



2017 Workplace and Equal Opportunity Survey of Active Duty Members

Executive Report

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Executive Report

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Acknowledgments

The Office of People Analytics (OPA) is indebted to numerous people for their assistance with the *2017 Workplace and Equal Opportunity Survey of Active Duty Members (2017 WEOA)*, which was conducted on behalf of Mr. Clarence Johnson, former Director, DoD Office of Diversity, Equity, & Inclusion (ODEI).¹ The survey was conducted under the leadership of Dr. Ashlea Klahr, Director of OPA’s Health and Resilience (H&R) Research Division and Ms. Carol Newell, Deputy Director of OPA’s Readiness and Retention (R&R) Research Division.

Policy officials contributing to this survey effort include Ms. Shirley Raguindin and Mr. Cyrus Salazar (ODEI); Dr. Allison Greene-Sands, Mr. Clarence Johnson, and Mr. F. Michael Sena, (formerly of ODEI); and Dr. Elizabeth Van Winkle (Office of Force Resiliency).

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¹ In 2018, the Office of Diversity, Management, and Equal Opportunity (ODMEO) was reorganized and the office now responsible for overseeing this survey effort is the Office for Diversity, Equity, and Inclusion (ODEI) currently under the direction of Director Mr. Cyrus Salazar.

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2017 Workplace and Equal Opportunity Survey of Active Duty Members Executive Report

Introduction

The *2017 Workplace and Equal Opportunity Survey of Active Duty Members (2017 WEOA)* fulfills the Congressional mandate outlined in Title 10 USC §481 for a quadrennial survey to assess racial/ethnic relations in the military. The *2017 WEOA* was the fourth active duty survey conducted to meet this statutory requirement. The survey was designed to assess self-reported experiences of and the climate surrounding racial/ethnic harassment and discrimination in the military.

The Office for Diversity, Equity, and Inclusion (ODEI; formerly the Office of Diversity Management and Equal Opportunity [ODMEO]) enlisted the Office of People Analytics (OPA) to conduct the *2017 WEOA*. OPA conducts both web-based and paper-and-pen surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. The Health and Resilience (H&R) Research Division² of OPA conducts in-depth studies of topics which impact the health and well-being of DoD military and civilian populations.

The purpose of this executive report is to explain the statistical and survey methodology employed on the *2017 WEOA*, illustrate how estimates of past year racial/ethnic harassment and discrimination rates were constructed, and provide topline DoD findings. All uses and interpretations of the *2017 WEOA* data should be made in light of the information contained in this report.

Statutory Requirement

Per Title 10 USC §481, the DoD is Congressionally required to field quadrennial Workplace and Equal Opportunity (WEO) surveys of active and Reserve component members...

“...so as to identify and assess the extent (if any) of activity among such members that may be seen as so-called ‘hate group’ activity... including issues relating to harassment and discrimination, and the climate in the armed forces for forming professional relationships among members of the armed forces of various racial and ethnic groups. Both such surveys shall be conducted so as to solicit information on the following:

(1) Indicators of positive and negative trends for professional and personal relationships among members of all racial and ethnic groups.

² Prior to Fall 2016, the H&R Research Division resided within the Defense Manpower Data Center (DMDC). In Fall 2016, the Defense Human Resources Activity (DHRA) reorganized and moved H&R under the newly established Office of People Analytics (OPA).

(2) *The effectiveness of Department of Defense policies designed to improve relationships among all racial and ethnic groups.*

(3) *The effectiveness of current processes for complaints on and investigations into racial and ethnic discrimination.”*

Statistical and Survey Methodology

OPA conducts cross-component surveys that provide DoD leadership with assessments of attitudes, opinions, and experiences of the population of interest using industry standard scientific methods to ensure validity of results. OPA’s survey methodology meets or exceeds survey industry standards used by other government statistical agencies (e.g., the Census Bureau, the U.S. Merit Systems Protection Board, and Bureau of Labor Statistics), private sector survey organizations, and well-known national polling organizations. OPA’s scientific methods have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]). Additionally, OPA adheres to best practices in survey methodology promoted by the American Association for Public Opinion Research (AAPOR).³ Appendix A contains frequently asked questions (FAQs) that explain the methods employed by government and private survey agencies, including OPA.

The 2017 WEOA survey was the fourth in a line of Congressionally-mandated equal opportunity surveys⁴ conducted by OPA with active duty members. The 2017 WEOA survey methodology is consistent with previous Workplace and Equal Opportunity (WEO) surveys administered to Service members. More details about the statistical and survey methodology can be found below, including sample design, survey details, survey administration, statistical weighting, statistical analyses, and interpretation of results.

Sampling Design

The target population for the 2017 WEOA consisted of active duty members from the Army, Navy, Marine Corps, Air Force, and Coast Guard, excluding National Guard and Reserve members, who were below flag rank.⁵ Per DoD regulations, military members who had left the Department after the sample was drawn, but prior to the opening of the survey, were excluded

³ AAPOR’s “Best Practices” state that, “virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability” (http://aapor.org/Best_Practices1/4081.htm#best3). OPA has conducted surveys of the DoD community using these “Best Practices” for over 25 years, tailored as appropriate for the unique design needs of specific surveys.

⁴ While the first survey of this nature conducted by OPA (formerly DMDC) was the 1996 *Equal Opportunity Survey (1996 EOS)*; Scarville, Button, Edwards, Lancaster, & Elig, 1999), the 2005 WEOA was the first conducted to meet Congressional requirement.

⁵ Although the law does not require quadrennial assessments of racial/ethnic issues of Coast Guard members, the Coast Guard requested to participate in this survey administration. Their results, however, are not presented in this report.

from the survey administration process as they are considered “members of the public” and require additional approvals to include in survey efforts.⁶

Single-stage, nonproportional stratified random sampling procedures⁷ were used. The DoD sample consisted of 80,301 active duty members drawn from the sample frame constructed from DMDC’s Active Duty Master Edit File (ADMF). Members of the sample became ineligible if they indicated in the survey or by other means (e.g., e-mails or telephone calls to the data collection contractor) that they were not in a Service as of the first day of the survey, November 16, 2017 (0.07% of sample).

Survey Details

The WEO surveys have been conducted with military members dating back to 2005 for active duty members and 2007 for Reserve Component members. The *2017 WEOA* was designed to meet the statutory requirements outlined in Title 10 USC §481 which requires the Department to administer a survey that 1) provides indicators of positive and negative trends for professional and personal relationships among members of all racial/ethnic groups; 2) examines the effectiveness of policies designed to improve professional relationships among all racial/ethnic groups; and 3) examines the effectiveness of current processes for complaints and investigations into racial/ethnic discrimination. The content of the *2017 WEOA* generally aligns with the *2013 Workplace and Equal Opportunity Survey of Active Duty Members (2013 WEOA)* and the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members (2015 WEOR)*.

One of the key features of the WEO surveys is the ability to derive estimated past year rates of racial/ethnic harassment/discrimination. Additional survey content includes effectiveness of policies and programs to improve relations among different racial/ethnic groups, effectiveness of reporting processes for complaints, and climate for diversity and inclusion.

Survey Administration

The *2017 WEOA* was a confidential web-based survey. All survey procedures used were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. The survey used “dynamic text” for questions regarding experiences of racial/ethnic harassment/discrimination within the past 12 months, which allows OPA to calculate the estimated past year rates of these behaviors. The prior year’s date was inserted based on when the respondent started the survey (for example, if the respondent started the survey on November 16, 2017, the prior year date would be November 16, 2016).

⁶ The sample was drawn from the July 2017 Active Duty Master Edit File (ADMF). Service members had at least 4 months of service at the time of fielding.

