hispanics (32%), AIANs (33%), and Asians (33%) were more likely than NHPIs (11%) to indicate that their complaint about the one situation was not taken seriously.
- ***Members of your chain of command were hostile toward you.*** Whites (19%), Blacks (27%), Hispanics (20%), AIANs (20%), and Asians (34%) were more likely than NHPIs (5%) to indicate that members of their chain of command were hostile towards them as a result of reporting the one situation. Blacks were more likely than Whites indicate that members of their chain of command were hostile towards them as a result of reporting the one situation.
- ***Your coworkers were hostile toward you.*** Whites (12%), Blacks (17%), and Hispanics (15%) were more likely than NHPIs (4%) to indicate that their coworkers were hostile towards them as a result of reporting the one situation.⁶¹
- ***No action was taken.*** There were no differences found between racial/ethnic groups in indications of experiences of no action being taken in response to their report of the one situation.
- ***You do not know what action was taken.*** There were no differences found between racial/ethnic groups in indicating they did not know what actions were taken in response their report.

⁶⁰ Note that 21% of AIAN members also indicated that they were encouraged to drop the complaint. This percentage is not statistically lower than the percentages for the other races/ethnicities due to a higher margin of error for AIAN members.

⁶¹ Note that 15% of AIAN members also indicated that their coworkers were hostile toward them. This percentage is not statistically lower than the percentages for the other races/ethnicities due to a higher margin of error for AIAN members.

Table 45.

Negative Actions Experienced in Response to Reporting, by Race/Ethnicity

What actions were taken in response to your report?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
You were encouraged to drop the complaint	20	18	21	27	21	19	NR	11
Your complaint was discounted or not taken seriously	36	36	41	32	33	33	11	NR
Members of your chain of command were hostile toward you	21	19	27	20	20	34	5	NR
Your coworkers were hostile toward you	14	12	17	15	15	NR	4	NR
No action was taken	33	33	37	30	31	36	NR	NR
You do not know what action was taken	33	32	33	33	40	36	NR	NR
<i>Margins of Error</i>	$\pm 3-4$	$\pm 5-7$	$\pm 5-6$	$\pm 7-9$	$\pm 11-13$	$\pm 7-17$	$\pm 7-14$	± 9

Note. WEOA2005 Question 69. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component in indications of experiences of negative responses to reports of discrimination or harassment (Table 46). Detailed results by racial/ethnic groups are as follows:

- ***You were encouraged to drop the complaint.*** Among Hispanics, USNR and USAFR (both 11%) members were less likely than Hispanics in the other Reserve components to indicate that they were encouraged to drop their complaint about the one situation.
- ***Your complaint was not taken seriously.*** Among Blacks, USNR (29%) members were less likely than Blacks in the other Reserve components to indicate that their complaint about the one situation was not taken seriously.
- ***Members of your chain of command were hostile toward you.*** There were no differences found within racial/ethnic groups by Reserve component in indications of experiences of members of their chain of command being hostile in response to their report.
- ***Your coworkers were hostile toward you.*** Among Hispanics, USAFR (5%) members were less likely than Hispanics in the other Reserve components to indicate that their coworkers were hostile toward them as a result of their report.
- ***No action was taken.*** Among Asians, USNR (16%) members were less likely than Asians in the other Reserve components to indicate that no action was taken in response to their report of the one situation.

- ***You do not know what action was taken.*** Among Hispanics, USNR (17%) members were less likely than Hispanics in the other Reserve components to indicate they did not know what actions were taken.

Table 46.
Negative Actions Experienced in Response to Reporting, by Reserve Component and Race/Ethnicity

What actions were taken in response to your report?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
You were encouraged to drop the complaint	ARNG	21	18	20	32	22	NR
	USAR	19	13	25	24	19	NR
	USNR	17	NR	13	11	32	NR
	USMCR	NR	NR	NR	25	NR	NR
	ANG	29	28	21	NR	22	NR
	USAFR	14	NR	16	11	NR	NR
Your complaint was discounted or not taken seriously	ARNG	36	34	42	36	NR	NR
	USAR	37	38	46	26	32	NR
	USNR	40	NR	29	NR	22	NR
	USMCR	NR	NR	NR	NR	NR	NR
	ANG	35	33	34	NR	29	NR
	USAFR	28	NR	33	18	NR	NR
Members of your chain of command were hostile toward you	ARNG	22	20	27	22	NR	NR
	USAR	21	16	30	20	25	NR
	USNR	20	NR	19	NR	18	NR
	USMCR	NR	NR	15	24	NR	NR
	ANG	18	18	24	10	17	NR
	USAFR	14	NR	23	9	NR	NR
Your coworkers were hostile toward you	ARNG	17	13	22	18	NR	NR
	USAR	11	7	13	14	22	NR
	USNR	11	NR	15	7	10	NR
	USMCR	NR	NR	NR	NR	NR	NR
	ANG	13	13	12	11	15	NR
	USAFR	8	NR	14	5	NR	2
No action was taken	ARNG	33	28	40	34	NR	NR
	USAR	35	41	37	24	31	NR
	USNR	32	NR	27	NR	16	NR
	USMCR	NR	NR	NR	19	NR	NR
	ANG	32	33	31	NR	28	NR
	USAFR	32	NR	32	NR	NR	NR
You do not know what action was taken	ARNG	36	36	35	31	NR	NR
	USAR	28	24	30	34	38	NR
	USNR	28	31	28	17	39	NR
	USMCR	NR	NR	NR	NR	NR	NR
	ANG	33	29	37	NR	38	NR
	USAFR	33	NR	34	NR	NR	NR
<i>Margins of Error</i>		$\pm 4-13$	$\pm 8-18$	$\pm 6-17$	$\pm 8-18$	$\pm 10-16$	$\pm 1-8$

Note. WEOR2007 Question 69. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior officers (8%) were less likely than members in the other paygrades to indicate that their coworkers were hostile to them as a result of their reporting the one situation (Table 47). Detailed results by racial/ethnic groups are as follows:

- ***You were encouraged to drop the complaint.*** There were no differences found within racial/ethnic groups by paygrade in indicating they were encouraged to drop the complaint of the one situation.
- ***Your complaint was not taken seriously.*** Among Blacks, junior officers (28%) were less likely than Blacks in the other paygrades to indicate that their complaint about the one situation was discounted or not taken seriously.
- ***Members of your chain of command were hostile toward you.*** There were no differences found within racial/ethnic groups by paygrade in indications of experiences of their chain of command being hostile as a result of reporting.
- ***Your coworkers were hostile toward you.*** Among Whites (4%) and Blacks (8%), junior officers were less likely than members in their respective racial/ethnic groups in the other paygrades to indicate that their coworkers were hostile toward them as a result of their reporting.
- ***No action was taken.*** Among Blacks, junior officers (22%) were less likely than Blacks in the other paygrades to indicate that no action was taken in response to their report.
- ***You do not know what action was taken.*** There were no differences found within racial/ethnic groups by paygrade in indicating they did not know what actions were taken in response to reporting.

Table 47.
Negative Actions Experienced in Response to Reporting, by Paygrade and Race/Ethnicity

What actions were taken in response to your report?	Percent of Reserve Component Members Who Experienced at Least One Racial/Ethnic Behavior						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
You were encouraged to drop the complaint	E1-E4	21	19	24	26	19	NR
	E5-E9	21	18	20	28	22	11
	O1-O3	17	17	17	NR	13	NR
	O4-O6	17	17	23	16	9	NR
Your complaint was discounted or not taken seriously	E1-E4	39	39	51	36	NR	NR
	E5-E9	35	35	38	28	23	NR
	O1-O3	32	31	28	NR	25	NR
	O4-O6	34	31	36	NR	NR	NR
Members of your chain of command were hostile to you	E1-E4	25	24	31	26	NR	6
	E5-E9	19	17	26	15	NR	NR
	O1-O3	19	12	21	NR	NR	NR
	O4-O6	17	15	21	NR	15	NR
Your coworkers were hostile to you	E1-E4	16	16	17	18	NR	4
	E5-E9	13	10	18	13	14	NR
	O1-O3	8	4	8	21	10	NR
	O4-O6	14	12	12	14	NR	NR
No action was taken	E1-E4	34	36	32	34	NR	NR
	E5-E9	34	33	40	28	28	NR
	O1-O3	28	24	22	NR	30	NR
	O4-O6	30	30	32	31	NR	NR
You do not know what action was taken	E1-E4	33	35	27	31	NR	NR
	E5-E9	32	30	36	35	26	13
	O1-O3	28	28	33	NR	NR	NR
	O4-O6	34	36	26	NR	NR	NR
<i>Margins of Error</i>		$\pm 4-9$	$\pm 7-12$	$\pm 6-12$	$\pm 7-18$	$\pm 8-18$	$\pm 1-16$

Note. WEOR2007 Question 69. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Chapter 4: Promoting an Equal Opportunity Climate

Chapter 4 explores the effectiveness of the Reserve components' efforts to eliminate racial/ethnic harassment and discrimination and to provide support to those who experience it. This chapter examines members' perceptions of leadership behavior and whether the military pays too much or too little attention to issues of racial/ethnic harassment and discrimination. The chapter also presents survey results on Reserve component members' perceptions of DoD military equal opportunity (MEO) policies and practices and their effectiveness as well as the amount and effectiveness of EO training.

Proactive Leadership

As in previous chapters of this report, each section presents findings for the Reserve components overall, as well as by race/ethnicity,⁶² Reserve component, and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.⁶³ Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.⁶⁴

Leaders "Walking the Talk"

Military personnel often distinguish leadership behaviors that indicate true support versus those that indicate the minimum accepted level of support. Often, military members refer to the former situation as "walking the talk." That is, members perceive that leaders are making an earnest effort to let their actions be the evidence for their words. Because leadership support is a critical ingredient to establishing an effective EO climate, Reserve component members were asked whether three levels of leaders "make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially." The three levels of leaders were the senior leadership of the Reserve component, senior leadership of the installation/ship, and immediate supervisor.

Overall and Race/Ethnicity. The majority of Reserve component members overall indicated the senior leadership of their Reserve component (69%), their installation/ship (68%), and their immediate supervisors (72%) make honest and reasonable efforts to stop racial/ethnic harassment and discrimination (Table 48). Seven percent of Reserve component members indicated that the senior leadership of their Reserve component, their installation/ship, and their immediate supervisors *do not* make honest efforts (Figure 33). Detailed results by racial/ethnic groups are as follows:

⁶² Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

⁶³ For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

⁶⁴ For example, ARNG members compared to the average of responses from members in the USAR, USNR, USMCR, ANG, and USAFR.

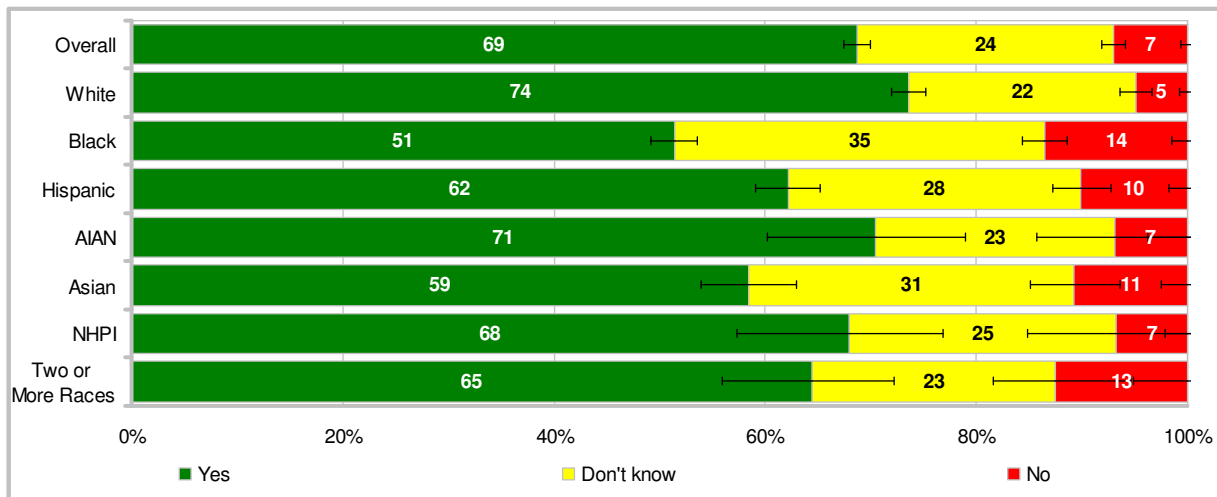
Table 48.
Leadership Makes Honest Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity

Do the persons below make honest efforts to stop racial/ethnic harassment and discrimination?	Percent of Reserve Component Members							
	Overall	White	Black	Hispanic	AIAN	Asian	NHPI	Two/More
Senior leadership of my Reserve component	69	74	51	62	71	59	68	65
Senior leadership of my installation/ship	68	74	50	60	75	57	68	66
My immediate supervisor	72	77	57	64	72	59	69	72
Margins of Error	±2	±2	±3	±4	±9-11	±5	±11-13	±8-9

Note. WEOA2005 Question 78. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- Senior leadership of the Reserve component.** Whites (74%), Hispanics (62%), AIANs (71%), Asians (59%), NHPIs (68%), and those of Two or More Races (65%) were more likely than Blacks (51%), to indicate the senior leadership of their Reserve component makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination (Figure 33). Whites were more likely than Hispanics and Asians to indicate the senior leadership of their Reserve component makes honest efforts.

Figure 33.
Senior Leadership of Their Reserve Component Makes Honest Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity



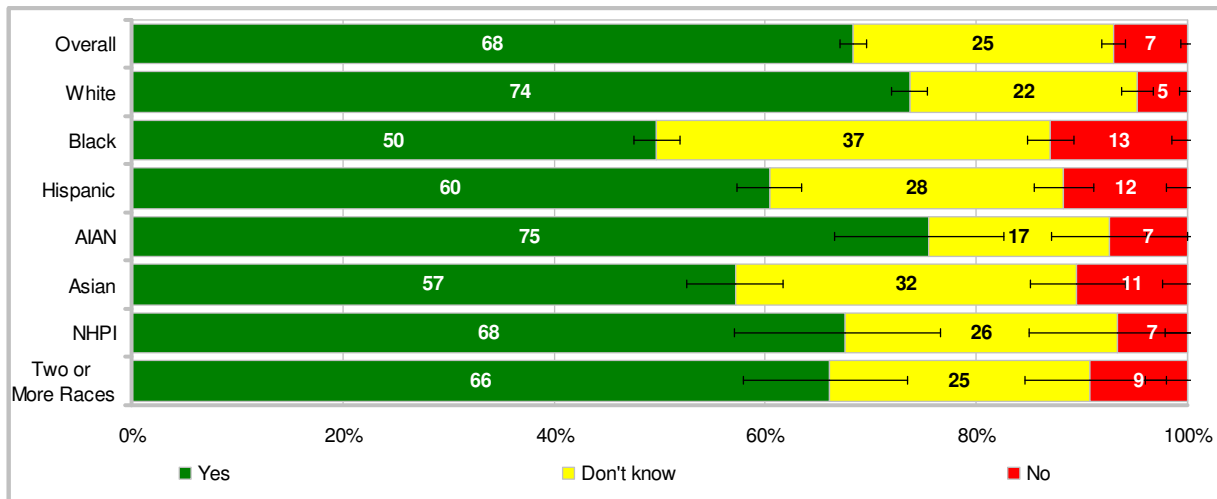
WEOR 2007 Q78

Margins of error range from ±1 to ±11

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- Senior leadership of the installation/ship.** Whites (74%), Hispanics (60%), AIANs (75%), Asians (57%), NHPIs (68%), and those of Two or More Races (66%) were more likely than Blacks (50%), to indicate the senior leadership of their installation/ship makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination (Figure 34). Whites and AIANs were more likely than Hispanics and Asians to indicate the senior leadership of their installation/ship makes honest efforts.