⁷ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by race/ethnicity and Service (e.g., all Hispanic Army personnel in one group, all Asian Army personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there are enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

Data for active duty members randomly selected to participate in this effort were collected between November 16, 2017 and February 9, 2018.⁸ The survey announcement explained the purpose of the survey, how the survey information would be used, why participation was important, and opt-out procedures for those who did not wish to participate. Throughout the administration period, eight additional reminder e-mail communications were sent to sample members who had not completed nor opted-out of the survey to encourage survey participation.

Completed surveys were defined as answering 50% or more of the survey questions asked of all participants, including at least one valid response on the critical questions regarding experience of racial/ethnic harassment (Q29–Q41) or racial/ethnic discrimination (Q43–Q54). Completed surveys were received from 9,926 DoD eligible respondents. The overall weighted response rate for DoD eligible members, corrected for nonproportional sampling, was 15.5% (Table 1).

Table 1.
2017 WEOA Counts of Respondents and Weighted Response Rates

	Total Population	Sample Size	Number of Respondents	Response Rate
Total DoD	1,275,736	80,301	9,926	15.5%
Race/Ethnicity				
Non-Hispanic White	713,245	20,082	2,999	16.3%
Total Minority	561,399	60,219	6,921	14.3%
Black	186,713	12,403	1,274	13.5%
Hispanic	225,988	11,963	1,497	13.9%
AIAN	9,139	9,291	483	13.3%
Asian	56,935	8,897	1,535	18.2%
NHPI	9,481	8,908	677	14.6%
Two or More Races	73,143	8,757	1,455	15.6%
Service				
Army	461,193	25,474	2,383	11.4%
Navy	317,598	25,473	2,763	13.8%
Marine Corps	179,531	17,207	1,868	11.5%
Air Force	317,414	12,147	2,912	25.6%

Note: For the purposes of this table, active duty members without valid data on “race/ethnicity” in administrative records used to draw the sample were coded as “Non-Hispanic White” in the calculation of response rates. AIAN = American Indian/Alaskan Native. NHPI = Native Hawaiian/Pacific Islander.

Data Weighting

OPA scientifically weighted the 2017 WEOA respondent data to be generalizable to the entire DoD active duty member population. After resolving case dispositions based on eligibility for the survey and completion status, analytical weights were created to account for varying response rates among population subgroups using the industry standard three-stage process.

⁸ The data collection effort began on November 13, 2017 through the sending of notifications letters. Sample members were notified by e-mail on November 20, 2017 that the web site was open. The web site opened on November 16, 2017, and therefore data were collected from November 16, 2017 to February 8, 2018.

Within this process, statistical adjustments were made to ensure respondents accurately reflect the population characteristics and provide a more rigorous accounting to reduce nonresponse bias in estimates. This ensures that varying response rates of certain population subgroups do not impact the total force estimates and that population totals, proportions, and means derived (as well as other statistics) are representative. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics because of varying response rates among population subgroups.

The three stage process of weighting consisted 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.
- *Adjustment for nonresponse.* Some sampled members do not respond to the survey, which must also be accounted for through weighting. 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 known population values.* The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sampled 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 White (non-Hispanic) members and 1,500 Total Minority members, but the nonresponse-adjusted weighted estimates from the respondents was 7,000 White (non-Hispanic) members and 3,000 Total Minority members. To reduce this possible bias and reproduce known population totals for race/ethnicity, the weights would be adjusted by 1.21 for White (non-Hispanic) members and 0.5 for Total Minority members so that the final weights for White (non-Hispanic) members and Total

Minority members would be 24.3 and 10, which would give unbiased estimates of both the total and of racial/ethnic subgroups.

Statistical Analyses

The 2017 WEOA survey results were analyzed by race/ethnicity for the DoD overall (Appendix B) and separately by Service (Army, Navy, Marine Corps, and Air Force; Appendices C – F, respectively). Trend year tests were conducted between 2017 estimates and estimates from 2013, 2009, and 2005 where available. For race/ethnicity, the respondents were classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997) primarily using self-report data on the survey. When self-report data were missing, administrative data from the ADMF were used to impute racial/ethnic categories. The definitions for racial/ethnic categories are describe below.

- **White:** Members who identify as only White and not Spanish/Hispanic/Latino.
- **Total Minority:** Members who identify as one (other than White) or more of the races and/or identify as Spanish/Hispanic/Latino.
- **Black:** Members who identify as only Black with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Hispanic:** Members who identify as Spanish/Hispanic/Latino regardless of what racial group they may also identify as.
- **AIAN:** Members who identify as only American Indicate/Alaska Native (AIAN) with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Asian:** Members who identify as only Asian with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **NHPI:** Members who identify as Native Hawaiian/Pacific Islander (NHPI) with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Two or More Races:** Members who identify as more than one race and who do not identify as Spanish/Hispanic/Latino.⁹

Interpretation of Results

All results provided should be interpreted as estimates of perceptions or experiences of the overall population. By definition, all survey results are subject to error which should be

⁹ For Service breakouts, the category *Other Race/Ethnicity* was created by combining members who identify as AIAN, NHPI, or as being of Two or More Races into one category. This was done to increase the probability of generating reportable results due to low representation of these groups in our survey responses as well as the overall DoD population as a whole. Thus, for Service level breakouts, racial/ethnic categories include *White, Total Minority, Black, Hispanic, Asian, and Other Race/Ethnicity*.

considered when interpreting data. Using Figure 1 below, this section describes the individual elements of tables compiled in this report and explains how to interpret the tables.

Figure 1.
Example Table

1 Table 1. Table Title													
2		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017										3	
			Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
4	Item text	Agree	2017	62	60	64	60	68	63	54	63	76	58
			2013	67▲	65	70▲	65	74▲	68	NR	71▲	78	66
			2009	67▲	65	70▲	65	73	69	66	67	72	63
			2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
		Neither agree nor disagree	2017	13	12	14	12	12	14	14	16	14	17
			2013	11	10	13	10	10	14	NR	14	10	13
			2009	12	11	13	11	11	13	14	15	18	16
			2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
		Disagree	2017	25	27	21	27	19	22	NR	21	10	25
			2013	22	25	18	25	16	18	NR	15▼	13	20
			2009	22	24	18	24	16	18	20	18	10	21
			2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
7		<i>Margins of error range from ±1% to ±16%</i>											
8		Percent of all active duty members											
												9	

Table Elements

Figure 1 above shows a sample data table from the 2017 WEOA that presents weighted estimates for the DoD by race/ethnicity below for a sample item from the survey. This table contains information about both within year and trend analyses. Details on how to read the tables are provided below:

- 1. Table Title:** Describes the results for the question/item presented in the table.
- 2. Key:** Describes the statistical comparisons being made within the tables. Statistical comparisons are generally made along a single dimension (e.g., race/ethnicity) at a time using studentized independent samples t-tests. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension or reporting category. For this table, within survey year comparisons are made between racial/ethnic groups, where responses for one race/ethnicity are compared to the weighted average of the responses of all other race/ethnicities in that dimension (e.g., white members are compared to members in the other racial/ethnic groups). When comparing results across survey years (e.g.,

2017 compared to 2013), statistical tests for differences between weighted averages along a single dimension are used for trend analyses. Results are determined significant at an alpha (α) level of 0.01 for within and trend year analyses.