Figure 34.
Senior Leadership of Their Installation/Ship Makes Honest Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity



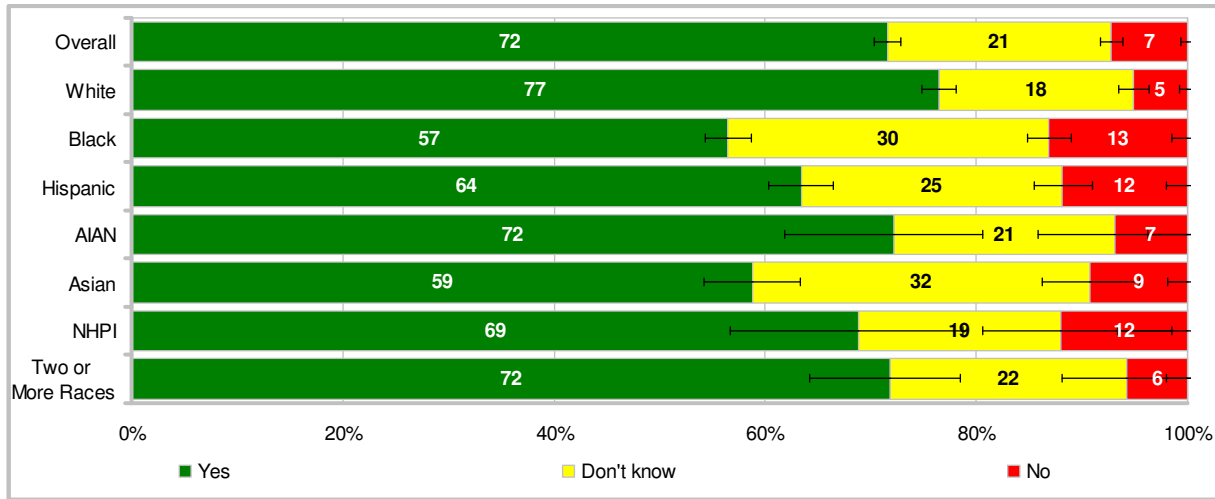
WEOR 2007 Q78

Margins of error range from ±1 to ±11

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- Immediate supervisor.** Whites (77%), Hispanics (64%), AIANs (72%), and those of Two or More Races (72%) were more likely than Blacks (57%), to indicate their immediate supervisor makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination (Figure 35). Whites were more likely than Hispanics and Asians (59%) to indicate their immediate supervisor makes honest efforts to stop racial/ethnic harassment and discrimination. AIANs and those of Two or More Races were more likely than Asians to indicate their immediate supervisor makes honest efforts.

Figure 35.
Immediate Supervisor Makes Honest Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity



WEOR 2007 Q78

Margins of error range from ± 1 to ± 13

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. Overall, USNR (74%, 75% and 76%) and ANG (75%, 77%, and 78%) members were more likely than members of the other Reserve components to indicate that their senior Reserve component leaders, their installation/ship leaders, and their immediate supervisors make honest and reasonable efforts to stop racial/ethnic harassment and discrimination whereas USAR (64%, 63%, and 68%) members were less likely (Table 49). Detailed results by racial/ethnic groups are as follows:

- Senior leadership of the Reserve component.** Among Whites, USNR (81%) members were more likely than Whites in the other Reserve components to indicate that the senior leadership of their Reserve component makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Among Blacks, USNR (60%) and USMCR (61%) members were more likely than Blacks in the other Reserve components to indicate that the senior leadership of their Reserve component makes honest efforts. Among Asians, ANG (68%) members were more likely than Asians in the other Reserve components to indicate that the senior leadership of their Reserve component makes honest efforts. Among those of Two or More Races, ARNG (77%) members were more likely than those of Two or More Races in the other Reserve components to indicate that the senior leadership of their Reserve component makes honest efforts.
- Senior leadership of the installation/ship.** Among Whites, USNR and ANG (both 81%) members were more likely than Whites in the other Reserve components to indicate that the senior leadership of their installation/ship makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Among Blacks, USNR (60%), ANG (55%), and USAFR (56%) members were more likely

than Blacks in the other Reserve components to indicate that the senior leadership of their installation/ship makes honest efforts.⁶⁵ Among Asians, ANG (68%) members were more likely than Asians in the other Reserve components to indicate that the senior leadership of their installation/ship makes honest efforts.

- ***Immediate supervisor.*** Among Whites, USNR (82%) members were more likely than Whites in the other Reserve components to indicate that their immediate supervisor makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Among Blacks (63%) and Asians (72%), ANG members were more likely than members of their respective racial/ethnic groups in the other Reserve components to indicate that their immediate supervisor makes honest efforts.⁶⁶

⁶⁵ Note that 58% of Black USMCR members also indicated the senior leadership of their installation/ship makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination. This percentage is not statistically higher than the percentages for the other Reserve components due to a higher margin of error for Black USMCR members.

⁶⁶ Note that 64% of Black USMCR members also indicated their immediate supervisor makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination. This percentage is not statistically higher than the percentages for the other Reserve components due to a higher margin of error for Black USMCR members.

Table 49.

Leadership Makes Honest Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Reserve Component and Race/Ethnicity

Do the persons below make honest efforts to stop racial/ ethnic harassment and discrimination?	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/ More
Senior leadership of my Reserve component	ARNG	68	73	49	61	56	77
	USAR	64	71	50	60	55	NR
	USNR	74	81	60	66	65	67
	USMCR	68	70	61	67	44	NR
	ANG	75	78	55	66	68	NR
	USAFR	68	73	55	63	66	NR
Senior leadership of my installation/ ship	ARNG	67	72	47	60	52	72
	USAR	63	70	47	56	54	NR
	USNR	75	81	60	66	65	68
	USMCR	66	69	58	65	48	NR
	ANG	77	81	55	65	68	NR
	USAFR	69	73	56	60	67	NR
My immediate supervisor	ARNG	71	75	55	62	57	75
	USAR	68	75	55	62	57	NR
	USNR	76	82	61	70	66	68
	USMCR	69	71	64	67	51	NR
	ANG	78	81	63	66	72	77
	USAFR	72	77	60	62	54	NR
Margins of Error		±3-5	±3-6	±3-8	±6-10	±5-15	±13-15

Note. WEOR2007 Question 78. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/ Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, senior enlisted members and senior officers were more likely than members in the other paygrades to indicate that the senior leadership of their Reserve component, their installation/ship, and their immediate supervisors make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, whereas junior enlisted members were less likely (Table 50). Junior officers were more likely than members in the other paygrades to indicate that their immediate supervisor (77%) make honest efforts.⁶⁷ Detailed results by racial/ethnic groups are as follows:

- ***Senior leadership of the Reserve component.*** Among Whites (83%), Blacks (60%), Hispanics (73%), and Asians (72%), senior officers were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that the senior leadership of their Reserve component makes honest and reasonable efforts to

⁶⁷ Note that 71% of junior officers also indicated that the senior leadership of their Reserve component and their installation/ship make honest and reasonable efforts to stop racial/ethnic harassment and discrimination. This percentage is not statistically higher than the percentages for the other paygrades due to a higher margin of error for junior officers.

stop racial/ethnic harassment and discrimination, whereas White (68%), Black (44%), and Asian (48%) junior enlisted members were less likely. Among Blacks, senior enlisted (55%) members were more likely than Blacks in the other paygrades to indicate that the senior leadership of their Reserve component makes honest efforts.

- ***Senior leadership of the installation/ship.*** Among Whites (84%), Blacks (62%), Hispanics (70%), and Asians (71%), senior officers were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that the senior leadership of their installation/ship makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Among Whites (76%), Blacks (54%), and Asians (65%), senior enlisted members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that the senior leadership of their installation/ship makes honest efforts, whereas White (66%), Black (41%), and Asian (68%) junior enlisted members were less likely.⁶⁸
- ***Immediate supervisor.*** Among Whites (87%), Blacks (66%), Hispanics (75%), and Asians (74%), senior officers were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that their immediate supervisors make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, whereas White (70%), Black (48%), and Asian (48%) junior enlisted members were less likely. Among Whites (81%), junior officers were more likely than Whites in the other paygrades to indicate that their immediate supervisors make honest efforts. Among Blacks (61%), senior enlisted members were more likely than Blacks in the other paygrades to indicate that their immediate supervisors make honest efforts.

⁶⁸ Note that 76% of White junior officers also indicated that the senior leadership of their installation/ship makes honest and reasonable efforts to stop racial/ethnic harassment and discrimination. This percentage is not statistically higher than the percentages for the other paygrades due to a higher margin of error for White junior officers.

Table 50.

Leadership Makes Honest Efforts to Stop Racial/Ethnic Harassment and Discrimination, by Paygrade and Race/Ethnicity

Do the persons below make honest efforts to stop racial/ ethnic harassment and discrimination?	Percent of Reserve Component Members						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/ More
Senior leadership of my Reserve component	E1-E4	63	68	44	58	48	68
	E5-E9	70	75	55	64	65	65
	O1-O3	71	76	54	65	64	57
	O4-O6	79	83	60	73	72	NR
Senior leadership of my installation/ ship	E1-E4	61	66	41	57	46	70
	E5-E9	71	76	54	63	65	66
	O1-O3	71	76	53	62	63	55
	O4-O6	81	84	62	70	71	NR
My immediate supervisor	E1-E4	65	70	48	59	48	72
	E5-E9	74	78	61	66	65	76
	O1-O3	77	81	60	71	67	58
	O4-O6	83	87	66	75	74	NR
<i>Margins of Error</i>		±2-3	±3-4	±3-6	±5-7	±7-8	±12-15

Note. WEOR2007 Question 78. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Military Attention to Racial/Ethnic Harassment and Discrimination

Reserve component members were asked whether they thought the military has paid too much or too little attention to racial/ethnic harassment and discrimination in the past several years. Response options included “too much attention,” “the right amount of attention,” or “too little attention.”

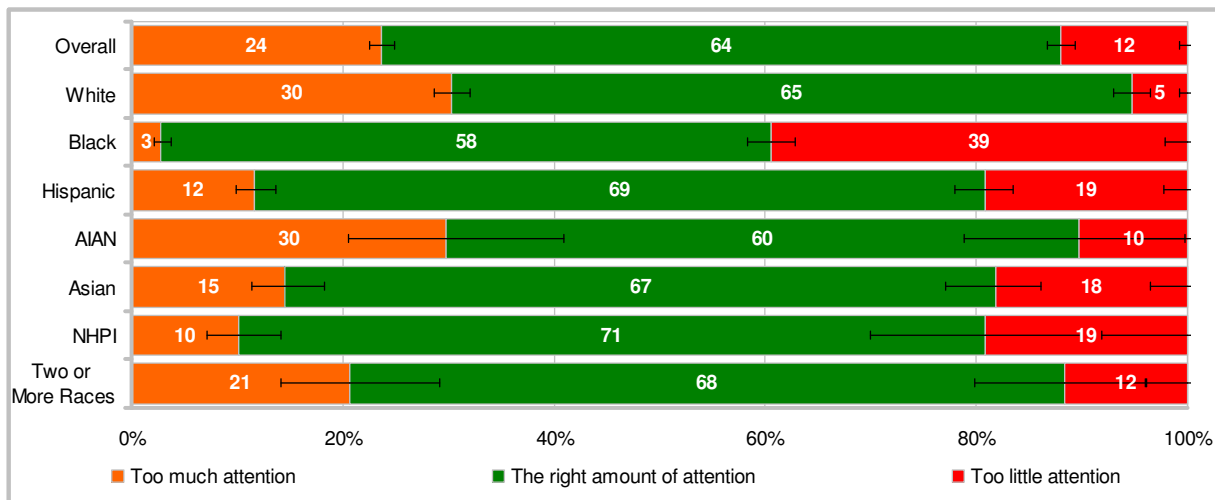
Overall and Race/Ethnicity. Sixty-four percent of Reserve component members overall indicated that the military has paid the right amount of attention to racial/ethnic harassment and discrimination, whereas 24% indicated too much attention and 12% indicated too little attention (Figure 36). Detailed results by racial/ethnic groups are as follows:

- ***Too much attention.*** Whites (30%) were more likely than Blacks (3%), Hispanics (12%), Asians (15%), NHPIs (10%), and those of Two or More Races (21%) to indicate that the military has paid too much attention to racial/ethnic harassment and discrimination. AIANs (30%) were more likely than Blacks, Hispanics, Asians, and NHPIs to indicate that the military has paid too much attention. Those of Two or More Races were more likely than Blacks and NHPIs to indicate that the military has paid too much attention.
- ***The right amount of attention.*** Whites (65%), Hispanics (69%), Asians (67%), and NHPIs (71%) were more likely than Blacks (58%) to indicate that the military has paid the right amount of attention to racial/ethnic harassment and discrimination.

Hispanics were more likely than Whites to indicate that the military has paid the right amount of attention.

- **Too little attention.** Blacks (39%) were more likely than Whites (5%), Hispanics (19%), AIANs (10%), Asians (18%), NHPIs (19%), and those of Two or More Races (12%) to indicate that the military has paid too little attention to racial/ethnic harassment and discrimination. Hispanics, Asians, NHPIs, and those of Two or More Races, were more likely than Whites to indicate that the military has paid too little attention. Hispanics were more likely than AIANs and those of Two or More Races to indicate that the military has paid too little attention.

Figure 36.
Attention Paid to Racial/Ethnic Harassment and Discrimination by the Military, by Race/Ethnicity



WEOR 2007 Q79

Margins of error range from ± 1 to ± 3

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. Overall, USMCR (30%) members were more likely than members in the other Reserve components to indicate that the military has paid too much attention to racial harassment and discrimination, whereas USAR (16%) members were more likely to indicate that the military has paid too little attention. USAR (61%) members were less likely than members in the other Reserve components to indicate that the military has paid the right amount of attention to racial harassment and discrimination. USMCR (6%) and ANG (8%) members were less likely than members in the other Reserve components to indicate that the military has paid too little attention to racial harassment and discrimination. Detailed results by racial/ethnic groups are as follows:

- **Too much attention.** Among Whites, USMCR (38%) members were more likely than Whites in the other Reserve components to indicate that the military has paid too

much attention to racial harassment and discrimination. Among Blacks, USAFR (1%) members were less likely than Blacks in the other Reserve components to indicate that the military has paid too much attention. Among those of Two or More Races, USAR (8%) members were less likely than those of Two or More Races in the other Reserve components to indicate that the military has paid too much attention.

- ***The right amount of attention.*** Among Whites, USAR (58%) members were less likely than Whites in the other Reserve components to indicate that the military has paid the right amount of attention to racial harassment and discrimination. Among Blacks, USMCR (68%) and USAFR (65%) members were more likely than Blacks in the other Reserve components to indicate that the military has paid the right amount of attention. Among Asians, USAFR (79%) members were more likely than Asians in the other Reserve components to indicate that the military has paid the right amount of attention. Among those of Two or More Races, USAR (82%) and USMCR (88%) members were more likely than those of Two or More Races in the other Reserve components to indicate that the military has paid the right amount of attention.
- ***Too little attention.*** Among Whites, USMCR and ANG (both 2%) members were less likely than Whites in the other Reserve components to indicate that the military has paid too little attention to racial harassment and discrimination. Among Blacks, ARNG (44%) members were more likely than Blacks in the other Reserve components to indicate that the military has paid too little attention, whereas USMCR (29%) and USAFR (34%) were less likely. Among Hispanics (12%) and those of Two or More Races (3%), USMCR members were less likely than members in their respective racial/ethnic groups in the other Reserve components to indicate that the military has paid too little attention. Among Asians, ANG (11%) and USAFR (11%) members were less likely than Asians in the other Reserve components to indicate that the military has paid too little attention.

Table 51.

Attention Paid to Racial/Ethnic Harassment and Discrimination by the Military, by Reserve Component and Race/Ethnicity

Has the military has paid too much or too little attention to racial/ethnic harassment and discrimination?	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Too much attention	ARNG	23	28	3	12	17	32
	USAR	23	34	4	10	13	8
	USNR	22	28	3	15	15	16
	USMCR	30	38	3	13	12	9
	ANG	26	31	2	15	15	13
	USAFR	23	30	1	10	10	NR
The right amount of attention	ARNG	65	66	54	67	64	58
	USAR	61	58	59	71	63	82
	USNR	67	67	62	69	70	71
	USMCR	64	60	68	75	68	88
	ANG	66	67	57	63	73	NR
	USAFR	68	66	65	75	79	NR
Too little attention	ARNG	12	6	44	21	20	10
	USAR	16	8	38	20	24	10
	USNR	11	5	35	17	14	13
	USMCR	6	2	29	12	20	3
	ANG	8	2	42	23	11	NR
	USAFR	10	4	34	15	11	13
Margins of Error		±2-5	±2-7	±1-8	±4-9	±4-16	±7-18

Note. WEOR2007 Question 79. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted (69%) members were more likely than members in the other paygrades to indicate that the military has paid the right amount of attention to racial harassment and discrimination whereas, senior officers (30%) were more likely to indicate too much attention (Table 52). Junior enlisted (20%) members were less likely than members in the other paygrades to indicate too much attention. Senior enlisted (13%) members were more likely to indicate that the military has paid too little attention, whereas junior officers (10%) and senior officers (6%) were less likely. Detailed results by racial/ethnic groups are as follows:

- ***Too much attention.*** Among Whites, senior enlisted (33%) members were more likely than Whites in the other paygrades to indicate that the military has paid too much attention to racial harassment and discrimination, whereas junior enlisted (25%) were less likely.
- ***The right amount of attention.*** Among Whites, junior enlisted (69%) members were more likely than Whites in the other paygrades to indicate that the military has paid

the right amount of attention to racial harassment and discrimination, whereas senior enlisted (62%) were less likely.