3. **Reporting Categories:** Denotes the demographic categories displayed in the table. The wide gray lines separate the comparison groups. In this table, comparisons are being made between White and Total Minority, and then among each racial/ethnic group compared to the weighted average of the responses of all other racial/ethnic groups.
4. **Question/Item Text and Response Options:** This text identifies what the survey question or item measured is along with their associated labels for the response options. In most cases, these represent the weighted percent of responses for each option on the survey for each reporting category or a collapsed version of the response options for ease of analysis (e.g., “likely” includes survey responses for members who indicated “very likely” and “likely”). Within a set of response options, percentages may not add to 100% due to rounding. Where this is a simple binomial response, such as “Yes” and “No,” only the “Yes” percentage is presented and the text of the item respondents have indicated “Yes” is provided. In these instances, and in instances where respondents were able to select more than one response option, the percentage who marked each item does not sum to 100% across the set. Composite scores are presented as well (for example, Estimated Past Year Racial/Ethnic Harassment/Discrimination Rates).
5. **Within Year Differences:** Statistically significant comparisons within the current survey year are colorized in the 2017 cells. Significance for within year analyses are annotated using colors to denote which reporting category is significantly higher (purple) or lower (yellow). No color indicates the weighted percent for that comparison group did not differ significantly from the weighted average of all other comparison groups along the same dimension.
6. **Trend Year Differences:** Statistically significant comparisons between survey years are denoted in the trend year cells. Results for trend year analyses are annotated with arrows on the trend year estimate to denote whether the trend year estimate is significantly higher (\uparrow) or lower (\downarrow) than the current year estimate. No arrow indicates the weighted percent for that trend year did not differ significantly from the current year results. For this table, trend year data were available for 2013 and 2009, but not 2006.
7. **Margins of Error:** When data are weighted to represent population estimates, margins of error should be calculated to convey the uncertainty or error surrounding the population estimate presented. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident we are that the interval contains the true population value being estimated 95% of the time. For example, if it is estimated that 55% of respondents selected an answer and the margin of error was ± 3 , we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Due to the weighting strategy

employed, conventional formulas for calculating the margin of error may overstate the reliability of the estimate. For the 2017 WEOA, variance estimates were calculated using SUDAAN[®] PROC DESCRIPT (Research Triangle Institute, Inc., 2013).¹⁰

8. **Percent Responding:** Because the results of the 2017 WEOA are based on weighted data, the reader can assume the results generalize to the entire DoD active duty population within the margin of error. All tables and figures should be interpreted in light of the population of respondents who were eligible to answer the question and responded, which is referred to as the percent responding. For example, when a table footnote indicates “percent of all active duty members,” that means all respondents were eligible to answer the question and estimates presented represent the total population of DoD active duty members. Similarly, when a table footnote indicates “Percent of active duty members who indicated experiencing racial/ethnic harassment/ discrimination in the past 12 months,” this means only respondents who endorsed past year experiences of racial/ethnic harassment/discrimination on earlier questions were eligible to respond to this question so estimates presented only represent the population of active duty members who experienced racial/ethnic harassment/discrimination in the past 12 months.
9. **Special Notations:** Not all tables will contain trend data, so these rows may not be available or, in instances where trend data are not available for a specific trend year, may contain “NA” instead of a percent to note trend results are “not available” for that year. Additionally, it is possible that a specific result is “not reportable” due to low reliability, which is annotated as “NR.” Unstable estimates usually occur when only a small number of respondents contribute to the estimate or the estimate is associated with a large amount of error. An “NR” designation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate.

Example Table Interpretation

The example table at Figure 1 shows Black (68%) and NHPI (76%) members were significantly *more likely* to indicate they “agree” with the item in 2017 than all other racial/ethnic groups as indicated by the purple highlight on their results for the response option “agree” in the table on the 2017 results line. Additionally, Black (19%), and NHPI (10%) members were significantly *less likely* to indicate they “disagree” with the item in 2017 than all other racial/ethnic groups as indicated by the yellow highlight on their results for the response option “disagree” in the table on the 2017 results line. Total Minority (21%) members were also significantly *less likely* to indicate they “disagree” with the item in 2017 than White members as indicated by the yellow highlight on their results for the response option “disagree” in the table on the 2017 results line. In 2017, White (27%) members were significantly *more likely* to indicate they “disagree” with

[®] Registered 2013 by Research Triangle Institute, P.O. Box 12194, Research Triangle Park, NC 27709-2194.

¹⁰ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN[®] PROC DESCRIPT, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

the item than all other racial/ethnic groups as indicated by the purple highlight on their results for the response option “disagree” in the table on the 2017 results line.

In regards to trend results, Total DoD (67%), Total Minority (70%), Black (74%), and Asian (71%) members were *more likely* to indicate they “agree” with the item in 2013 than in 2017 as indicated by ↑ on their results in the table for the 2013 results line. Total DoD (67%) and Total Minority (70%) members were also *more likely* to indicate they “agree” with the item in 2009 than in 2017 as well as indicated by ↑ on their results in the table for the 2009 results line. And finally, Asian (15%) members were *less likely* to endorse “disagree” in 2013 than in 2017 as indicated by ↓ on their results in the table for the 2013 results line.

Construction of Estimated Past Year Racial/Ethnic Harassment and Discrimination Rates

All WEO surveys are designed to solicit information on racial/ethnic relations (10 USC §481), which includes the climate for racial/ethnic relations and estimated past year rates of racial/ethnic harassment and discrimination. OPA recommended in 2014 that DoD redesign the measure of racial/ethnic harassment/discrimination to better align with military EO policy. As agreed, the RAND Corporation was contracted by ODEI and OPA to construct a new measure of racial/ethnic harassment and/or racial/ethnic discrimination by modifying the current congressionally approved measure of gender discrimination and harassment used in the *2014 RAND Military Workplace Survey* to apply to experiences based on race/ethnicity. Beginning with *2015 WEOR*, the prior measure of racial/ethnic harassment and racial/ethnic discrimination was replaced with this new metric. Thus, comparisons to prior year rates of racial/ethnic harassment and discrimination are not possible since the *2017 WEOA* is the first administration of this metric to active duty military members.

This section describes the metrics and methods used to construct past year estimates of racial/ethnic harassment and discrimination in the DoD active duty military member population. References to “racial/ethnic harassment,” “racial/ethnic discrimination,” and “racial/ethnic harassment/discrimination” in the metrics do not necessarily imply meeting legal definitions. Instead, the rates constructed provide DoD and its policy offices with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination rather than serving as an official “crime index.” Similarly, references to “retaliation” in questions do not necessarily imply meeting legal definitions and are based on respondent perceptions of their experiences. Only proper investigations can adjudicate cases of misconduct.

Construction of Estimated Past Year Racial/Ethnic Harassment Rate

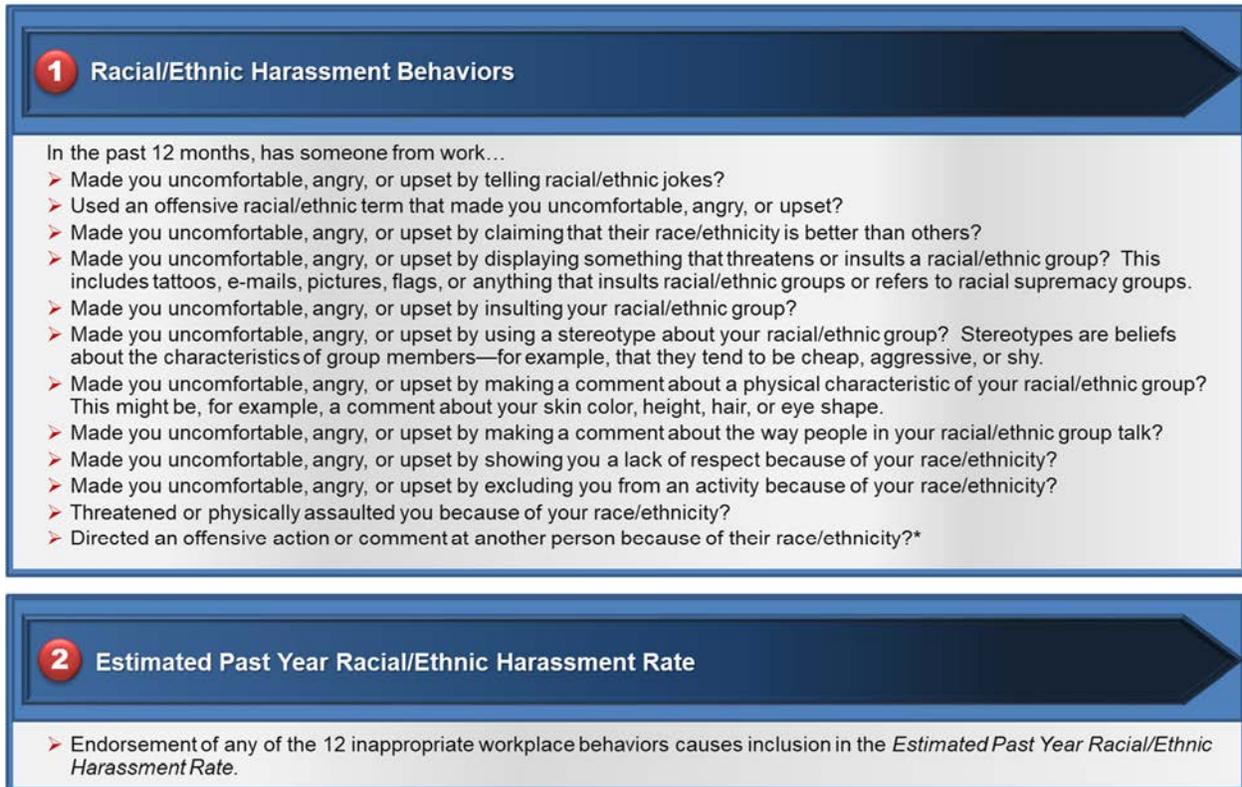
Building from DoD’s definition for sexual harassment and the Equal Employment Opportunity Commission’s (EEOC) definition of harassment, we operationalized racial/ethnic harassment as behaviors that create a workplace environment that is intimidating, hostile, offensive, or unreasonably intrusive for those in protected categories. These behaviors may include the use of slurs, other insulting statements and behaviors, and threatening physical conduct due to a member’s race/ethnicity.

Members were given the following specific definitions and directions when answering each item:

- Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.
- When a question mentions “someone from work,” please include any person you have contact with as part of your military duties. “Someone from work” could be a supervisor, civilian employee, contractor, or military personnel at any rank. They could be in your unit or in other units.
- These things might have occurred on duty or off duty, on base or off base. Please include them as long as the person who did them was someone from work.

To be included in the *Estimated Past Year Racial/Ethnic Harassment Rate*, members had to indicate that in the past 12 months they perceived experiencing at least one of the 12 racial/ethnic workplace behaviors (i.e., the respondent indicated being “uncomfortable, angry or upset” by a behavior) by someone from their military workplace prohibited by EO policy. Figure 2 depicts the steps for constructing the *Estimated Past Year Racial/Ethnic Harassment Rate*.

Figure 2.
Estimated Past Year Racial/Ethnic Harassment Rate Construction

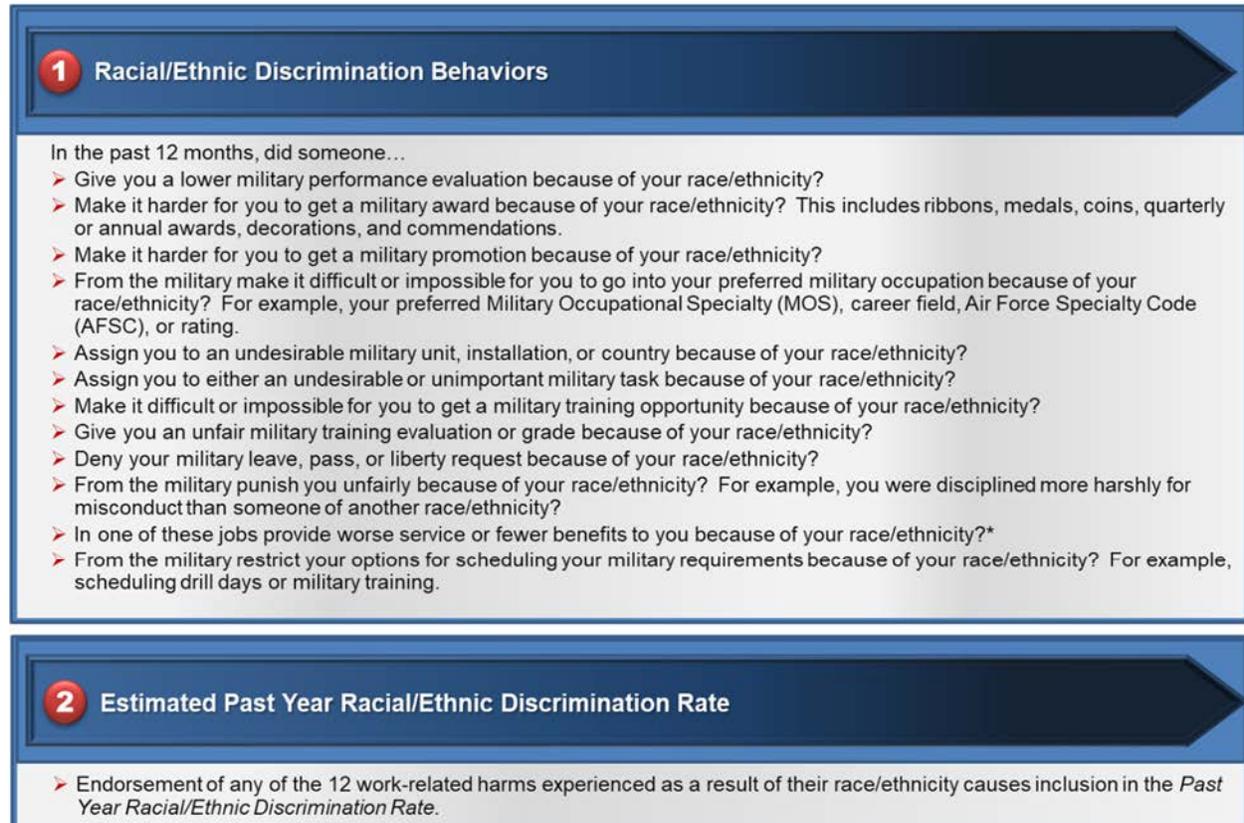


*Endorsement of “Directed an offensive action or comment at another person because of their race/ethnicity?” required secondary endorsement of the follow-up question, “Did the offensive action or comment at another person because of their race/ethnicity make you uncomfortable, angry, or upset?”

Construction of Estimated Past Year Racial/Ethnic Discrimination Prevalence Rate

Per EEOC definition, discrimination refers to differential treatment due to a protected class that negatively impacts selection, compensation, promotions, and other personnel actions in the employment setting. With this definition in mind, members were asked if they experienced differential treatment in personnel actions or benefits/services received in the past 12 months because of their race/ethnicity. To be included in the *Estimated Past Year Racial/Ethnic Discrimination Rate*, members had to indicate that they perceived experiencing at least one type of differential treatment as a result of their race/ethnicity in the past 12 months. Figure 3 depicts the steps for constructing the *Estimated Past Year Racial/Ethnic Discrimination Rate*.

Figure 3.
Estimated Past Year Racial/Ethnic Discrimination Rate Construction



*The introductory text, “*The military provides many types of services and benefits to military members, such as health care, military housing, recreation centers, commissaries, military law enforcement, and other services*” was provided to members before presenting the behavior “*Did someone in one of these jobs provide worse service or fewer benefits to you because of your race/ethnicity.*”

Construction of the Estimated Past Year Racial/Ethnic Harassment/Discrimination Prevalence Rate

Experiences of harassment and/or discrimination are contrary to good order and discipline. Any mistreatment of military members based on their race/ethnicity is against MEO policy. We created a combined *Estimated Past Year Racial/Ethnic Harassment/Discrimination Rate* to capture any form of mistreatment based on race/ethnicity to serve as an additional indicator of positive and negative trends of racial/ethnic relations in the military.