- **Too little attention.** Among Whites (2%) and Hispanics (12%), senior officers were less likely than members in their respective racial/ethnic groups in the other paygrades to indicate that the military has paid too little attention to racial harassment and discrimination. Among Asians, junior enlisted (25%) members were more likely than Asians in the other paygrades to indicate that the military has paid too little attention, whereas senior enlisted (13%) members were less likely.

Table 52.
Attention Paid to Racial/Ethnic Harassment and Discrimination by the Military, by Paygrade and Race/Ethnicity

Has the military has paid too much or too little attention to racial/ethnic harassment and discrimination?	Percent of Reserve Component Members						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Too much attention	E1-E4	20	25	4	10	13	14
	E5-E9	25	33	2	13	13	26
	O1-O3	27	32	2	15	18	27
	O4-O6	30	33	3	18	23	NR
The right amount of attention	E1-E4	69	69	61	72	62	76
	E5-E9	62	62	56	68	74	61
	O1-O3	63	64	56	65	68	62
	O4-O6	64	64	60	70	65	NR
Too little attention	E1-E4	12	6	35	19	25	10
	E5-E9	13	6	42	20	13	13
	O1-O3	10	4	42	20	15	11
	O4-O6	6	2	38	12	12	13
Margins of Error		±1-3	±2-4	±2-5	±3-7	±3-10	±10-16

Note. WEOR2007 Question 79. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Training

In the next section, the amount and effectiveness of training related to racial/ethnic harassment and discrimination received by members during the 12 months prior to completion of the survey is examined. This section presents findings for the military overall, as well as by race/ethnicity,⁶⁹ Reserve component, and paygrade. Analyses by race/ethnicity were made by

⁶⁹ Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

comparing results for each racial/ethnic group against each other group.⁷⁰ Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.⁷¹

Amount and Effectiveness of Training

Survey respondents were asked if they had received training from military sources during the 12 months prior to taking the survey on topics related to racial/ethnic harassment and discrimination. Those who had received training were asked how many times they received such training and how effective the training was in eliminating or reducing incidents of racial/ethnic harassment and discrimination.

Overall and Race/Ethnicity. Seventy-four percent of Reserve component members indicated that they received training on topics related to racial/ethnic harassment and discrimination (Figure 37). Reserve component members who received training indicated that, prior to taking the survey; they received an average of 2.4 training events on topics related to racial/ethnic harassment and discrimination. Overall, 39% of Reserve component members who had received training indicated that the training they received on topics related to racial/ethnic harassment and discrimination was very effective in reducing or preventing racial/ethnic harassment and discrimination (Figure 38). Detailed results by racial/ethnic groups are as follows:

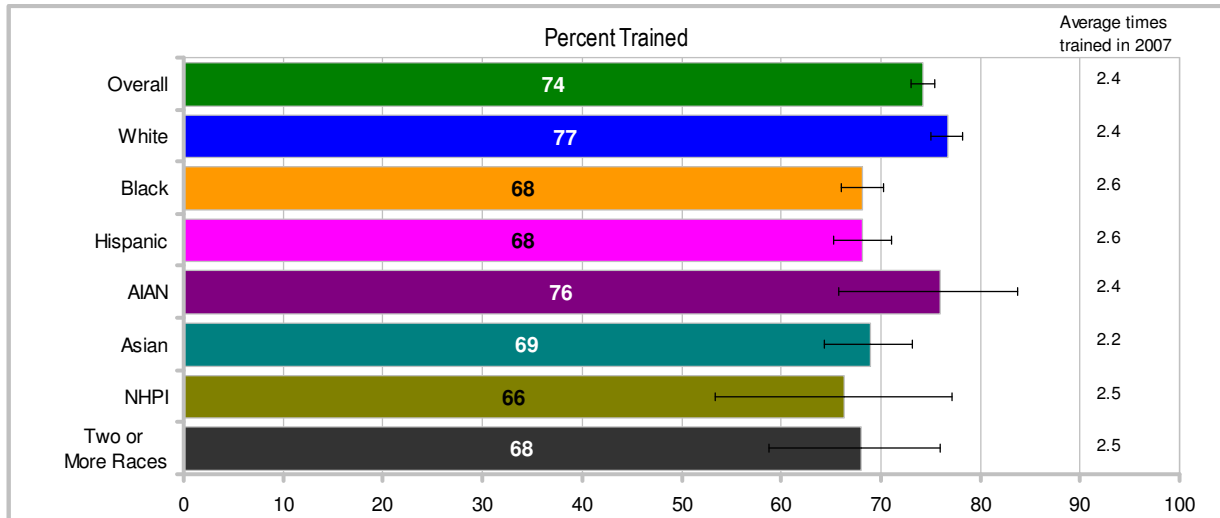
- ***Received training.*** Whites (77%) were more likely than Blacks (68%), Hispanics (68%), and Asians (69%) to indicate that they had received training on topics related to racial/ethnic harassment and discrimination in the past 12 months.⁷²
- ***Number of training events.*** There were no differences found by race/ethnicity in the number of training events received on topics related to racial/ethnic harassment and discrimination.

⁷⁰ For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

⁷¹ For example, ARNG members compared to the average of responses from members in the USAR, USNR, USMCR, ANG, and USAFR.

⁷² Note that 68% of members of Two or More Races also indicated that they received training on topics related to racial/ethnic harassment and discrimination. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for members of Two or More Races.

Figure 37.
Training on Topics Related to Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity

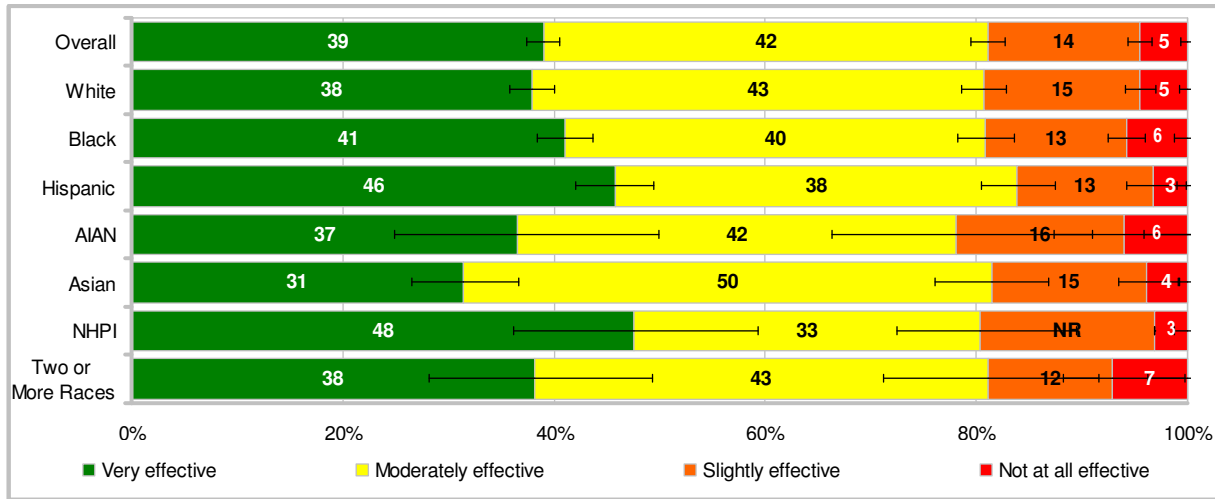


WEOR 2007 Q90
 Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander. Margins of error range from ± 2 to ± 13

- Effectiveness of training.** Blacks (41%), Hispanics (46%), and NHPIs (48%) were more likely than Asians (31%) to indicate that the training they had received on topics of racial/ethnic harassment and discrimination was very effective in reducing or preventing racial/ethnic harassment and discrimination. Similarly, Hispanics were more likely than Whites (38%) to indicate that the training they had received on topics of racial/ethnic harassment and discrimination was very effective.⁷³

⁷³ Note that 48% of NHPI members also indicated that that the training they had received on topics of racial/ethnic harassment and discrimination was “very effective”. This percentage is not statistically higher than the percentages for the other races/ethnicities due to a higher margin of error for NHPI members.

Figure 38.
Effectiveness of Training Received on Topics Related to Racial/Ethnic Harassment and Discrimination, by Race/Ethnicity



WEOR 2007 Q93

Margins of error range from ± 1 to ± 14

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.
 *Percentages are shown for Reserve component members who responded “Very effective.”

Reserve Component and Race/Ethnicity. Overall, USNR (83%) and ANG (82%) members were more likely than members in the other Reserve components to indicate that they had received training on topics related to racial/ethnic harassment and discrimination, whereas ARNG (70%) members were less likely (Table 53). Among those who received training, ARNG and USAR (both 2.7) members indicated receiving the greatest number of training events, whereas USNR (2.3), ANG (1.8) and USAFR (1.8) members indicated receiving the least. There were no differences found by Reserve component in perceptions that the training received was very effective in reducing or preventing racial/ethnic harassment and discrimination. Detailed results by racial/ethnic groups are as follows:

- ***Received training.*** Among Whites, USAR (81%), USNR (84%), and ANG (84%) members were more likely than Whites in the other Reserve components to indicate that they had received training on topics related to racial/ethnic harassment and discrimination.⁷⁴ Among Blacks (75%) and Asians (86%), USNR members were more likely than members in their respective racial/ethnic groups in the other Reserve components to indicate that they had received training. Among Hispanics, USNR (81%), and ANG (77%) members were more likely than Hispanics in the other Reserve components to indicate that they had received training. Among Whites (73%), Blacks (64%), and Hispanics (61%), ARNG members were less likely to indicate that they had received training. Among those of Two or More Races,

⁷⁴ Note that 71% of White USAFR members also indicated that they had received training on topics related to racial/ethnic harassment and discrimination. This percentage is not statistically lower than percentages for the other Reserve components due to a higher margin of error for White USAFR members.

USMCR (86%), and ANG (85%) members were more likely than Two or More Races in the other Reserve components to indicate that they had received training.

- ***Number of training events.*** Among Whites, ARNG (2.6) and USAR (2.7) members indicated receiving the greatest number of training events on topics related to racial/ethnic harassment and discrimination than Whites in the other Reserve components, whereas USNR (2.2), ANG (1.8), and USAFR (1.7) members indicated receiving the least. Among Blacks, ARNG (2.9) members indicated receiving the greatest number of training events, whereas ANG (1.9) and USAFR (1.9) members indicated receiving the least. Among Hispanics (2.0 and 2.1), Asians (1.8 and 1.9), and those of Two or More Races (1.5 and 1.7), ANG and USAFR members indicated receiving the least number of training events.
- ***Effectiveness of training.*** Among Whites, USAR (32%) members were less likely than members in the other Reserve components to indicate that the training they received on racial/ethnic harassment and discrimination was very effective in reducing or preventing racial/ethnic harassment and discrimination.⁷⁵

⁷⁵ Note that 31% of White USNR members also indicated that that the training they received on racial/ethnic harassment and discrimination was “*very effective*”. This percentage is not statistically lower than percentages for the other Reserve components due to a higher margin of error for White USNR members.

Table 53.

Training on Topics Related to Racial/Ethnic Harassment and Discrimination, by Reserve Component and Race/Ethnicity

Training experience	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Percent who received training in the past 12 months	ARNG	70	73	64	61	64	61
	USAR	76	81	70	70	66	NR
	USNR	83	84	75	81	86	NR
	USMCR	72	74	72	67	57	86
	ANG	82	84	72	77	74	85
	USAFR	70	71	66	72	69	NR
<i>Margins of Error</i>		±3-5	±3-6	±3-8	±6-9	±5-16	±9-17
Average For Reserve Component Members Who Received Training							
Average times trained	ARNG	2.7	2.6	2.9	2.8	2.3	3.4
	USAR	2.7	2.7	2.7	2.7	2.4	2.3
	USNR	2.3	2.2	2.6	2.6	2.4	2.8
	USMCR	2.6	2.7	2.7	2.5	2.2	1.9
	ANG	1.8	1.8	1.9	2.0	1.8	1.5
	USAFR	1.8	1.7	1.9	2.1	1.9	1.7
<i>Margins of Error</i>		±0.1-0.3	±0.2-0.4	±0.2-0.4	±0.3-0.5	±0.2-0.5	±0.3-1.3
Percent of Reserve Component Members Who Received Training							
Percent indicating training was very effective in reducing/preventing harassment/discrimination? ^a	ARNG	40	40	39	46	27	NR
	USAR	35	32	42	45	32	NR
	USNR	34	31	42	46	33	21
	USMCR	42	40	54	47	19	NR
	ANG	42	41	37	47	34	NR
	USAFR	42	42	44	45	NR	18
<i>Margins of Error</i>		±3-6	±4-8	±4-11	±7-11	±6-14	±8-13

Note. WEOR2007 Questions 90-91 and 93. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. NR indicates results are not reportable due to very small numbers of respondents.

^aPercentages are shown for Reserve component members who responded “Very effective.”

Paygrade and Race/Ethnicity. Overall, senior enlisted members (78%), junior officers (78%), and senior officers (79%) were more likely than junior enlisted members (67%) to indicate that they had received training on topics related to racial/ethnic harassment and discrimination (Table 54). Among those who received training, junior enlisted members (3.1) indicated receiving the greatest number of training events, whereas senior enlisted members (2.2), junior officers (2.1), and senior officers (1.9) indicated receiving the least. Among those who received training, junior enlisted members (44%) were more likely than members in the other paygrades to indicate that the training they had received was very effective in reducing or preventing racial/ethnic harassment and discrimination, whereas junior officers and senior officers (both 30%) were less likely. Detailed results by racial/ethnic groups are as follows:

- **Received training.** Among Whites, senior enlisted members (81%) were more likely than Whites in the other paygrades to indicate that they had received training on topics related to racial/ethnic harassment and discrimination, whereas junior enlisted members (69%) were less likely. Among Blacks, senior enlisted members (73%), junior officers (75%) and senior officers (74%) were more likely than Black junior enlisted members (59%) to indicate that they had received training. Among those of Two or More Races, senior officers (86%) were more likely than those of Two or More Races in the other paygrades to indicate that they had received training.
- **Number of training events.** Among Whites (3.1), Blacks (3.1), Hispanics (3.0) and Asians (2.6), junior enlisted members indicated receiving the greatest number of training events on topics related to racial/ethnic harassment and discrimination. Among Whites, junior enlisted members (3.1) indicated receiving the greatest number of training events, whereas senior enlisted members (2.1), junior officers (2.1) and senior officers (1.9) indicated receiving the least. Among Blacks, senior enlisted members (2.5), junior officers (2.2) and senior officers (2.1) indicated receiving the least number of training events. Among Hispanics, junior officers (2.0) and senior officers (1.9) indicated receiving the least number of training events. Among Asians, senior officers (1.7) indicated receiving the least number of training events.
- **Effectiveness of training.** Among Whites, junior enlisted members (44%) were more likely than Whites in the other paygrades to indicate that the training they had received on topics related to racial/ethnic harassment and discrimination was very effective in reducing or preventing racial/ethnic harassment and discrimination, whereas junior officers and senior officers (both 29%) were less likely (Table 54). Among Hispanics, junior officers (34%) were more likely than Hispanics in the other paygrades to indicate that their training was very effective. Among those of Two or More Races, senior officers (12%) were less likely than those of Two or More Races in the other paygrades to indicate that their training was very effective.

Table 54.***Training on Topics Related to Racial/Ethnic Harassment and Discrimination, by Paygrade and Race/Ethnicity***

Training experience	Percent of Reserve Component Members						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/ More
Did you receive training in the past 12 months?	E1-E4	67	69	59	63	62	64
	E5-E9	78	81	73	71	74	68
	O1-O3	78	80	75	75	69	75
	O4-O6	79	80	74	71	73	86
<i>Margins of Error</i>		±2-3	±3-4	±3-5	±5-6	±7-9	±14-16
	Average For Reserve Component Members Who Received Training						
How many times did you receive training?	E1-E4	3.1	3.1	3.1	3.0	2.6	2.9
	E5-E9	2.2	2.1	2.5	2.4	2.1	2.2
	O1-O3	2.1	2.1	2.2	2.0	2.1	2.6
	O4-O6	1.9	1.9	2.1	1.9	1.7	1.8
<i>Margins of Error</i>		±0.1-0.2	±0.1-0.2	±0.2-0.3	±0.2-0.4	±0.2-0.3	±0.5-0.9
	Percent of Reserve Component Members Who Received Training						
How effective was the training you received in reducing/preventing harassment/discrimination? ^a	E1-E4	44	44	43	50	27	NR
	E5-E9	39	37	41	45	36	NR
	O1-O3	30	29	36	34	31	23
	O4-O6	30	29	39	41	28	12
<i>Margins of Error</i>		±3-4	±4-5	±4-7	±5-8	±6-11	±17

Note. WEOR2007 Questions 90-91 and 93. NR indicates results are not reportable due to very small numbers of respondents.

^aPercentages are shown for Reserve component members who responded "Very effective."