Inclusion in the *Estimated Past Year Racial/ Ethnic Harassment/Discrimination Rate* requires that members perceived experiencing at least one of the inappropriate racial/ethnic-related workplace behaviors (*Harassment* behaviors) and/or differential treatment in personnel actions and/or benefits/services (*Discrimination* behaviors) based on their race/ethnicity in the past 12 months.

Topline DoD Findings

The topline findings in this executive report are organized and presented in accordance to the three Congressional requirements outlined in Title 10 USC §481. Overall DoD estimates are reported in this section. Only significant differences among racial/ethnic groups are discussed where applicable. Additionally, results from trend testing are noted where applicable. All results by race/ethnicity and trend years, however, are provided in the data tables in Appendix B.

Indicators of Positive and Negative Trends for Professional and Personal Relationships Among Members of All Racial and Ethnic Groups

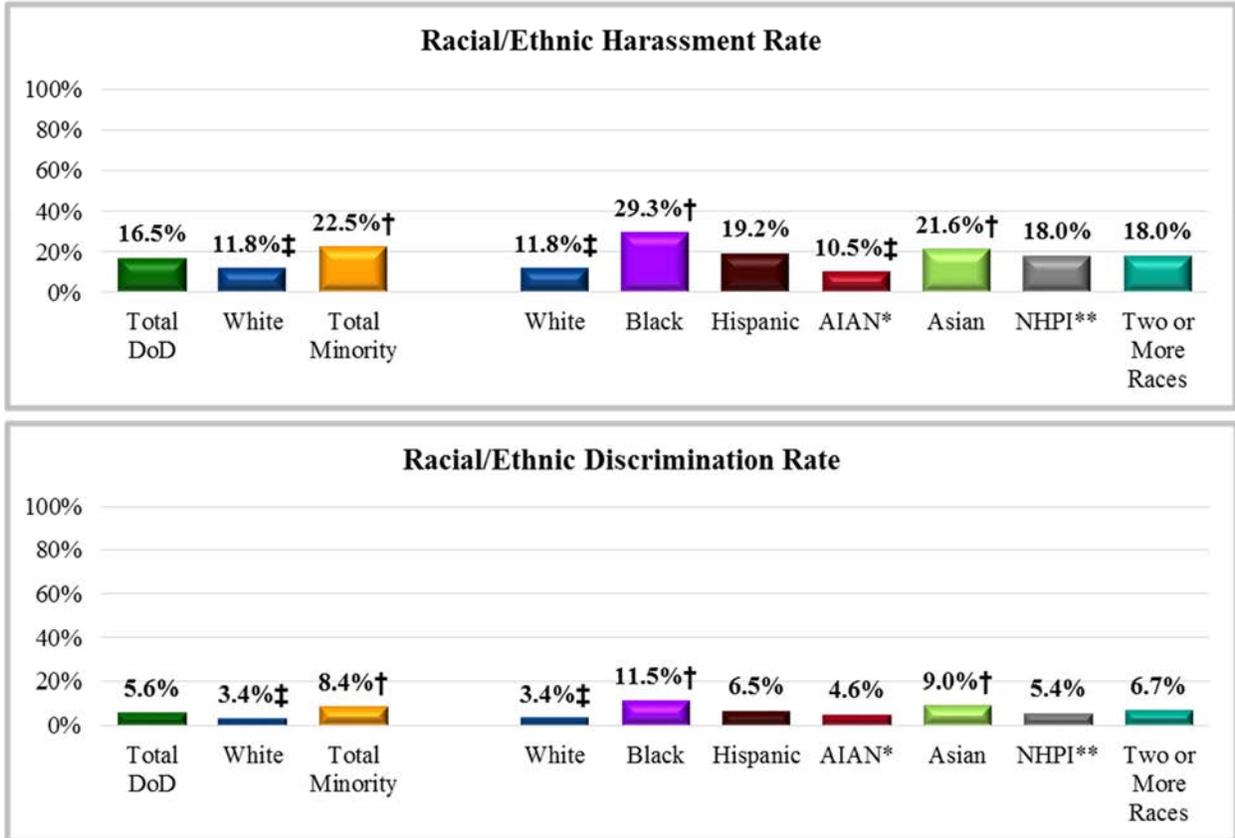
The 2017 WEOA contains several content blocks geared towards understanding trends for professional and personal relationships among military members of all racial/ethnic groups, including estimated past year racial/ethnic harassment and discrimination rates, details about the one situation of racial/ethnic harassment/discrimination with the greatest effect, and the overall diversity and inclusion climate for race/ethnicity.

Estimated Past Year Racial/Ethnic Harassment and Discrimination Rates

Overall, about one in five active duty members (17.9%) indicated experiencing racial/ethnic harassment and/or discrimination in the 12 months prior to taking the survey. Black (31.2%) and Asian (23.3%) members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than other active duty members, whereas White members (12.7%) were less likely. Overall, Total Minority (24.4%) members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination*, whereas White members (12.7%) were less likely. Because this metric was new to active duty members in 2017, trend year comparisons were not possible.

Figure 4.
Estimated Past Year Racial/Ethnic Harassment/Discrimination Rates

Collectively, 17.9% of active duty members (12.7% White† and 24.4% Total Minority†) experienced racial/ethnic harassment and/or discrimination in the past 12 months



Margins of error range from ±0.8% to ±7.6%

Percent of all active duty members

*American Indian/Alaskan Native **Native Hawaiian/Pacific Islander † Higher Response ‡ Lower Response

As shown in Figure 4, 16.5% of members indicated experiencing *Racial/Ethnic Harassment* in the past 12 months prior to taking the survey. Black (29.3%) and Asian (21.6%) members were more likely to indicate experiencing *Racial/Ethnic Harassment* than other active duty members, whereas White (11.8%) and AIAN (10.5%) members were less likely. Overall, Total Minority (22.5%) members were more likely to indicate experiencing *Racial/Ethnic Harassment* whereas White members (11.8%) were less likely. The top three behaviors endorsed were someone from work used a stereotype about their racial/ethnic group (8.3%), told racial/ethnic jokes (7.9%), and used an offensive racial/ethnic term (7.7%). Again, Black and Total Minority members were more likely to endorse these experiences, whereas White members were less likely.

Overall, 5.6% of members indicated experiencing *Racial/Ethnic Discrimination* in the 12 months prior to taking the survey. Black (11.5%) and Asian (9.0%) members were more likely to indicate experiencing *Racial/Ethnic Discrimination* than other active duty members, whereas White (3.4%) members were less likely. Overall, Total Minority (8.4%) were more likely to

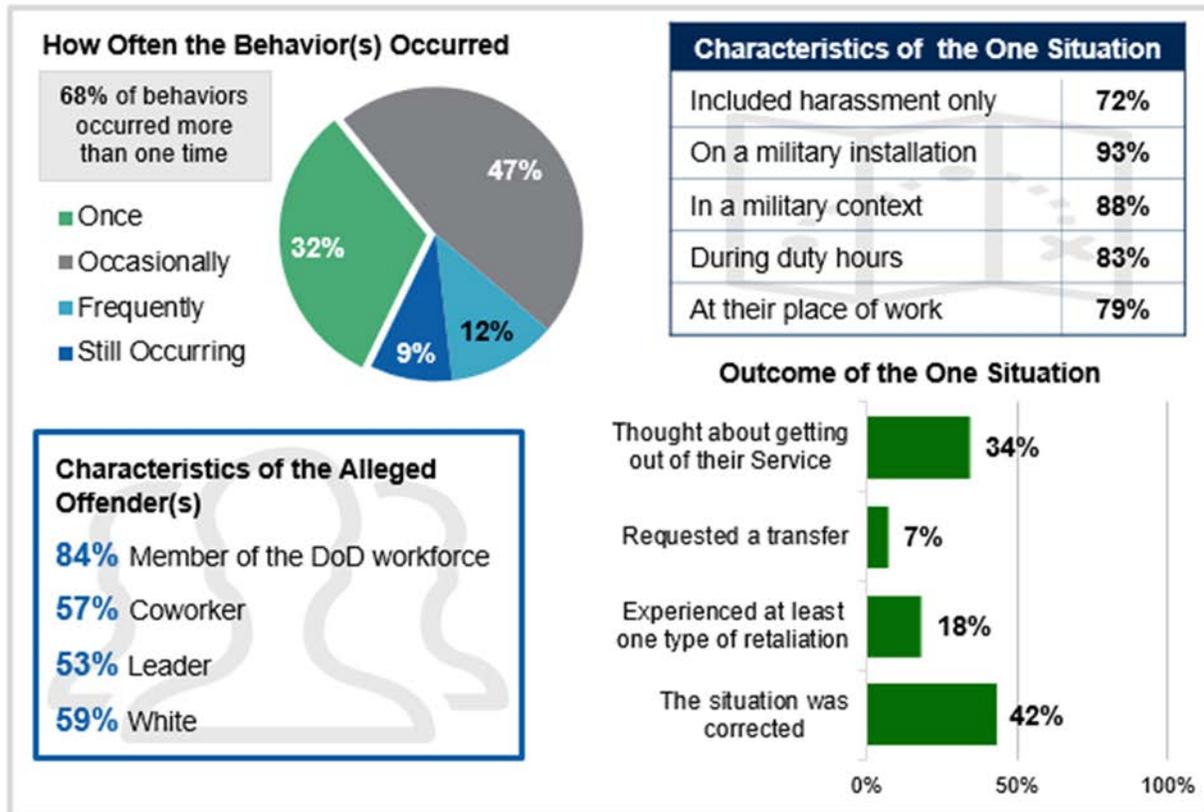
indicate experiencing *Racial/Ethnic Discrimination* than other active duty members, whereas White members (3.4%) were less likely. The top two behaviors endorsed were someone from work *made it harder for them to get a military promotion* (2.5%) and *to get a military award* (2.3%). Again, Black and Total Minority members were more likely to endorse these experiences, whereas White members were less likely.

Collectively, experiences of racial/ethnic harassment are much more prominent than experiences of racial/ethnic discrimination in the active duty regardless of race/ethnicity. Such behaviors may be seen as benign, but have the ability to erode unit cohesion and readiness. Moreover, racial/ethnic experiences vary substantively by race/ethnicity, suggesting that certain active duty members inhabit different worlds within the military. In particular, Black members are the most likely to endorse these experiences, whereas White members are the least likely. An additional nuanced understanding of climate factors that may foster or prevent racial/ethnic harassment and discrimination is warranted to identify and target root causes of this misconduct as well as identify which factors promote a climate of dignity and respect.

One Situation of Racial/Ethnic Harassment/Discrimination With the Greatest Effect

Because members often experience more than one incident or behavior, those who indicated that they experienced racial/ethnic harassment/discrimination in the past 12 months were asked to consider the “One Situation” or set of related events or behaviors that was the most offensive or egregious to them (i.e., had the greatest effect). With that “One Situation” in mind, the 18% of members who indicated experiencing racial/ethnic harassment/discrimination the past 12 months described the circumstances surrounding that experience. This included information about characteristics of the one situation, characteristics of the alleged offender(s), and the outcomes of their experiences. Figure 5 below summarizes the key findings of the one situation.

Figure 5.
Key Findings of the One Situation of Racial/Ethnic Harassment/Discrimination With the Greatest Effect



Margins of error range from $\pm 2\%$ to $\pm 4\%$

Percent of active duty members who experienced racial/ethnic harassment/discrimination in the past 12 months

Of members who indicated experiencing racial/ethnic harassment/discrimination within the past 12 months, 72% were referring to *racial/ethnic harassment only* when providing details about the one situation. As such, when interpreting the information within the one situation, the data primarily represent racial/ethnic harassment as experiences of racial/ethnic discrimination rarely occurred without harassment and were unable to be analyzed separately.

Overall, 68% of members indicated the behavior occurred *more than one time*. In particular, 32% indicated that the behavior occurred *once*, 47% indicated it occurred *occasionally*, 12% indicated it occurred *frequently*, and 9% indicated that the behavior was *still occurring*.

The top contexts in which the behavior occurred include *at a military installation* (93%), *in a military context* (88%), *during duty hours* (83%), and *at their place of work* (79%) White members (88%) were more likely to indicate the behavior occurred during duty hours, whereas Total Minority (81%) were less likely.

The majority (84%) indicated that at least one alleged offender was *a member of the DoD workforce* and 53% identified at least one alleged offender as someone in a *leadership* position.

NHPI (30%) members were less likely to identify at least one alleged offender as leadership than other active duty members. The top employment status of the alleged offender(s) were *coworker* (57%), *in their chain of command* (37%), and *other person(s) not in their chain of command of higher rank/grade* (35%).

In regards to the race/ethnicity of the alleged offender(s), 50% indicated at least one alleged offender was of a *different race/ethnicity than them*, 27% indicated *a mix of same and different race/ethnicities*, 8% indicated *the same as them*, and 15% indicated they *did not know the alleged offender(s) race/ethnicity*. The top two race/ethnicities of the alleged offender(s) were White (59%) and Black or African American (45%). Black (68%) members were more likely to identify at least one alleged offender as White, whereas White (47%) members were less likely. Further, Total Minority (67%) members were more likely to identify at least one alleged offender as White when compared to White members. Next, White (60%) members were more likely to identify at least one alleged offender as Black or African American, whereas Black (32%) and Hispanic (35%) members were less likely. Total Minority (34%) members were less likely to identify at least one alleged offender as Black or African American than White members. Collectively, results show that most of the negative experiences are happening among those with different racial/ethnic backgrounds though a sizeable portion, especially among White members, implicate someone of their racial/ethnic background in these behaviors as well. Additionally, the racial/ethnic relations among White and Black members appears to be most problematic.

In regards to the outcome of the one situation, 34% of members indicated they *thought about getting out of their Service* and 7% indicated they *requested a transfer*. Black (14%) members were more likely to indicate they requested a transfer than other active duty members, whereas White (3%) members were less likely. Overall Total Minority (10%) members were also more likely to indicate they requested a transfer than White members. Additionally, 10% indicated experiencing *professional retaliation* and 14% indicated experiencing *social retaliation* as a result of the one situation. Collectively, 18% indicated experiencing *at least one type of retaliation* as a result of the one situation. Finally, 42% indicated the *one situation was corrected* regardless of whether or not they reported it. Details about experiences of reporting the one situation are presented later in this report.

Collectively, these results suggest negative racial/ethnic experiences among active duty members are primarily comprised of racial/ethnic harassment, occur more than once, are done by someone of a different race/ethnicity, and often go uncorrected. They also happen primarily in the work environment involving those with whom they regularly come into contact, and may often trust due to their leadership status. Such negative racial/ethnic experiences are often ongoing and present an enduring threat to those who experience them. Thus, these members are operating in a work environment they may perceive as hostile and feel powerless to act in order to preserve unit cohesion.