Enforcement

A key component of any policy is the establishment of mechanisms to enforce the practices and processes specified in the policy. Enforcement mechanisms specify what steps will be taken to determine if a violation actually occurred and general parameters for determining punishment when it is determined that a violation occurred. Each Reserve component has detailed procedures for filing informal and formal military equal opportunity complaints.

The next section of this chapter discusses whether people who use the enforcement mechanisms believed themselves to be free from reprisal. Findings are presented for the military overall, as well as by race/ethnicity,⁷⁶ Reserve component, and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.⁷⁷

⁷⁶ Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

⁷⁷ For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

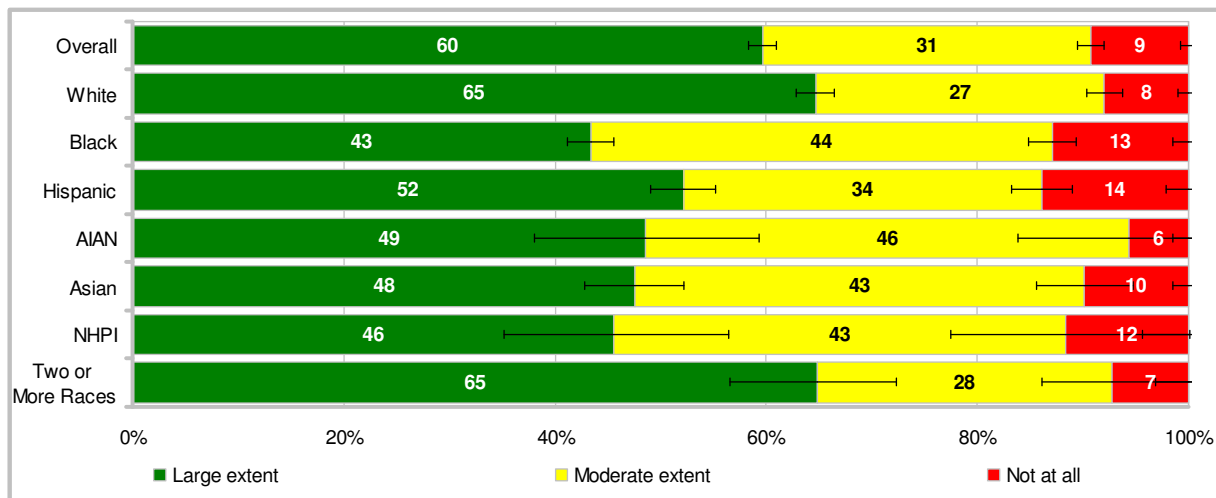
Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.⁷⁸

Freedom From Reprisal

As indicated in Chapter 3, common reasons for not reporting incidents of racial/ethnic harassment and discrimination include concern about reprisals. Two forms of reprisal are being labeled a troublemaker and experiencing ostracism. Addressing and alleviating such concerns is an important part of an MEO program.

Overall and Race/Ethnicity. Overall, 60% of Reserve component members indicated that members of their work groups would feel free to a large extent to report racial/ethnic harassment and discrimination without fear of reprisals (Figure 39). Whites (65%) were more likely than Blacks (43%), Hispanics (52%), AIANs (49%), Asians (48%), and NHPIs (46%) to indicate that members of their work groups would feel free to report. Hispanics were more likely than Blacks to indicate that members of their work groups would feel free to report. Those of Two or More Races (65%) were more likely than Blacks, Hispanics, Asians, and NHPIs to indicate that members of their work groups would feel free to report.⁷⁹

Figure 39.
Feelings of Freedom to Report Racial/Ethnic Harassment and Discrimination Without Fear of Reprisal, by Race/Ethnicity



WEOR 2007 Q81

Margins of error range from ± 1 to ± 2

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

⁷⁸ For example, ARNG members compared to the average of responses from members in the USAR, USNR, USMCR, ANG, and USAFR.

⁷⁹ Note that 46% of AIAN members also indicated that members of their work groups would feel free to a large extent to report racial/ethnic harassment and discrimination without fear of reprisals. This percentage is not statistically lower than the percentage for members of Two or More Races due to a higher margin of error for AIAN members.

Reserve Component and Race/Ethnicity. Overall, USNR (66%) and USAFR (67%) members were more likely than members in the other Reserve components to indicate that members in their work groups would feel free to a large extent to report racial/ethnic harassment and discrimination without fear of reprisals, whereas ARNG (57%) members were less likely (Table 55). Among Whites, USAFR (71%) members were more likely than Whites in the other Reserve components to indicate that members in their work groups would feel free to report, whereas ARNG (61%) members were less likely. Among Blacks, USNR (51%) and USAFR (51%) members were more likely than Blacks in the other Reserve components to indicate that members in their work groups would feel free to report. Among Hispanics, USNR (62%) members were more likely than Hispanics in the other Reserve components to indicate that members in their work groups would feel free to report. Among those of Two or More Races, ARNG (78%) members were more likely than those of Two or More Races in the other Reserve components to indicate that members in their work groups would feel free to report.

Table 55.
Freedom to Report Racial/Ethnic Harassment and Discrimination Without Fear of Reprisal, by Reserve Component and Race/Ethnicity

To what extent...	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
In your work group, would members feel free to report racial/ethnic harassment without reprisal?	ARNG	57	61	41	49	45	78
	USAR	58	67	42	51	43	NR
	USNR	66	71	51	62	56	54
	USMCR	60	66	47	49	37	NR
	ANG	63	67	44	54	47	NR
	USAFR	67	71	51	61	63	NR
<i>Margins of Error</i>		±3-5	±3-7	±3-8	±6-9	±5-14	±14-16

Note. WEOR2007 Question 81. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents. *Percentages are shown for Reserve component members who responded “Large Extent.”

Paygrade and Race/Ethnicity. Overall, junior (66%) and senior (78%) officers were more likely than members in the other paygrades to indicate that members in their work groups would feel free to a large extent to report racial/ethnic harassment and discrimination without fear of reprisals, whereas junior enlisted (53%) members were less likely (Table 56). Among Whites (71% and 81%) and Asians (59% and 66%), junior officers and senior officers were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that members in their work groups would feel free to report, whereas junior enlisted (57% and 39%) members were less likely. Among Blacks (54%) and Hispanics (73%), senior officers were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that members in their work groups would feel free to report.

Table 56.
Freedom to Report Racial/Ethnic Harassment and Discrimination Without Fear of Reprisal, by Paygrade and Race/Ethnicity

To what extent...	Percent of Reserve Component Members						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
In your work group, would members feel free to report racial/ethnic harassment without reprisal?	E1-E4	53	57	42	47	39	61
	E5-E9	60	65	43	54	50	72
	O1-O3	66	71	46	54	59	58
	O4-O6	78	81	54	73	66	NR
<i>Margins of Error</i>		±2-3	±3-4	±3-6	±5-7	±7-9	±13-14

Note. WEOR2007 Question 81. NR indicates results are not reportable due to very small numbers of respondents.

*Percentages are shown for Reserve component members who responded "Large Extent."

Chapter 5: Perceptions of Opportunity and Global Attitudes

The DoD Human Goals Charter places great emphasis on the responsibility of military organizations to foster an environment of equal opportunity for all Reserve component members (Department of Defense, 1994, 1998). This chapter describes military members' perceptions of social opportunities within the military and global attitudes toward race relations. Thus, it presents a picture of what members tell each other, their families, their friends, and prospective members about the climate in the military. This chapter also addresses perceptions of freedom from harassment, freedom from discrimination, and whether Reserve component members' perceive race relations as better in the military or in the civilian world.

As in previous chapters of this report, each section presents findings for the military overall, as well as by race/ethnicity,⁸⁰ Reserve component, and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.⁸¹ Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.⁸²

Social Conditions

Reserve component members were asked two questions comparing social conditions in the military with those in the civilian sector. These questions dealt with freedom from harassment and freedom from discrimination.

Overall and Race/Ethnicity. Most Reserve component members indicated there was no difference between the military and civilian world regarding freedom from harassment and freedom from discrimination (both 63%), although a third (both 33%) indicated conditions were better in the military (Figure 40 and Figure 41). For both freedom from harassment and discrimination, 4% of members indicated conditions were better in the civilian world. Detailed results by racial/ethnic groups are as follows:

- ***Freedom from harassment.*** Hispanics (39%) and Blacks (39%) were more likely than Whites (30%) to indicate that freedom from harassment was better in the military. Blacks (6%), Hispanics (7%), and Asians (8%) were more likely than Whites (3%), AIANs (3%), and NHPIs (3%) to indicate that that freedom from harassment was better in the civilian world.

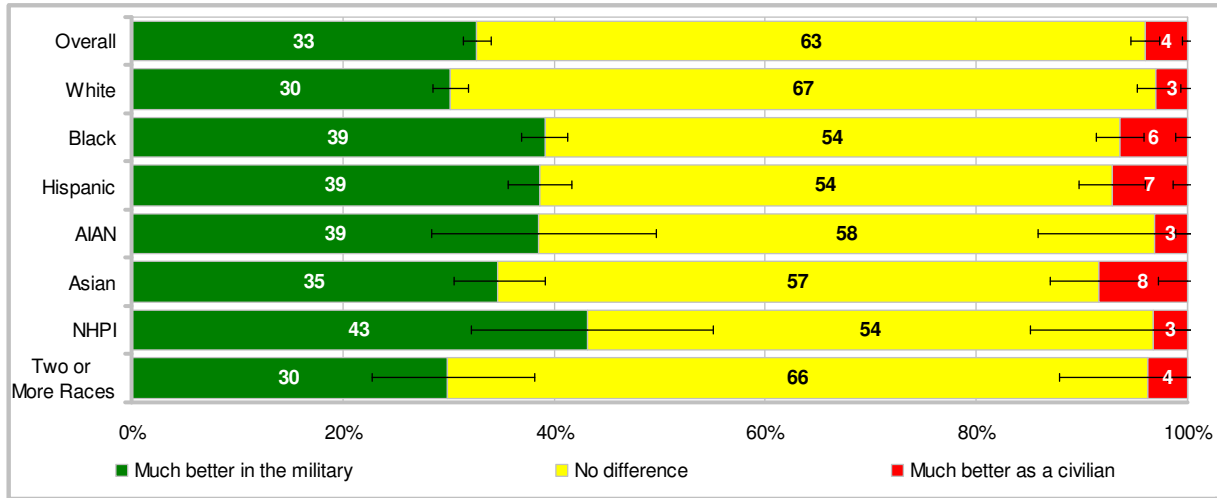
⁸⁰ Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

⁸¹ For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

⁸² For example, ARNG members compared to the average of responses from members in the USAR, USNR, USMCR, ANG, and USAFR.

Figure 40.

Freedom From Harassment Better in the Military or Civilian World, by Race/Ethnicity



WEOR 2007 Q95

Margins of error range from ±1 to ±12

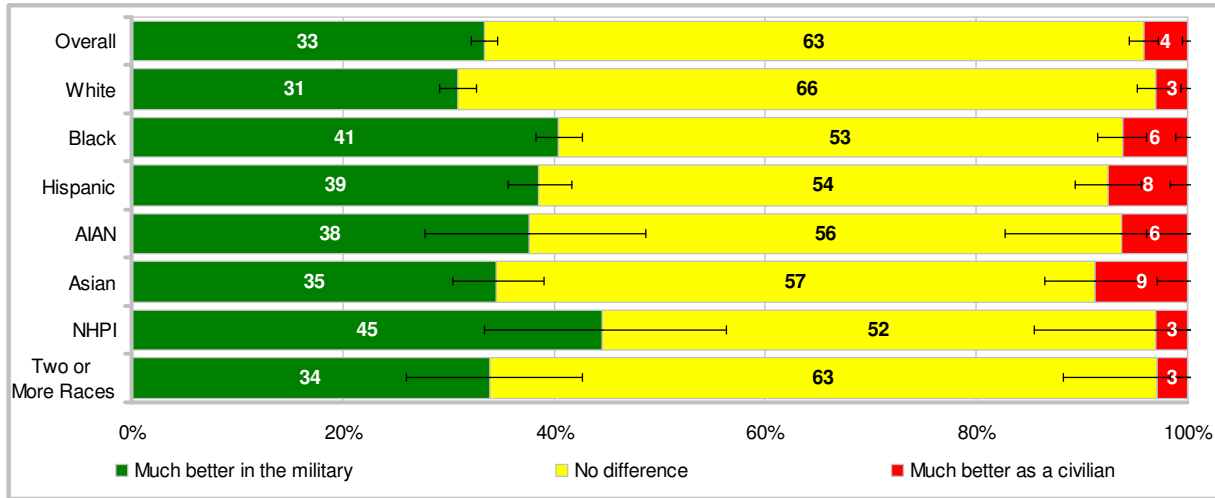
Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- Freedom from discrimination.** Hispanics (39%) and Blacks (41%) were more likely than Whites (31%) to indicate that freedom from discrimination was better in the military.⁸³ Blacks (6%) were more likely than Whites (3%) and NHPIs (3%) to indicate that that freedom from discrimination was better in the civilian world. Hispanics (8%) and Asians (9%) were more likely than Whites, NHPIs, and those of Two or More Races (4%) to indicate that that freedom from discrimination was better in the civilian world.

⁸³ Note that 45% of NHPI members also indicated that that freedom from discrimination was better in the military. This percentage is not statistically higher than the percentage for the other races/ethnicities due to a higher margin of error for NHPI members.

Figure 41.

Freedom From Discrimination Better in the Military or Civilian World, by Race/Ethnicity



WEOR 2007 Q95

Margins of error range from ± 1 to ± 12

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. Overall, USAFR members were more likely than members in the other Reserve components to indicate that freedom from harassment and freedom from discrimination (both 39%) were better in the military, whereas USMCR members were less likely to indicate that conditions (both 27%) were better in the military (Table 57). Detailed results by racial/ethnic groups are as follows:

- ***Freedom from harassment.*** Among Whites (37%) and Blacks (47%), USAFR members were more likely than members in their respective racial/ethnic groups in the other Reserve components to indicate that freedom from harassment was better in the military. Among Hispanics and Asians, ANG (2% and 3%) and USAFR (3% and 2%) members were less likely than members in their respective racial/ethnic groups in the other Reserve components to indicate that freedom from harassment was better in the civilian world.
- ***Freedom from discrimination.*** Among Blacks, USAFR (47%) members were more likely than Blacks in the other Reserve components to indicate that freedom from discrimination was better in the military.

Table 57.
Social Conditions Better in the Military or Civilian World, by Reserve Component and Race/Ethnicity

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Freedom from harassment							
Better in the military	ARNG	32	30	39	37	27	28
	USAR	31	26	37	41	36	NR
	USNR	34	32	39	37	44	33
	USMCR	27	24	44	30	35	NR
	ANG	34	33	41	38	37	29
	USAFR	39	37	47	47	40	27
Better as a civilian	ARNG	4	3	8	7	12	3
	USAR	5	4	7	9	8	3
	USNR	5	3	4	9	10	5
	USMCR	6	5	6	8	6	1
	ANG	2	2	5	2	3	2
	USAFR	3	2	5	3	2	NR
Freedom from discrimination							
Better in the military	ARNG	33	31	41	36	27	29
	USAR	33	28	38	43	37	NR
	USNR	36	34	40	37	45	34
	USMCR	27	24	46	31	27	NR
	ANG	34	32	41	38	37	NR
	USAFR	39	36	47	46	40	28
Better as a civilian	ARNG	4	3	7	9	14	1
	USAR	5	4	6	9	7	2
	USNR	5	3	7	8	9	4
	USMCR	6	5	6	7	8	1
	ANG	2	2	4	2	4	3
	USAFR	2	1	5	3	2	NR
Margins of Error		$\pm 1-5$	$\pm 2-6$	$\pm 2-9$	$\pm 2-9$	$\pm 2-17$	$\pm 3-18$

Note. WEOR2007 Question 95. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, senior enlisted (34%) members and senior officers (38%) were more likely than members in the other paygrades to indicate that freedom from harassment was better in the military (Table 58). Senior officers (40%) were also more likely than members in the other paygrades to indicate that freedom from discrimination was better in the military. Junior enlisted members were less likely than members in the other paygrades to indicate that freedom from harassment (29%) and freedom from discrimination (30%) were better in the military. Detailed results by racial/ethnic groups are as follows:

- **Freedom from harassment.** Among Whites (36%), Blacks (51%) and Hispanics (54%), senior officers were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate that freedom from harassment was better in the military, whereas junior enlisted (Whites 27%, Blacks 33%, and Hispanics 33%) members were less likely.
- **Freedom from discrimination.** Among Whites (38%), Blacks (51%), and Hispanics (55%), senior officers were more likely than members of their respective racial/ethnic groups in the other paygrades to indicate that freedom from discrimination was better in the military. Among Blacks, junior enlisted (35%) members were less likely than Blacks in the other paygrades to indicate that freedom from discrimination was better in the military.