Diversity and Inclusion Climate for Race/Ethnicity

The DoD's goal is to ensure all military members work in environments comprised of dignity and respect in order to afford them the ability to achieve at the highest levels warranted by their talents. Promoting diversity and inclusion are foundational to this goal and are directly related to the readiness of the all-volunteer fighting force. Indeed, workplaces that measure high on

diversity and inclusion reap many tangible benefits to include increased employee trust and engagement (Downey, van der Werff, Thomas, & Plaut, 2015), openness in workgroup communication (Hofhuis, van der Rijt, & Vlug, 2016), creativity and innovation (Daya, Ozer, & Almazrouei, 2017; Diaz-Garcia, Gonzalez-Moreno, Saez-Martinez, 2013), and organizational performance (Herring, 2009; Holmes, 2016; Slater, Weigand, & Zwirlein, 2008). Because of this, it is important to assess how the military is doing in promoting diversity and inclusion as a way to improve relations among racial and ethnic groups in order to support military readiness. In order to assess diversity and inclusion climate, members completed several content blocks about their support for diversity initiatives, comfort with forming relationships with diverse personnel, perceptions of their unit climate, and perceptions of the racial/ethnic climate in and outside of the military. The questions include direct focus on race/ethnicity in addition to factors tangential to race/ethnicity such as religion.

The majority of members endorsed support diversity within their Service. Specifically, most members indicated diversity is *important to building a quality force* (82%), *benefits everyone* (80%), and *will unify personnel* (75%). Additionally, 83% agreed they support their *Service's diversity efforts* and that *diversity initiatives positively affect their Service* (75%). Moreover, 56% indicated they were *actively involved in their Service's diversity efforts* and were *personally committed to diversity* (75%). However, only about half indicated diversity *will not lower their Service's standards* (51%). In general, Total Minority, Black, Hispanic, and Asian members endorsed greater support for diversity in their Services, whereas White members endorsed lower support.

In terms of forming relationships with diverse personnel, most members indicated to a large extent they feel comfortable *interacting with people from different racial/ethnic groups* (87%) and *interacting with people with different religious beliefs than them* (85%), though fewer indicated *being open about their religious beliefs with other military members* (65%). Additionally, the majority of members indicated they do not at all feel *pressure from military members to avoid socializing with members with different religious beliefs* (87%) or *pressure from military members not to socialize with members of other racial/ethnic groups* (88%). Over half of members indicated they do not at all feel *the need to watch what they say when interacting with people from different racial/ethnic groups* (55%) or *the need to watch their behavior when interacting with people from different racial/ethnic groups* (62%). In general, White members endorsed greater comfort in interactions with diverse personnel, denied feeling pressured to avoid interacting with diverse personnel, and denied feeling the need to monitor

Diversity and Inclusion Climate Key Findings

- The majority of members endorsed support for diversity in their Service
- Most members feel comfortable forming relationships with others from diverse backgrounds
- The majority of members endorse positive views of their supervisors and coworkers
- Most members rated their climate as inclusive
- The majority of members denied experiencing workplace hostility in the past 12 months
- Most members denied issues with racist/extremist organizations, hate crimes, and gangs at their duty station and the local community surrounding it
- Despite the above positive climate indicators, a sizeable minority indicated overall race relations are getting worse in the military and nation as a whole

their own behavior when interacting with diverse personnel. Conversely, Total Minority members were less likely to endorse comfort with, more likely to endorse pressure to avoid, and more likely to feel the need to monitor their own behavior when interacting with diverse personnel. Trend analyses generally revealed increased levels of perceived comfort in forming relationships and interacting with diverse personnel in 2017 than in 2013, 2009, and 2005.

Perceptions of unit climate include the climate for inclusion, leadership climate, relationships with coworkers, and work climate. Leaders serve a crucial role in promoting unit climates based on dignity and respect. Members were asked a variety of questions to assess members' perceptions of fair treatment by their immediate supervisor and their overall perceptions of their immediate supervisor. The majority of members agreed that their immediate supervisor *evaluates their performance fairly* (76%), *ensures all personnel are treated fairly* (75%), *assigns work fairly in their workgroup* (74%), and *has very little conflict with the people who report to him or her* (72%). Additionally, 77% agreed they *trust their immediate supervisor* and 70% indicated they were *satisfied with the direction/supervision they receive*. Two additional questions were added to understand the use of command climate surveys. Results indicated 61% of members agreed they *were encouraged by their immediate supervisor to participate in a command climate survey* and agreed *their unit commander briefed them on command climate survey outcomes, and the way forward*. Collectively, White members endorsed more positive perceptions of their immediate supervisor, whereas Total Minority and Black members endorsed less positive perceptions. Trend analyses revealed significantly more positive perceptions of immediate supervisors in 2017 than in 2013, 2009, and 2005.

The majority of members endorsed having an inclusive unit climate. In particular, members agreed that workgroup members are *treated as valued members of the team without losing their unique identities* (80%), *empowered to make work-related decisions on their own* (71%), and *have outcomes fairly distributed among them* (69%). Additionally, members indicated they *can use their chain of command to address concerns about discrimination without fear of retaliation or reprisal* (77%) and *are encouraged to offer ideas on how to improve operations* (74%). Moreover, 70% indicated *the decision-making processes that impact their workgroup are fair*. Finally, the majority of members disagreed when asked if *they felt excluded because of being different* (64%), *racial slurs/comments/jokes are used in their workplace* (62%), and *sexist slurs/comments/jokes are used in their workplace* (61%). In general, White members were more likely to identify their unit climate as inclusive, whereas Total Minority members were less likely. Black, Hispanic, and Asian members were also less likely to identify their unit climate as inclusive.

Members were also asked to about their perceptions of their coworkers. The majority of members agreed *the people in their work group are willing to help each other* (75%), *the people in their workgroup get along* (74%), *they are satisfied with their relationships with their coworkers* (72%), *their coworkers put in the effort required for their jobs* (66%), and *there is very little conflict among their coworkers* (62%). For some of the items, White members endorsed more positive perceptions of their coworkers, whereas Total Minority members endorsed less positive perceptions. Trend analyses generally revealed more positive perceptions of coworkers in 2017 than in 2013, 2009, and 2005.

Next, members were asked if they had any experiences in the past 12 months where coworkers or supervisors displayed workplace hostility towards them. Variability was observed in the types of behaviors members endorsed experiencing, with most members experiencing at least one hostile workplace behavior in the past 12 months. In particular, over half of members indicated experiencing situations in which coworkers or supervisors *did not provide them with information or assistance when needed* (67%) and *gossiped/talked about them* (50%) in the past 12 months, while fewer indicated coworkers or supervisors *were excessively harsh in criticism of their work performance* (41%), *took credit for their work or ideas* (40%), *yelled when angry with them* (35%) or *used insults/sarcasm/gestures to humiliate them* (31%). Total Minority (34%) members were more likely to indicate experiencing situations in which coworkers or supervisors *used insults/sarcasm/gestures to humiliate them* whereas White (30%) members were less likely. No other differences were observed in behaviors experienced by race/ethnicity. Collectively, results suggest that a sizeable portion of members are experiencing hostile workplace behaviors regardless of race/ethnicity which could also negatively impact workplace climate, unit cohesion, and readiness.

Leaders and coworkers are not the only influences on unit climate. The duty station, local community surrounding the duty station, the military overall, and nation as a whole also play a role in understanding the climate for forming relationships among members of different racial/ethnic groups. To explore these additional influences, members were asked whether they experienced issues at their duty station and the local community surrounding their duty station as well as perceptions of racial/ethnic relations in the military and nation. The majority of members denied problems with *hate crimes* (90%), *gangs* (88%), and *racist/extremist organizations* (86%) at their duty station. In general, White members were more likely to deny such problems at their duty station, whereas Total Minority, Black and Asian members were less likely. Additionally, the majority of members denied problems with *hate crimes* (71%), *racist/extremist organizations* (67%), and *gangs* (63%) in the local community surrounding their duty station. Trend analyses generally revealed members were more likely to deny problems with these issues at both their duty station and the local community surrounding it in 2017 than in 2005, though few differences were observed from 2013 and 2009.