Table 58.
Social Conditions Better in the Military or Civilian World, by Paygrade and Race/Ethnicity

How do opportunities for people of your race/ethnic background in the military compare to civilian world?	Percent of Reserve Component Members						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Freedom from harassment							
Better in the military	E1-E4	29	27	33	33	29	25
	E5-E9	34	31	42	41	39	32
	O1-O3	33	31	39	43	34	40
	O4-O6	38	36	51	54	37	31
Better as a civilian	E1-E4	4	3	7	8	13	3
	E5-E9	4	4	6	6	5	5
	O1-O3	4	2	6	9	7	7
	O4-O6	2	2	4	4	6	1
Freedom from discrimination							
Better in the military	E1-E4	30	29	35	34	29	31
	E5-E9	34	31	43	40	39	36
	O1-O3	34	31	41	42	33	38
	O4-O6	40	38	51	55	39	33
Better as a civilian	E1-E4	5	3	8	7	14	1
	E5-E9	4	3	5	8	6	5
	O1-O3	4	2	6	11	6	6
	O4-O6	2	2	5	4	6	1
Margins of Error		$\pm 1-3$	$\pm 1-4$	$\pm 2-5$	$\pm 2-7$	$\pm 2-10$	$\pm 2-17$

Note. WEOR2007 Question 95. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Race Relations Over the Last Five Years

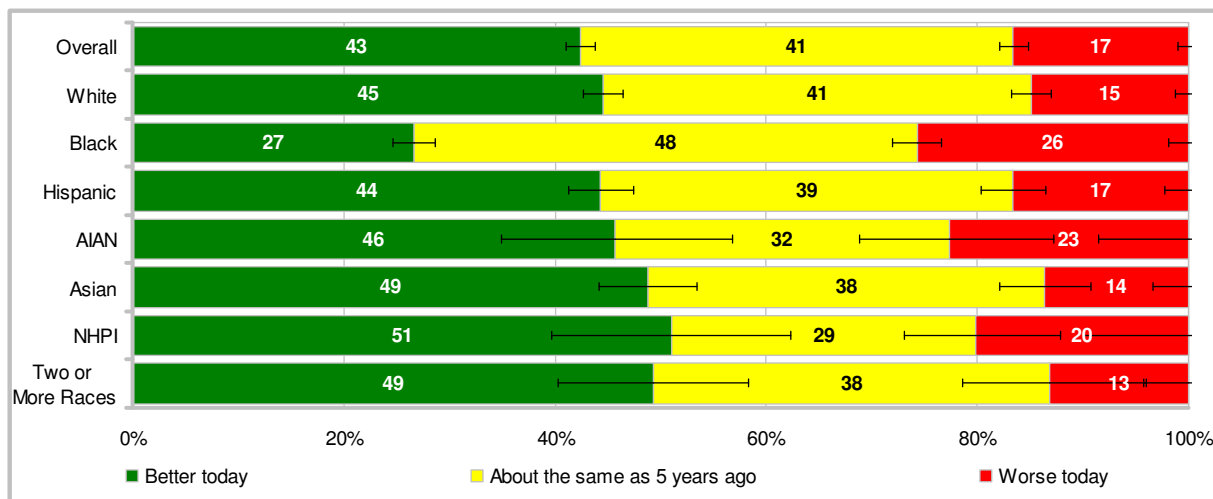
Two questions were used to assess how race relations have changed over time. The findings from these questions provide general perceptions of whether Reserve component

members thought that race relations had improved in the military and in the nation over the last five years. The following section presents findings for the military overall, as well as by race/ethnicity,⁸⁴ Reserve component, and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.⁸⁵ Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.⁸⁶ Analyses for race relations in the military were limited to those Reserve component members with at least five years of military service.

Overall and Race/Ethnicity. As shown in Figure 42 and Figure 43, most Reserve component members indicated race relations in the nation and in the military are either better or about the same as they were five years ago. Reserve component members were less positive in their assessment of the nation than the military, with 17% indicating that race relations are worse in the nation today, whereas 4% indicated this was the case in the military. Detailed results by racial/ethnic groups are as follows:

- **In the Nation.** Whites (45%), Hispanics (44%), AIANs (46%), Asians (49%), NHPIs (51%), and those of Two or More Races (49%) were more likely than Blacks (27%) to indicate that race relations in the nation are better today. Blacks (26%) were more likely than Whites (15%), Hispanics (17%), Asians (14%), and those of Two or More Races (13%) to indicate that race relations in the nation are worse today than five years ago.

Figure 42.
Race Relations in the Nation Over the Last Five Years, by Race/Ethnicity



WEOR 2007 Q96

Margins of error range from ± 2 to ± 16

⁸⁴ Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic).

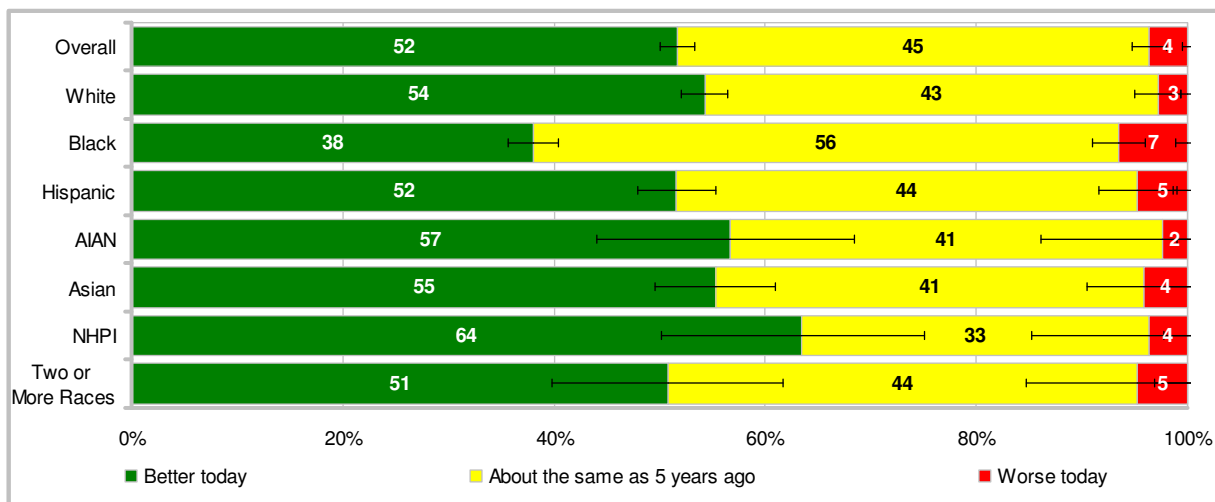
⁸⁵ For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

⁸⁶ For example, ARNG members compared to the average of responses from members in the USAR, USNR, USMCR, ANG, and USAFR.

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- **In the Military.** Whites (54%), Hispanics (52%), AIANs (57%), Asians (55%), and NHPIs (64%), were more likely than Blacks (38%) to indicate that race relations in the military are better today. Blacks (7%) were more likely than Whites (3%) and AIANs (2%) to indicate that race relations in the military are worse today than five years ago.

Figure 43.
Race Relations in the Military Over the Last Five Years, by Race/Ethnicity



WEOR 2007 Q99

Margins of error range from ± 1 to ± 14

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component or within racial/ethnic group by Reserve component in perceptions of race relations in the nation (Table 59). USNR (57%) members were more likely than members in the other Reserve components to indicate that race relations in the military are better today than five years ago (Table 60). Detailed results by racial/ethnic groups are as follows:

- **In the Nation.** There were no differences found within racial/ethnic groups by Reserve component in perceptions of race relations in the nation.

Table 59.
Race Relations in the Nation Over the Last Five Years, by Reserve Component and Race/Ethnicity

Have race/ethnic relations in the nation gotten better or worse over the last 5 years?	Percent of Reserve Component Members						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Better today	ARNG	43	44	28	48	44	NR
	USAR	41	45	26	41	55	NR
	USNR	44	47	27	45	51	36
	USMCR	46	47	26	49	54	NR
	ANG	44	45	24	42	49	NR
	USAFR	39	42	23	39	42	NR
Worse today	ARNG	17	17	23	15	17	12
	USAR	18	15	27	20	10	7
	USNR	14	12	28	12	17	18
	USMCR	16	15	24	16	19	6
	ANG	14	12	28	17	13	NR
	USAFR	17	15	27	19	8	11

Note. WEOR2007 Questions 96. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

- ***In the Military.*** Among Blacks, USNR (45%) members were more likely than Blacks in the other Reserve components to indicate that that race relations in the military are better today than five years ago.⁸⁷

⁸⁷ Note that 48% of Black USMCR members also indicated that race relations in the military are better today than five years ago. This percentage is not statistically higher than the percentage for the other Reserve components due to a higher margin of error for Black USMCR members.

Table 60.
Race Relations in the Military Over the Last Five Years, by Reserve Component and Race/Ethnicity

Have race/ethnic relations in the military gotten better or worse over the last 5 years?	Percent of Reserve Component Members with 5 or More Years of Service						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Better today	ARNG	50	52	37	52	60	NR
	USAR	51	55	38	52	54	NR
	USNR	57	61	45	50	59	NR
	USMCR	49	47	48	61	40	NR
	ANG	56	58	37	54	53	NR
	USAFR	50	53	37	48	NR	NR
Worse today	ARNG	4	3	7	7	3	1
	USAR	5	4	7	6	5	5
	USNR	2	1	5	2	NR	7
	USMCR	1	1	3	3	1	NR
	ANG	2	1	6	3	3	NR
	USAFR	3	3	5	2	2	2
<i>Margins of Error</i>		±2-7	±2-10	±2-9	±2-10	±2-18	±2-18

Note. WEOR2007 Questions 96 and 99. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, senior enlisted (41%) members were less likely than members in the other paygrades to indicate that race relations in the nation are better today than five years ago (Table 61). Senior officers (55%) were more likely than members in the other paygrades to indicate that race relations in the military are better today than five years ago, whereas junior enlisted (6%) were more likely to indicate that race relations in the military are worse today than five years ago. Detailed results by racial/ethnic groups are as follows:

- ***In the Nation.*** Among Blacks, junior enlisted (33%) members were more likely than Blacks in the other paygrades to indicate that race relations are better today than five years ago, whereas senior enlisted (23%) members were less likely.⁸⁸
- ***In the Military.*** There were no differences found within racial/ethnic group by paygrade in perceptions of race relations in the military.

⁸⁸ Note that 23% of Black senior officers also indicated that race relations in the nation are better today than five years ago. This percentage is not statistically lower than the percentage for the other paygrades due to a higher margin of error for Black senior officer.

Table 61.
Race Relations in the Military and the Nation Over the Last Five Years, by Paygrade and Race/Ethnicity

Have race/ethnic relations gotten better or worse over the last 5 years?	Percent of Reserve Component Members						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
In the Nation							
Better today	E1-E4	45	45	33	46	55	56
	E5-E9	41	44	23	43	46	43
	O1-O3	43	45	27	45	43	40
	O4-O6	45	47	23	41	40	NR
Worse today	E1-E4	17	16	23	18	12	12
	E5-E9	17	15	27	16	15	12
	O1-O3	15	14	23	12	11	23
	O4-O6	15	13	28	16	17	NR
In the Military^a							
Better today	E1-E4	50	53	36	53	41	NR
	E5-E9	52	54	38	50	59	51
	O1-O3	50	52	40	54	49	46
	O4-O6	55	57	40	59	54	NR
Worse today	E1-E4	6	6	9	5	NR	2
	E5-E9	3	2	6	5	3	NR
	O1-O3	3	2	4	4	2	NR
	O4-O6	2	2	7	3	4	3
Margins of Error		$\pm 1-5$	$\pm 2-7$	$\pm 2-8$	$\pm 2-11$	$\pm 2-16$	$\pm 5-16$

Note. WEOR2007 Questions 96 and 99. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

^a Percent of Reserve component members with five or more years of Service

Chapter 6: Extremist Organizations, Hate Crimes and Gang Activities

This chapter discusses extremist organizations, hate groups, and gangs at military duty stations and in the local community, and Reserve component members' experiences with extremist group and gang activities.

Extremist Organizations, Hate Crimes, and Gangs at Military Duty Stations

DoD prohibits Reserve component member participation in hate groups and extremist organizations. In 1969, DoD issued DoD Directive 1325.6, Guidelines for Handling Dissent and Protest Activities Among Members of the Armed Forces (Department of Defense, 1996). The directive, which DoD reissued in revised form in 1996, states that military personnel must reject participation in organizations that espouse supremacist causes; attempt to create illegal discrimination based on race, creed, color, sex, religion, or national origin; advocate the use of force or violence; or otherwise engage in efforts to deprive individuals of their civil rights.

Senior DoD officials have stressed the Department's continuing commitment to eliminate extremist activity in the military. In response to reports in 1986 that military personnel participated in Ku Klux Klan activities, Secretary of Defense Casper Weinberger issued this statement: "Military personnel, duty bound to uphold the Constitution, must reject participation in [supremacist] organizations... [the] system of rank and command, the requirements of trust and cohesiveness among Service members, and the discipline essential to military units demand that Service personnel reject the goals of such groups" (Department of the Army, 2000).

While gangs differ from extremist organizations and hate groups in their focus on criminal activities versus personal affronts based on race/ethnicity, the existence of gangs and their interaction with Reserve component members poses a credible threat to well-being and a potential for disruption of military performance and cohesion.

Gang activity in the military has been a concern for some time. According to a 2007 intelligence assessment (National Gang Intelligence Center) "gang –related activity in the U.S. military is increasing and poses a threat to law enforcement officials and national security." While the report noted that gang activity was most prevalent among junior enlisted members and in the Army, the Army Reserves, and the National Guard, gang activity was reported as pervasive throughout all branches of the military and across most ranks. Gang members who join the military can disrupt good order and discipline, increase criminal activity on and off military installations, and compromise installation security and force protection. Gang members who have served in the military may employ their military training against rival gangs and law enforcement officers, ultimately resulting in more dangerous gangs and deadly assaults on law enforcement officers.

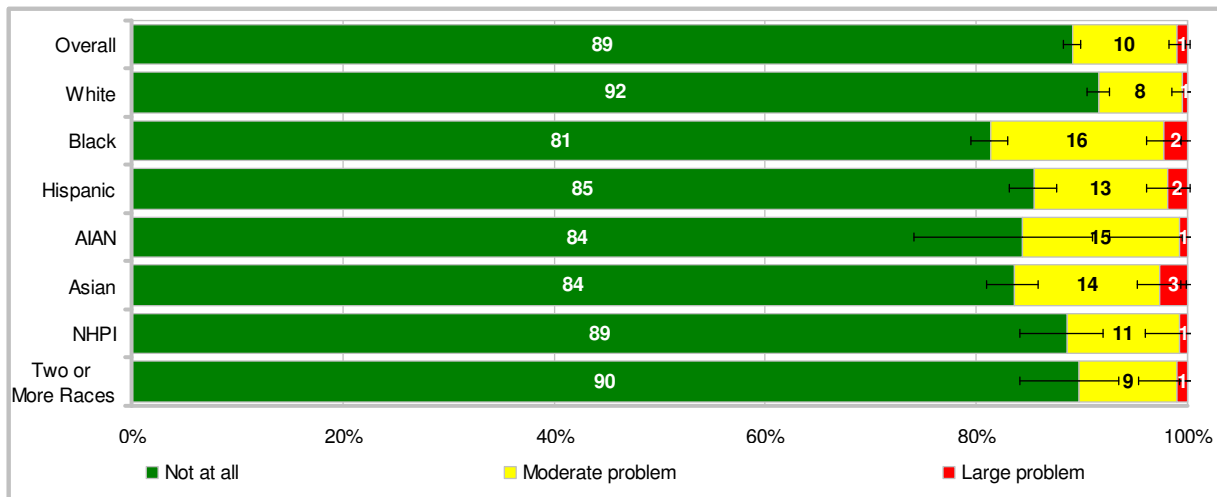
In response to concerns about hate crimes and gang activities involving Reserve component military personnel, members were asked about the extent to which they perceived racist, extremist, or hate groups and gangs were present and caused problems at their military duty stations. The following sections present results for these questions for the military overall,

as well as by race/ethnicity,⁸⁹ Reserve component, and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group.⁹⁰ Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups.⁹¹ Results were not reportable for AIANs and NHPIs by Reserve component or paygrade. In this section, findings are reported for Reserve component members who indicated *very large extent* or *large extent*, which are collapsed into a single category of “large problem.”

Overall and Race/Ethnicity. Overall, less than 4% of Reserve component members indicated that racist/extremist organizations (Figure 44), hate crimes (Figure 45), and gang activities (Figure 46) were a large problem at their military duty station. Detailed results by racial/ethnic groups are as follows:

- **Racist/extremist organizations at military duty stations.** Asians (3%) were more likely than Whites (1%), AIANs (1%), and NHPIs (1%) to indicate racist/extremist organizations were a large problem at their military duty station.

Figure 44.
Racist/Extremist Organizations at Military Duty Stations, by Race/Ethnicity



WEOR 2007 Q83

Margins of error range from ± 1 to ± 11

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

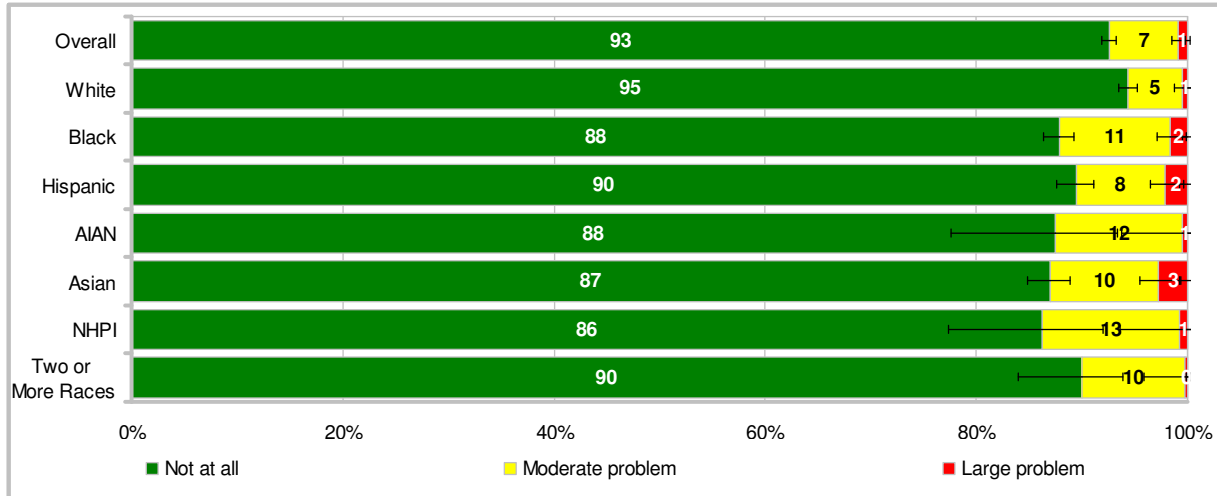
⁸⁹ Racial/ethnic groups analyzed include Hispanic, as well as the following self-reported groups who did not also indicate being Spanish/Hispanic/Latino: White, Black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander (NHPI), and those of Two or More Races (not including Hispanic). For more information on how these groups are defined, see Chapter 1.

⁹⁰ For example, Whites compared to Blacks, Whites compared to Hispanics, Blacks compared to Hispanics, etc.

⁹¹ For example, ARNG members compared to the average of responses from members in the USAR, USNR, USMCR, ANG, and USAFR.

- **Hate groups/extremist activities at military duty stations.** Asians (3%) were more likely than Whites (1%), AIANs (1%), NHPIs (1%), and those of Two or More Races (<1%) to indicate hate groups/activities were a large problem at their military duty station.

Figure 45.
Hate Crimes at Military Duty Stations, by Race/Ethnicity



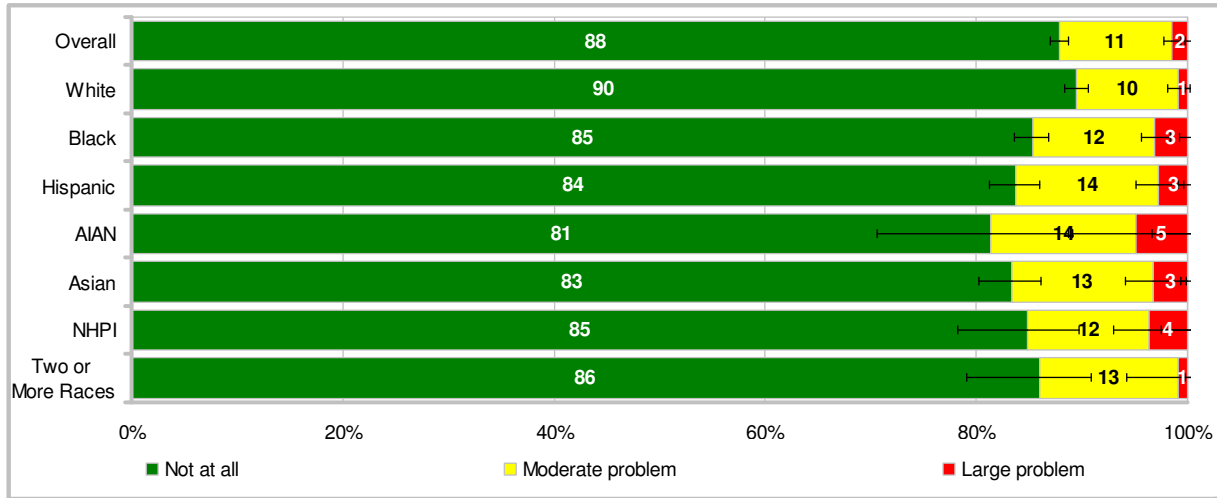
WEOR 2007 Q83

Margins of error range from ±1 to ±10

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- **Gang activities at military duty stations.** Blacks (3%), Hispanics (3%), and Asians (3%) were more likely than Whites (1%) and those of Two or More Races (1%) to indicate gang activities were a large problem at their military duty station.

Figure 46.
Gangs at Military Duty Stations, by Race/Ethnicity



WEOR 2007 Q83

Margins of error range from ± 1 to ± 11

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component in perceptions that racist/extremist organizations, hate groups/activities, and gang activities were a large problem at their military duty station (Table 62).

- **Racist/extremist organizations at military duty stations.** There were no differences found within racial/ethnic groups by Reserve component in perceptions that racist/extremist organizations are a large problem at members' military duty stations.
- **Hate groups/activities at military duty stations.** Among Asians, USAFR (1%) members were less likely than Asians in the other Reserve components to indicate that hate groups/activities were a large problem at their military duty station.
- **Gang activities at military duty stations.** Among Blacks, ANG (1%) members were less likely than Blacks in the other Reserve components to indicate that gang activities were a large problem at their military duty station.

Table 62.

Racist/Extremist Organizations, Hate Crimes, and Gangs at Military Duty Stations, by Race/Ethnicity and Reserve Component

At your military duty station, to what extent...	Percent of Reserve Component Members Indicating that Racist/Extremist Organizations or Individuals, Hate Crimes, and Gangs were a Large Problem at Military Duty Stations						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Are racist/extremist organizations or individuals a problem	ARNG	1	1	3	2	3	<1
	USAR	1	<1	2	2	3	<1
	USNR	1	<1	2	1	3	1
	USMCR	1	1	2	<1	1	NR
	ANG	<1	<1	2	<1	2	NR
	USAFR	1	<1	2	2	2	<1
Are hate crimes a problem	ARNG	1	1	2	3	3	<1
	USAR	1	<1	2	3	3	<1
	USNR	1	<1	3	1	4	<1
	USMCR	1	1	1	<1	2	NR
	ANG	<1	<1	1	1	2	1
	USAFR	1	<1	1	2	1	<1
Are gangs a problem	ARNG	2	1	4	3	4	1
	USAR	2	1	3	3	3	1
	USNR	1	<1	3	2	4	1
	USMCR	2	2	2	2	4	2
	ANG	1	1	1	1	2	1
	USAFR	1	1	2	2	2	1
Margins of Error		±1-2	±1-3	±1-4	±2-9	±2-4	±1-5

Note. WEOR2007 Question 83. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted members were more likely than members in the other paygrades to indicate that racist/extremist organizations (2%) and hate groups/activities (2%) were a large problem at their military duty station, whereas senior officers (both <1%) were less likely (Table 63). There were no differences found by paygrade in perceptions of gang activities at military duty stations. Detailed results by racial/ethnic groups are as follows:

- ***Racist/extremist organizations at military duty stations.*** Among Blacks and Asians, senior officers (both 1%) were less likely than members in their respective racial/ethnic groups in the other paygrades to indicate that racist/extremist organizations were a large problem at their military duty stations.
- ***Hate groups/activities at military duty stations.*** Among Hispanics and Asians, junior enlisted (both 4%) members were more likely than members in their respective racial/ethnic groups in the other paygrades to indicate that hate groups/activities were a

large problem. Hispanic senior enlisted (1%) members were less likely than Hispanics in the other paygrades to indicate that hate groups/activities were a large problem.⁹²

- **Gang activities at military duty stations.** Among Asians, junior (<1%) and senior (2%) officers were less likely than Asians in the other paygrades to indicate that gang activities were a large problem at their military duty stations.

Table 63.
Racist/Extremist Organizations, Hate Crimes, and Gangs at Military Duty Stations, Race/Ethnicity and Paygrade

At your military duty station, to what extent...	Percent of Reserve Component Members Indicating that Racist/Extremist Organizations or Individuals, Hate Crimes, and Gangs were a Large Problem at Military Duty Stations						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Are racist/extremist organizations or individuals a problem	E1-E4	2	1	3	3	4	<1
	E5-E9	1	<1	2	1	2	<1
	O1-O3	1	<1	2	3	NR	1
	O4-O6	<1	<1	1	1	1	<1
Are hate crimes a problem	E1-E4	2	1	3	4	4	<1
	E5-E9	1	<1	1	1	2	<1
	O1-O3	1	<1	1	3	1	<1
	O4-O6	<1	<1	1	1	1	<1
Are gangs a problem	E1-E4	2	1	3	4	4	1
	E5-E9	1	1	3	2	3	1
	O1-O3	1	1	2	5	<1	1
	O4-O6	1	<1	2	2	2	2
Margins of Error		±1	±1	±1-3	±1-±8	±1-2	±1-±4

Note. WEOR2007 Question 83. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Extremist Organizations, Hate Crimes, and Gangs in the Local Community

Extremism, hate crimes and gang activities perpetrated or experienced by Reserve component members are a concern for DoD, regardless of whether they occur at a military duty station or in the local community near a duty station. Concerns of Reserve component members for their personal safety from racist/extremist organizations and hate group and gang activities may hurt military performance. The following sections report findings about members' perceptions of racist/extremist organizations and hate group and gang activities in the local

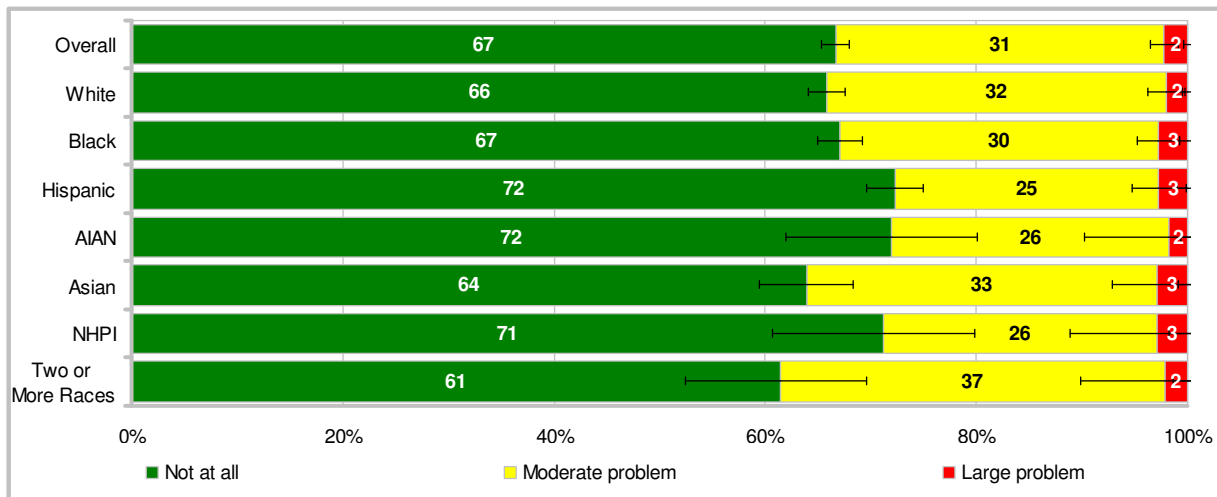
⁹² Note that 1% of Hispanic senior officers also indicated that race relations in the nation are better today than five years ago. This percentage is not statistically lower than the percentage for the other paygrades due to a higher margin of error for Hispanic senior officers.

community overall by race/ethnicity, and also by Reserve component, and paygrade. Analyses by race/ethnicity were made by comparing results for each racial/ethnic group against each other group. Analyses by Reserve component and paygrade were made by comparing results for each group against the average of all other groups. In this section, findings are reported for Reserve component members who indicated very large extent or large extent, which are collapsed into a single category of “large problem.”

Overall and Race/Ethnicity. As shown in Figure 47 and Figure 48, 2% of Reserve component members overall indicated that racist/extremist organizations and hate crimes were a large problem in the local community. Eight percent of Reserve component members indicated that gang activities were a large problem in the local community (Figure 49). Detailed results by racial/ethnic groups are as follows:

- **Racist/extremist organizations in the local community.** There were no differences found between racial ethnic groups in perceptions that racist/extremist organizations were a large problem in the local community.

Figure 47.
Racist/Extremist Organizations in the Local Community, by Race/Ethnicity



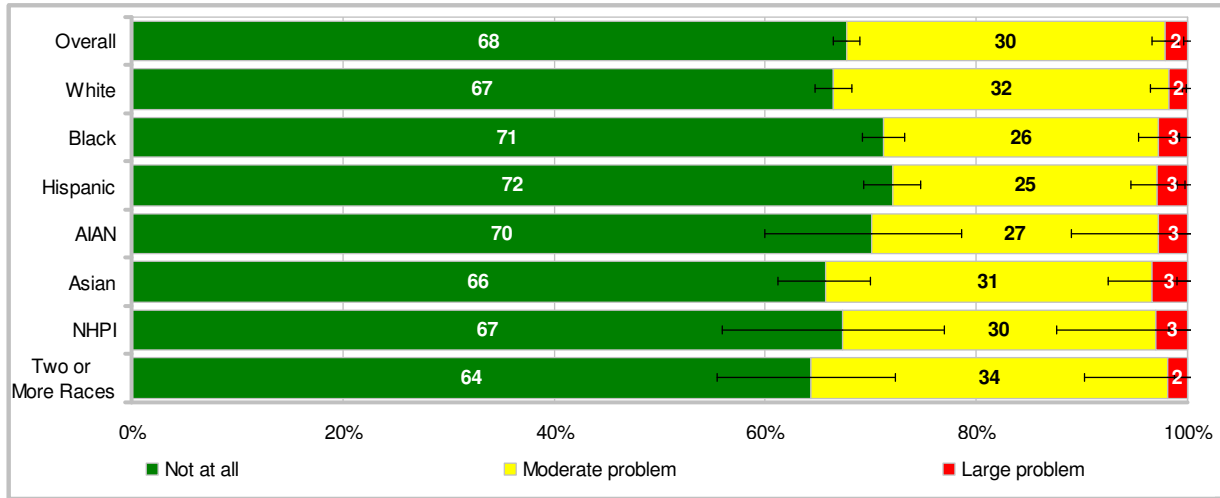
WEOR 2007 Q84

Margins of error range from ±1 to ±11

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- **Hate groups/activities in the local community.** There were no differences found between racial ethnic groups in perceptions that hate groups/activities were a large problem in the local community.

Figure 48.
Hate Crimes in the Local Community, by Race/Ethnicity



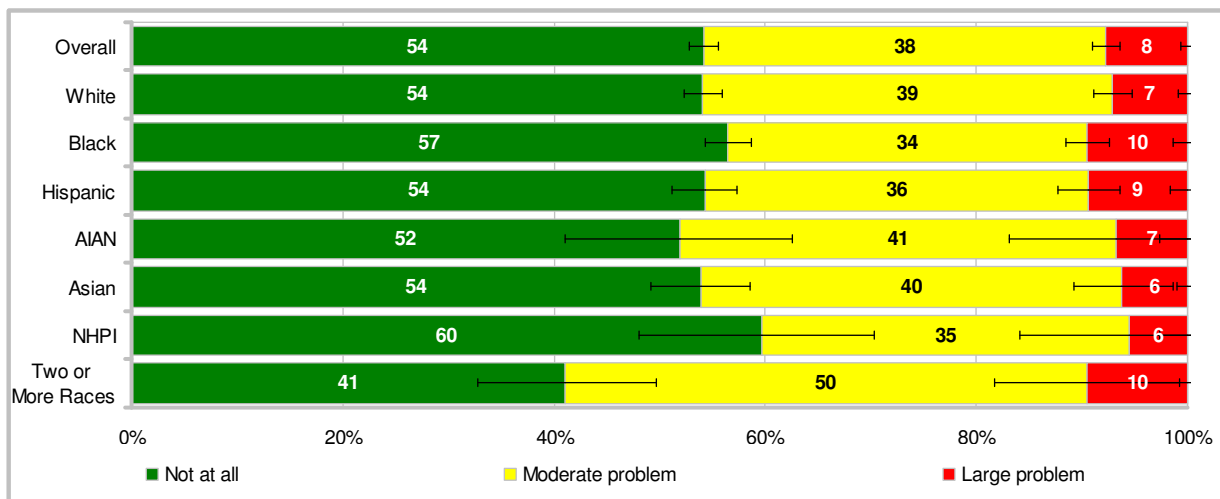
WEOR 2007 Q84

Margins of error range from ± 1 to ± 12

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

- Gang activities in the local community.** Blacks (10%) were more likely than Whites (7%) and Asians (6%) to indicate gang activities were a large problem in the local community. Hispanics (9%) were more likely than Asians (6%) to indicate gang activities were a large problem in the local community.

Figure 49.
Gangs in the Local Community, by Race/Ethnicity



WEOR 2007 Q84

Margins of error range from ± 1 to ± 13

Note. AIAN—American Indian/Alaska Native. NHPI—Native Hawaiian/Pacific Islander.

Reserve Component and Race/Ethnicity. There were no differences found by Reserve component or within racial/ethnic group by Reserve component in perceptions that racist/extremist organizations, hate groups/activities, and gang activities were a large problem in the local community (Table 64).

- ***Racist/extremist organizations in the local community.*** Among Whites, USAFR (1%) members were less likely than Whites in the other Reserve components to indicate that racist/extremist organizations were a large problem in the local community.⁹³ Among Hispanics, USNR and ANG (both 1%) members were less likely than Hispanics in the other Reserve components to indicate that racist/extremist organizations were a large problem in the local community.⁹⁴
- ***Hate groups/activities in the local community.*** Among Hispanics, ANG (1%) members were less likely than Hispanics in the other Reserve components to indicate that hate groups/activities were a large problem in the local community.
- ***Gang activities in the local community.*** There were no differences found within racial/ethnic groups by Reserve component in perceptions that gang activities were a large problem in the local community.

⁹³ Note that 1% of White USMCR members also indicated that racist/extremist organizations were a large problem in the local community. This percentage is not statistically lower than the percentage for the other Reserve components due to a higher margin of error for White USMCR members.

⁹⁴ Note that 1% of Hispanic USAFR members also indicated that that racist/extremist organizations were a large problem in the local community. This percentage is not statistically lower than the percentage for the other Reserve components due to a higher margin of error for Hispanic USAFR members.

Table 64.

Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community, by Race/Ethnicity and Reserve Component

In the local community around where you live, to what extent...	Percent of Reserve Component Members Indicating that Racist/Extremist Organizations or Individuals, Hate Crimes, and Gangs were a Large Problem in the Local Community						
	Component	Overall	White	Black	Hispanic	Asian	Two/More
Are racist/extremist organizations or individuals a problem	ARNG	2	2	3	4	3	<1
	USAR	2	2	3	3	2	1
	USNR	3	3	3	1	4	3
	USMCR	2	1	1	3	NR	2
	ANG	2	2	2	1	3	2
	USAFR	1	1	3	1	2	NR
Are hate crimes a problem	ARNG	2	2	3	2	3	<1
	USAR	2	2	2	5	2	1
	USNR	2	2	3	2	4	2
	USMCR	2	1	2	3	NR	3
	ANG	2	2	2	1	3	1
	USAFR	2	1	3	4	2	NR
Are gangs a problem	ARNG	8	7	9	8	6	NR
	USAR	7	5	10	10	6	5
	USNR	8	9	7	8	7	10
	USMCR	9	7	8	16	8	6
	ANG	8	8	9	8	6	4
	USAFR	8	6	10	13	6	NR
Margins of Error		±2-3	±2-4	±2-5	±1-10	±2-6	±1-12

Note. WEOR2007 Question 84. ARNG—Army Reserve/National Guard. USAR—Army Reserve. USNR—Navy Reserve. USMCR—Marine Corps Reserve. ANG—Air National Guard. USAFR—Air Force Reserve. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable. NR indicates results are not reportable due to very small numbers of respondents.

Paygrade and Race/Ethnicity. Overall, junior enlisted (3%) members were more likely than members in the other paygrades to indicate racist/extremist organizations were a large problem in the local community, whereas junior officers and senior officers (both 1%) were less likely (Table 65). Junior officers and senior officers (both 1%) were less likely than members in the other paygrades to indicate hate groups/activities were a large problem in the local community. There were no differences found by paygrade in perceptions that gang activities were a large problem in the local community.

- ***Racist/extremist organizations in the local community.*** Among Whites, junior officers (1%) were less likely than Whites in the other paygrades to indicate racist/extremist organizations were a large problem in the local community.⁹⁵ Among

⁹⁵ Note that 1% of White senior officers also indicated that that racist/extremist organizations were a large problem in the local community. This percentage is not statistically lower than the percentage for the other paygrades due to a higher margin of error for White senior officers.

Blacks, junior officers and senior officers (both 1%) were less likely than Blacks in the other paygrades to indicate racist/extremist organizations were a large problem in the local community. Among Hispanics, junior enlisted (5%) members were more likely than Hispanics in the other paygrades to indicate racist/extremist organizations were a large problem in the local community.

- **Hate groups/activities in the local community.** Among Blacks, junior officers and senior officers (both 1%) were less likely than Blacks in the other paygrades to indicate hate groups/activities were a large problem in the local community. Among Hispanics, junior enlisted (5%) members were more likely than Hispanics in the other paygrades to indicate hate groups/activities were a large problem in the local community, whereas senior enlisted (1%) were less likely. Among Asians, senior officers (2%) were less likely than Asians in the other paygrades to indicate hate groups/activities were a large problem in the local community.
- **Gang activities in the local community.** Among Blacks, junior officers (5%) were less likely than Blacks in the other paygrades to indicate that gang activities were a large problem in the local community.

Table 65.
Racist/Extremist Organizations, Hate Crimes, and Gangs in the Local Community, Race/Ethnicity and Paygrade

In the local community around where you live, to what extent...	Percent of Reserve Component Members Indicating that Racist/Extremist Organizations or Individuals, Hate Crimes, and Gangs were a Large Problem in the Local Community						
	Paygrade	Overall	White	Black	Hispanic	Asian	Two/More
Are racist/extremist organizations or individuals a problem	E1-E4	3	3	4	5	4	1
	E5-E9	2	2	2	1	2	4
	O1-O3	1	1	1	1	4	<1
	O4-O6	1	1	1	2	2	<1
Are hate crimes a problem	E1-E4	3	2	4	5	4	1
	E5-E9	2	2	2	1	3	4
	O1-O3	1	1	1	2	4	<1
	O4-O6	1	1	1	2	2	<1
Are gangs a problem	E1-E4	9	8	12	12	7	12
	E5-E9	7	6	9	7	6	6
	O1-O3	7	7	5	6	6	5
	O4-O6	8	8	7	8	5	18
Margins of Error		±1-2	±1-3	±1-4	±1-5	±1-5	±1-18

Note. WEOR2007 Question 84. Results for American Indian/Alaska Natives and Native Hawaiian/Pacific Islanders are not reportable.

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**Appendix: 2007 Workplace and Equal
Opportunity Survey of Reserve Component
Members**



2007 Workplace and Equal Opportunity Survey of Reserve Component Members

***Department of Defense
Human Resources
Strategic Assessment
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING CENTER
DATA RECOGNITION CORPORATION
P.O. BOX 5720
HOPKINS, MN 55343

COMPLETION INSTRUCTIONS

- Use a blue or black pen.
- Place an "X" in the appropriate box or boxes.
RIGHT WRONG
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.
CORRECT ANSWER INCORRECT ANSWER

PRIVACY ACT & INFORMED CONSENT

In accordance with the Privacy Act, this notice informs you of the purpose of the HRSAP Surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

Returning this survey indicates your agreement to participate in this research.

AUTHORITY: 10 United States Code, Sections 136, 481, 1782, and 2358. 14 USC 1.

PRINCIPAL PURPOSE: Information collected in this survey will be used to research attitudes and perceptions about racial and ethnic issues including harassment and discrimination and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Department of Defense (DoD), Department of Homeland Security (DHS), each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the following Web site: <http://www.dmdc.osd.mil/surveys/>. In no case will individual identifiable survey responses be reported.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. Most people take 16-30 minutes to complete the survey. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel and Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if a direct threat to harm yourself or others is found in survey comments or communications about the survey, DMDC is legally required to forward information about that threat to an office in your area for appropriate action.

SURVEY ELIGIBILITY AND POTENTIAL BENEFITS: DMDC uses well-established, scientific procedures to select a sample that represents the Defense community. This sampling procedure sets up clusters of people based on combinations of demographic characteristics (for example, location, gender). You were selected at random from one of these clusters of people. This is your chance to be heard on issues that directly affect you. While there is no benefit just for you for your individual participation, your answers on a survey **make a difference**. For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as answers to survey questions. Answers to survey questions may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. To further minimize this risk, some variables are randomly set to missing. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

If you are a victim of racial/ethnic harassment or a person who wishes to prevent or respond to it, you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:

Army: 1-800-267-9964 **Marine Corps:** 703-784-9371 **Navy:** 1-800-253-0931
Air Force: 1-800-616-3775 **Coast Guard:** 1-800-222-0364

To reach Military OneSource 24/7 you can call a hotline number: Stateside: 1-800-342-9647 Overseas: 00-800-3429-8477 or call collect 1-484-530-5908. Worldwide: www.militaryonesource.com. Coast Guard members may want to call Employee Assistance Program Counseling Services 1-800-222-0364.

If you have questions about the survey, please e-mail HRSurvey@osd.pentagon.mil or leave a message any time, toll-free, at 1-800-881-5307.

If you have concerns about your rights as a research participant, please contact Ms. Caroline Miner, Human Subjects Protections Specialist, Deployment Health Support Division, 5113 Leesburg Pike, Skyline 4, Suite 403, Falls Church, VA 22041, humansubjects@deploymenthealth.osd.mil, 703-575-2677, Fax 703-824-4216.

YOUR BACKGROUND

1. Of which Reserve component were you a member on August 27, 2007?

- | | |
|---|--|
| <input type="checkbox"/> Army National Guard | <input type="checkbox"/> Air National Guard |
| <input type="checkbox"/> Army Reserve | <input type="checkbox"/> Air Force Reserve |
| <input type="checkbox"/> Navy Reserve | <input type="checkbox"/> Coast Guard Reserve |
| <input type="checkbox"/> Marine Corps Reserve | |
| <input type="checkbox"/> No Reserve component ⇨ stop here and return the survey | |

2. Are you . . . ?

- Male Female

3. What is your current paygrade? *Mark one.*

- | | | | |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O-1E |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4 |
| <input type="checkbox"/> E-5 | | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5 |
| | | | <input type="checkbox"/> O-6 or above |

4. Are you Spanish/Hispanic/Latino?

- No, not Spanish/Hispanic/Latino
 Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

5. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- White
 Black or African American
 American Indian or Alaska Native
 Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
 Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents' or ancestors' country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.

6. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on).

Please print.

7. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- 12 years or less of school (no diploma)
- High school graduate—high school diploma or equivalent (for example, GED)
- Some college credit, but less than 1 year
- 1 or more years of college, no degree
- Associate's degree (for example, AA, AS)
- Bachelor's degree (for example, BA, AB, BS)
- Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

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

- Yes
- No

9. About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?

- 10 miles or less
- 11 to 20 miles
- 21 to 40 miles
- 41 to 60 miles
- 61 to 100 miles
- 101 miles or more

FAMILY AND HOUSEHOLD INFORMATION

10. What is your marital status? *Mark one.*

- Married
- Separated
- Divorced
- Widowed
- Never married

11. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- Does not apply; I am not married and I do not have a girlfriend/boyfriend ⇒ IF DOES NOT APPLY, THEN GO TO QUESTION 14
- Less than 1 year
- 1 year to less than 6 years
- 6 years to less than 10 years
- 10 years or more

12. Is your spouse/significant other Spanish/Hispanic/Latino?

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

13. What race is your spouse/significant other? *Mark one or more races to indicate what you consider your spouse/significant other to be.*

- White
- Black or African American
- American Indian or Alaska Native
- Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

SATISFACTION AND RETENTION INTENTION

14. How many years have you spent in military service? *To indicate less than one year, enter "0".*

		Years
--	--	-------

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

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

16. In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

- Does not apply; I am not married and I do not have a girlfriend/boyfriend
- Very favorably
- Somewhat favorably
- Neither favorably nor unfavorably
- Somewhat unfavorably
- Very unfavorably

17. In your opinion, how does your family view your participation in the National Guard/Reserve?

- Very favorably
- Somewhat favorably
- Neither favorably nor unfavorably
- Somewhat unfavorably
- Very unfavorably

18. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?

- Much better
- Better
- Neither better nor worse
- Worse
- Much worse

19. In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

- Much better
- Better
- Neither better nor worse
- Worse
- Much worse

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

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? *Mark one answer for each statement.*

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

- a. I enjoy serving in the National Guard/Reserve.....
- b. Serving in the National Guard/Reserve is consistent with my personal goals.....
- c. I would feel guilty if I left the National Guard/Reserve.....
- d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.....
- e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available
- f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.....
- g. I really feel as if the military's values are my own
- h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve
- i. If I left the National Guard/Reserve, I would feel like I had let my country down.....
- j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice

21. Continued.

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

- k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life
- l. I intend to leave the National Guard/Reserve at the next available opportunity.....
- m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.....
- n. I am proud to tell others that I am a member of my National Guard/Reserve component

22. If you had a close personal friend considering military service, would you recommend that he/she join? *Mark "Yes" or "No" for each item.*

No
Yes

- a. A friend who is White
- b. A friend who is Black or African American ...
- c. A friend who is American Indian or Alaska Native
- d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
- f. A friend who is Spanish/Hispanic/Latino.....

TEMPO

23. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? *To indicate none, enter "0".*

Days

24. In the past 12 months, how many nights did you spend away from your home because of your military duties? *Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".*

Nights

25. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

- Much more than expected
- More than expected
- Neither more nor less than expected
- Less than expected
- Much less than expected

26. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?

- Greatly increased your desire to stay
- Increased your desire to stay
- Neither increased nor decreased your desire to stay
- Decreased your desire to stay
- Greatly decreased your desire to stay

27. Are you currently a member of the National Guard/Reserve on full-time active duty (AGR/FTS/AR)?

- Yes ⇒ IF YES, GO TO QUESTION 37
- No

EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently activated, report your employment and student status in the week prior to your current activation.

28. Are you a military technician?

- Yes, I am currently a military technician
- Yes, in the week before my current activation I was a military technician
- No

29. Do you have a civilian job?

- Yes, I currently have a civilian job
- Yes, in the week before my current activation I had a civilian job
- No

30. Are you a student?

- Yes, I am currently a student
- Yes, in the week before my current activation I was a student
- No

ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. In this survey, the term “**activation**” refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term “**deployment**” refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member’s permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

31. Have you been activated in the past 12 months? *This includes activations that started more than 12 months ago and continued into the past 12 months.*

- Yes
- No ⇒ IF NO, GO TO QUESTION 38

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

- Yes
- No ⇒ IF NO, GO TO QUESTION 36

33. In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- Voluntary
- Involuntary
- Both

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

- Yes
- No ⇒ IF NO, GO TO QUESTION 36

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

- CONUS
- OCONUS
- Both

36. Are you currently activated?

- Yes
- No ⇒ IF NO, GO TO QUESTION 38

37. Are you currently deployed?

- Yes No

38. Since September 11, 2001, have you been deployed for any of the following operations? *Mark one answer for each item.*

	Yes, in the past 12 months	Yes, but not in the past 12 months	No
a. Operation Noble Eagle (airport security) ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YOUR MILITARY WORKPLACE

39. How long have you been in your present military unit? *To indicate less than one year, enter "0".*

Years

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly. .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/ supervision you receive.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

41. What is the race/ethnic background of your immediate supervisor in your current military work group? *Mark one or more to describe his/her race/ethnicity.*

- White
- Black or African American
- American Indian or Alaska Native
- Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)
- Spanish/Hispanic/Latino
- Don't know

42. Are you currently in a military work environment where members of your racial/ethnic background are uncommon?

- Yes No

43. How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every duty day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 duty days, I have received recognition or praise for doing good work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my National Guard/Reserve component makes me feel my job is important.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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44. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.*

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

- a. There is very little conflict among your coworkers.....
- b. Your coworkers put in the effort required for their jobs.....
- c. The people in your work group tend to get along.....
- d. The people in your work group are willing to help each other.....
- e. You are satisfied with the relationships you have with your coworkers.....
- f. You put more effort into your job than your coworkers do.....

45. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each statement.*

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

- a. Your work provides you with a sense of pride.....
- b. Your work makes good use of your skills.....
- c. You like the kind of work you do.....
- d. Your job gives you the chance to acquire valuable skills.....
- e. You are satisfied with your job as a whole.....

46. Overall, how well prepared ... *Mark one answer for each item.*

Very poorly prepared
Poorly prepared
Neither well nor poorly prepared
Well prepared
Very well prepared

- a. Are you to perform your wartime job?.....
- b. Is your unit to perform its wartime mission?.....

47. How would you rate ... *Mark one answer for each item.*

Very low
Low
Moderate
High
Very high

- a. Your current level of morale?.....
- b. The current level of morale in your unit?.....

48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

- a. Members in your unit really care about each other.....
- b. Members in your unit work well as a team.....
- c. Members in your unit pull together to get the job done.....
- d. Members in your unit trust each other.....

STRESS, HEALTH, AND WELL-BEING

49. How true or false is each of the following statements for you? *Mark one answer for each statement.*

Definitely true
Mostly true
Mostly false
Definitely false

- a. I am as healthy as anybody I know.....
- b. I seem to get sick a little easier than other people.....
- c. I expect my health to get worse.....
- d. My health is excellent.....

50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Mark one answer for each item.*

All or most of the time
A good bit of the time
Some of the time
Little or none of the time

- a. Cut down on the amount of time you spent on work or other activities
- b. Accomplished less than you would like
- c. Were limited in the kind of work or other activities you do
- d. Had difficulty performing the work or other activities you do (for example, it took extra effort).....

51. Overall, how would you rate . . . *Mark one answer for each item.*

Much more than usual
More than usual
About the same as usual
Less than usual
Much less than usual

- a. The current level of stress in your military life?
- b. The current level of stress in your personal life?

52. In the past month, how often have you . . . *Mark one answer for each item.*

Very often
Fairly often
Sometimes
Almost never
Never

- a. Been upset because of something that happened unexpectedly?
- b. Felt that you were unable to control the important things in your life?
- c. Felt nervous and stressed?
- d. Felt confident about your ability to handle your personal problems?
- e. Felt that things were going your way?
- f. Found that you could not cope with all of the things you had to do?
- g. Been able to control irritations in your life?
- h. Felt that you were on top of things? ...
- i. Been angered because of things that were outside of your control?
- j. Felt difficulties were piling up so high that you could not overcome them?

EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

53. How frequently during the past 12 months have you been in circumstances where you thought

- Military Personnel (Active Duty or National Guard/Reserve)
 - on- or off-duty
 - on- or off-installation; and/or
- DoD/DHS Civilian Employees and/or Contractors
 - In your military workplace or on your installation/ship . . .

Mark one answer for each item.

Often
Sometimes
Once or twice
Never

- a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
- b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?
- c. Were condescending to you because of your race/ethnicity?
- d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?
- e. Displayed tattoos or wore distinctive clothes which were racist?
- f. Did not include you in social activities because of your race/ethnicity?
- g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
- h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? ..
- i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
- j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?
- k. Vandalized your property because of your race/ethnicity?
- l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
- m. Physically threatened or intimidated you because of your race/ethnicity?
- n. Assaulted you physically because of your race/ethnicity?
- o. Other race/ethnic-related experiences? ..

Please print.

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

No, or does not apply
Yes, but my race/ethnicity was NOT a factor
Yes, and my race/ethnicity was a factor

- a. You were rated lower than you deserved on your last military evaluation.....
- b. Your last military evaluation contained unjustified negative comments.....
- c. You were held to a higher performance standard than others in your military job...
- d. You did not get a military award or decoration given to others in similar circumstances
- e. Your current military assignment has not made use of your job skills
- f. You were not able to attend a major school needed for your military specialty..
- g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job
- h. You received lower grades than you deserved in your military training
- i. You did not get a military job assignment that you wanted because of scores that you got on tests.....
- j. Your current military assignment is not good for your career if you continue in the military.....
- k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement
- l. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.....
- m. You did not learn until it was too late of opportunities that would help your military career
- n. You were unable to get straight answers about your military promotion possibilities.....
- o. You were taken to nonjudicial punishment or court martial when you should not have been.....
- p. You were punished at your military job for something that others did without being punished.....
- q. You were excluded by your military peers from social activities.....
- r. You had other bothersome experiences at your military job.....

Please print.

55. Based on your responses to Questions 53-54, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? *Mark one.*

- Yes, racial/ethnic harassment
- Yes, racial/ethnic discrimination
- Yes, both racial/ethnic harassment and discrimination
- No, neither racial/ethnic harassment nor discrimination ⇒ IF NO, GO TO QUESTION 57
- Does not apply, I did not mark that anything had happened to me because of race/ethnicity ⇒ IF DOES NOT APPLY, GO TO QUESTION 75

56. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? *Mark one.*

- No
- Yes, some of it
- Yes, all of it

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

57. Think about the situations you experienced during the past 12 months that involved the behaviors you marked in Questions 53-54 as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most.

What behavior(s) did you experience during the situation? *Mark "Yes" or "No" for each item.*

- | | Yes | No |
|---|--------------------------|--------------------------|
| a. Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Race/ethnic-related threats, intimidation, vandalism, or physical assault | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential..... | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations..... | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity | <input type="checkbox"/> | <input type="checkbox"/> |

57. Continued.

- | | Yes | No |
|--|--------------------------|--------------------------|
| f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity | <input type="checkbox"/> | <input type="checkbox"/> |

Please print.

58. To what extent was this situation . . . Mark one answer for each item.

- | | Very large extent | Large extent | Moderate extent | Small extent | Not at all |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Annoying? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Offensive? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Disturbing? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Threatening? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Disillusioning? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

59. During the course of the situation you have in mind, how often did the event(s) occur?

- Once
- Occasionally
- Frequently

60. How long did this situation last or, if continuing, how long has it been going on?

- Less than 1 week
- 1 week to less than 1 month
- 1 month to less than 3 months
- 3 months to less than 6 months
- 6 months or more

61. Where did this situation occur? Mark one.

- At a military installation (for example, on base)
- Some behaviors occurred at a military installation and some did not
- Not at a military installation (for example, off base) ⇒ IF NO, GO TO QUESTION 63

62. Did any of the behaviors in the situation on base occur . . . Mark "Yes" or "No" for each item.

- | | Yes | No |
|--|--------------------------|--------------------------|
| a. At your military work (the place where you perform your military duties)? | <input type="checkbox"/> | <input type="checkbox"/> |
| b. During duty hours? | <input type="checkbox"/> | <input type="checkbox"/> |
| c. In a military work environment where members of your racial/ethnic background are uncommon? | <input type="checkbox"/> | <input type="checkbox"/> |
| d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)? | <input type="checkbox"/> | <input type="checkbox"/> |

63. Did any of the behaviors in the situation occur while you were . . . Mark "Yes," "No," or "Does not apply" for each item.

- | | Does not apply | No | Yes |
|--|--------------------------|--------------------------|--------------------------|
| a. Deployed? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. At your civilian job? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. At your civilian school? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Near your place of residence? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

64. Was the offender(s) . . . ? Mark one.

- One person (male)
- One person (female)
- More than one person (all males)
- More than one person (all females)
- More than one person (both males and females)
- Not sure

65. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

- | | Don't know | No | Yes |
|--|--------------------------|--------------------------|--------------------------|
| a. White? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Black or African American? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. American Indian or Alaska Native? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Spanish/Hispanic/Latino? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

66. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

	Don't know	No	Yes
a. Someone in your chain-of-command?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Unknown person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

67. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

	No	Yes
a. Try to ignore the behavior?	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to avoid the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) to stop?	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask someone else to speak to the person(s) for you?	<input type="checkbox"/>	<input type="checkbox"/>
e. Settle it yourself physically?	<input type="checkbox"/>	<input type="checkbox"/>
f. Call a hotline for advice/information (not to file a complaint)?	<input type="checkbox"/>	<input type="checkbox"/>
g. Request a transfer?	<input type="checkbox"/>	<input type="checkbox"/>
h. Think about getting out of your National Guard/Reserve component?	<input type="checkbox"/>	<input type="checkbox"/>
i. Accomplish less than you would like at your military work?	<input type="checkbox"/>	<input type="checkbox"/>

68. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.

	No	Yes
a. Someone in your chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone in the chain-of-command of the person who did it	<input type="checkbox"/>	<input type="checkbox"/>
c. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	<input type="checkbox"/>	<input type="checkbox"/>
d. Other person or office with responsibility for follow-up	<input type="checkbox"/>	<input type="checkbox"/>
e. Chaplain, counselor, ombudsman, or health care provider	<input type="checkbox"/>	<input type="checkbox"/>

If you answered "No" to every item in Question 68, GO TO QUESTION 74.

69. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each statement.

	Don't know	No	Yes
a. Person(s) who bothered you was talked to about the behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The situation was resolved informally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were encouraged to drop the complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your complaint was discounted or not taken seriously	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Members of your chain-of-command were hostile toward you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your coworkers were hostile toward you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. No action was taken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You do not know what action was taken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

70. How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Availability of information about how to follow-up on a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Treatment by personnel handling your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Amount of time it took/is taking to resolve your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How well you were/are kept informed about the progress of your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Degree to which your privacy was/is being protected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The complaint process overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

71. Was your complaint found to be true? Mark one.

- Yes
- No
- They were unable to determine whether your complaint was true or not
- Does not apply, the action is still being processed ⇒ IF DOES NOT APPLY, GO TO QUESTION 73

72. How satisfied were you with the outcome of your complaint?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

73. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.

- a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?
- b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

	Don't know	No	Yes
a.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you reported the situation to a National Guard/ Reserve/DoD/DHS individual or organization, GO TO QUESTION 75.

74. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

- a. You thought it was not important enough to report.....
- b. You did not know how to report.....
- c. You felt uncomfortable making a report
- d. You took care of the problem yourself
- e. You did not think anything would be done
- f. You thought you would not be believed
- g. You thought reporting would take too much time and effort
- h. You thought you would be labeled a troublemaker
- i. You thought it would make your work situation unpleasant.....
- j. You thought your performance evaluation or chance for promotion would suffer.....
- k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- l. You were afraid of retaliation/reprisals from your chain-of-command
- m. You did not know the identity of the person(s) who did it.....

	Yes	No
a.	<input type="checkbox"/>	<input type="checkbox"/>
b.	<input type="checkbox"/>	<input type="checkbox"/>
c.	<input type="checkbox"/>	<input type="checkbox"/>
d.	<input type="checkbox"/>	<input type="checkbox"/>
e.	<input type="checkbox"/>	<input type="checkbox"/>
f.	<input type="checkbox"/>	<input type="checkbox"/>
g.	<input type="checkbox"/>	<input type="checkbox"/>
h.	<input type="checkbox"/>	<input type="checkbox"/>
i.	<input type="checkbox"/>	<input type="checkbox"/>
j.	<input type="checkbox"/>	<input type="checkbox"/>
k.	<input type="checkbox"/>	<input type="checkbox"/>
l.	<input type="checkbox"/>	<input type="checkbox"/>
m.	<input type="checkbox"/>	<input type="checkbox"/>

EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live . . . Mark one answer for each item.

- a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
- b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?
- c. Were condescending to you because of your race/ethnicity?
- d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?
- e. Displayed tattoos or wore distinctive clothes which were racist?
- f. Did not include you in social activities because of your race/ethnicity?
- g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
- h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? ..
- i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
- j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?
- k. Vandalized your property because of your race/ethnicity?
- l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
- m. Physically threatened or intimidated you because of your race/ethnicity?
- n. Assaulted you physically because of your race/ethnicity?
- o. Other race/ethnic-related experiences involving civilians in the local community?

	Never	Once or twice	Sometimes	Often
a.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

76. Based on your responses to Question 75, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? *Mark one.*

- Yes, racial/ethnic harassment
- Yes, racial/ethnic discrimination
- Yes, both racial/ethnic harassment and discrimination
- No, neither racial/ethnic harassment nor discrimination ⇒ IF NO, GO TO QUESTION 78
- Does not apply, you did not mark that anything had happened to you because of race/ethnicity ⇒ IF DOES NOT APPLY, GO TO QUESTION 78

77. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? *Mark one.*

- No
- Yes, some of it
- Yes, all of it

PERSONNEL POLICY AND PRACTICES

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each item.*

Don't know
No
Yes

- a. Senior leadership of my National Guard/ Reserve component.....
- b. Senior leadership of my installation/ship...
- c. My immediate supervisor.....

79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

- Too much attention
- The right amount of attention
- Too little attention

80. How would you rate race relations . . . *Mark one answer for each item.*

Poor
Fair
Good
Very good
Excellent

- a. In your military work group?.....
- b. At your military duty station?.....
- c. In your National Guard/Reserve component?

80. Continued.

Poor
Fair
Good
Very good
Excellent

- d. In the local community around where you live?
- e. In the local community around your military duty station?

81. In your military work group, to what extent . . . *Mark one answer for each statement.*

Very large extent
Large extent
Moderate extent
Small extent
Not at all

- a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?.....
- b. Would complaints about racial/ethnic harassment and discrimination be taken seriously? ...
- c. Would people be able to get away with racial/ethnic harassment and discrimination?
- d. Are policies forbidding racial/ethnic harassment and discrimination publicized?.....
- e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?.....

82. At your military duty station . . . *Mark "Yes" or "No" for each item.*

No
Yes

- a. Would you know how to report experiences of race/ethnic harassment and/or discrimination?
- b. Is the availability of complaint hotlines publicized?

83. At your military duty station, to what extent . . . *Mark one answer for each item.*

Very large extent
Large extent
Moderate extent
Small extent
Not at all

- a. Are racist/extremist organizations or individuals a problem?
- b. Are hate crimes a problem?.....
- c. Are gangs a problem?.....

84. In the local community around where you live, to what extent . . . *Mark one answer for each item.*

Very large extent
Large extent
Moderate extent
Small extent
Not at all

- a. Are racist/extremist organizations or individuals a problem?
- b. Are hate crimes a problem?
- c. Are gangs a problem?

85. To what extent . . . *Mark one answer for each statement.*

Very large extent
Large extent
Moderate extent
Small extent
Not at all

- a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?
- b. Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?
- c. Do you feel comfortable interacting with people from different race/ethnic groups?

86. During the past 12 months, have you been involved in a racial confrontation . . . *Mark one answer for each item.*

Yes, and I have seen it happen to others
Yes, but I have NOT seen it happen to others
No, but I have seen it happen to others
No, and I have NOT seen it happen to others

- a. On your installation/ship?
- b. In the local community around your military duty station?
- c. In the local community around where you live?

87. During the past 12 months, has someone asked you . . . *Mark "Yes" or "No" for each item.*

No
Yes

- a. To join an extremist organization?
- b. To participate in extremist activities?

88. Do you regularly read websites/literature that . . . *Mark "Yes" or "No" for each item.*

No
Yes

- a. Advocate the separation of people based on race/ethnicity?
- b. Warn of the dangers of interactions between people of different races/ethnicities?
- c. Point out the dangers of racial/ethnic diversity?
- d. Point out the dangers of racial/ethnic tolerance?

89. Do you agree with the ideals of organizations that . . . *Mark "Yes" or "No" for each item.*

No
Yes

- a. Advocate the separation of people based on race/ethnicity?
- b. Warn of the dangers of interactions between people of different races/ethnicities?
- c. Point out the dangers of racial/ethnic diversity?
- d. Point out the dangers of racial/ethnic tolerance?

TRAINING

90. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

- Yes
- No ⇒ IF NO, GO TO QUESTION 94

91. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? *To indicate nine or more, enter "9".*

Times

92. My National Guard/Reserve component's training . . . *Mark one answer for each item.*

Strongly disagree
Disagree
Neither agree nor disagree
Agree
Strongly agree

- a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination

92. Continued.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Makes me feel it is safe to complain about offensive, race/ethnic-related situations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Promotes cross-cultural awareness	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Promotes religious tolerance.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

93. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- Very effective
- Moderately effective
- Slightly effective
- Not at all effective

MILITARY/CIVILIAN COMPARISONS

94. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?

- Don't know, I have not worked in a civilian job
- Much less often in the military
- Less often in the military
- About the same
- More often in the military
- Much more often in the military

95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? *Mark one answer for each item.*

	Much better as a civilian	Better as a civilian	No difference	Better in the military	Much better in the military
a. Promotion opportunities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Pay and benefits	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Fair performance evaluations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Education and training opportunities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Quality of life	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Fair administration of criminal justice	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Chance to show pride in yourself.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Chance to show pride in your race/ethnic group	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Freedom from harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Freedom from discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Freedom from racist/extremist organizations, hate crimes, or gangs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Race/ethnic relations overall.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

96. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

- Better today
- About the same as 5 years ago
- Worse today

97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . *Mark one answer for each item.*

	Much worse	Worse	Neither better nor worse	Better	Much better
a. Blacks or African Americans?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. American Indians or Alaska Natives?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Spanish/Hispanic/Latinos?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Arab Americans?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Whites?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Muslims?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

REPORT DOCUMENTATION PAGE

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