Finally, members were asked whether they believe racial/ethnic relations have gotten better or worse over the past five years in the military and in the nation. More positive perceptions were observed for the military than for the nation. One third (34%) members indicated racial/ethnic relations in the military are *better today*, 54% indicate *about the same as five years ago*, and 12% indicated *worse today*. Black (20%) and Total Minority (15%) members were more likely to indicate worse today, whereas White (9%) members were less likely. Asian (42%) members were more likely to indicate *better today*, whereas Black (26%) members were less likely. In comparison, 21% members indicated racial/ethnic relations in the nation are *better today*, 25% indicate *about the same as five years ago*, and 54% indicated *worse today*. Asian (33%) and NHPI (28%) members were more likely to indicate better today, whereas Black (16%) and AIAN (12%) members were less likely. Trend analyses revealed significantly less positive views of racial/ethnic relations in the military and the nation in 2017 than in 2013, 2009, and 2005.

In sum, the majority of military members endorsed positive views of the climate for diversity and inclusion in their Services. Specifically, most military members support diversity efforts,

describe their work climate as inclusive, have good relationships with coworkers and supervisors, and are comfortable interacting with diverse personnel. They generally denied problems with hate crimes, gangs, and racist/extremist organizations at their duty station as well. At the same time, there is a sizeable minority who do not feel included in their workplace as well as some who acknowledge existence of racial and/or sexist slurs/comments/jokes in their workplace. Even more striking is the prevalence of workplace incivility as over two-thirds of members endorsed experiencing at least one hostile workplace behavior in the past 12 months. This likely suggests that not all general workplace respect issues are equally prohibited or addressed. Because OPA's research has consistently identified the link between less severe behaviors (e.g., workplace hostility) and more severe behaviors (e.g., sexual assault) in the military, an important step towards improving the climate for diversity and inclusion is addressing all problematic behaviors regardless of severity, promoting inclusion, and facilitating comfort with interactions among diverse personnel.

When considering the results, however, it is also equally important to consider whose perspective is the reference point in order to fully understand the diversity and inclusion climate across the diverse racial/ethnic groups that comprise the military. In the majority of cases, White members endorse the most positive views of the climate for diversity and inclusion whereas minority members, and in particular Black members, perceive the climate much differently. An additional contextualized approach to understanding what factors are associated with improved diversity and inclusion climate for all racial/ethnic groups is warranted.

Finally, results depicting the diversity and inclusion climate in the military must be interpreted within the larger cultural landscape in which military members operate. Indeed, members acknowledge the worsening of racial/ethnic relations in the nation, and to a lesser extent, the military overtime. Despite this discouraging trend, we also see positive gains for military members in improving relationships with diverse personnel, their coworkers, and their leaders over time, which could buffer military members to an extent from outside factors impacting racial/ethnic relations in our nation.

The Effectiveness of DoD Policies Designed to Improve Relationships Among All Racial and Ethnic Groups

The 2017 WEOA assesses perceptions of leadership and training received in order evaluate current policies to improve relationships among racial and ethnic groups.

Leadership Efforts to Improve Relationships Among All Racial and Ethnic Groups

Members were asked whether senior leadership of their Service, senior leadership of their installation/ship, and their immediate supervisor make honest and reasonable efforts to stop racial/ethnic harassment and discrimination. The majority of members indicate all levels of leadership make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, with 75% indicating such for their *immediate supervisors*, 72% indicating such for *senior leadership of their Service*, and 72% indicating such for *senior leadership of their installation/ship*. In general, White members were more likely to indicate leaders make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, whereas Black, Asian, and Total Minority members were less likely. Trend analyses revealed increases in leadership efforts across all levels to stop racial/ethnic harassment and discrimination in 2017 than in 2013, 2009, and 2005.

The large majority of members (88%) indicated their immediate supervisor pays *the right amount of attention* to racial/ethnic harassment and/or discrimination, though fewer (65%) indicated the military pays *the right amount of attention* to racial/ethnic harassment and/or discrimination. Although significant differences were observed in responses by race/ethnicity, few distinct patterns emerged. Trend analyses revealed greater perceptions that the military pays the right amount of attention to racial/ethnic harassment/discrimination in 2017 than in 2009 and 2005.

Collectively, results indicate military members acknowledge the work being done by their leaders, and to a less extent the military, to improve racial/ethnic relations over time. Coupled with results regarding racial/ethnic relations and the climate for diversity and inclusion, there is evidence to suggest these efforts are working. However, there is still room for improvement to ensure all members regardless of their race/ethnicity benefit from efforts to improve racial/ethnic relations in the military.

Training on Racial/Ethnic Harassment/Discrimination

A large majority of members (87%) indicated that they received *training on topics related to racial/ethnic harassment/discrimination in the past 12 months*. White (90%) were more likely to indicate receiving training, whereas Black (80%) and Total Minority (84%) were less likely. Of those who received training, the large majority (92%) indicated that the training was *slightly to very effective* in actually reducing and/or preventing

Leadership Efforts Key Findings

- The majority of members indicated leadership at all levels make honest and reasonable efforts to stop racial/ethnic harassment and discrimination
- Most members indicate their immediate supervisor pays the right amount of attention to racial/ethnic harassment/discrimination, though fewer indicated the same about the military as a whole

Training Key Findings

- The vast majority of members received training on racial/ethnic harassment/discrimination in the past 12 months
- The majority of those who received training indicated it conveyed relevant information and was effective in actually reducing and/or preventing racial/ethnic harassment/discrimination

racial/ethnic harassment/discrimination, and only 8% indicated that the training was *not at all* effective. NHPI and Asian members were more likely to indicate the training was slightly to very effective in actually reducing and/or preventing racial/ethnic harassment/discrimination and less likely to indicate training was not at all effective. Trend analyses revealed significantly lower perceived effectiveness in training's ability to actually reduce/prevent racial/ethnic harassment/discrimination in 2017 than in 2005, though few differences emerged from 2009 and 2013.

Members were also asked about the type of content received in their training on topics related to racial/ethnic harassment and discrimination in the past 12 months. The majority of members who received such training agreed the training...

- *taught that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole (89%);*
- *identified racial/ethnic behaviors that are offensive to others and should not be tolerated (88%);*
- *explained the process for reporting racial/ethnic harassment and discrimination (88%);*
- *provided a good understanding of what words and actions are considered racial/ethnic harassment and discrimination (87%);*
- *provided information about policies, procedures, and consequences of racial/ethnic harassment and discrimination (87%);*
- *provided information on their Service's policies on participation in racist/extremist organization, hate crimes, or gangs (86%);*
- *gave useful tools for dealing with racial/ethnic harassment and discrimination (85%);*
- *made them feel it is safe to report offensive racial/ethnic situations (83%);*
- *promoted cross-cultural awareness (83%); and*
- *promoted religious tolerance (83%).*

Few significant differences were observed by race/ethnicity in regards to perceptions of training. Thus, the vast majority of military members do receive training on racial/ethnic issues, and regard it to be relevant and effective when it comes to improving racial/ethnic relations in the military.

The Effectiveness of Current Processes for Complaints on and Investigations into Racial/Ethnic Harassment/Discrimination

The 2017 WEOA contains several questions to evaluate current processes for complaints and investigations. Some of these questions were asked of all military members and some were asked only to those who indicated experiencing racial/ethnic harassment/discrimination in the past year.

Knowledge About and Climate for Reporting Racial/Ethnic Harassment/Discrimination

All members were asked about their knowledge of reporting processes for reporting racial/ethnic harassment and discrimination. The majority of members indicated they *would know how to report experiences of racial/ethnic harassment* (93%), *would know how to report experiences of racial/ethnic discrimination* (93%), and *the availability of reporting hotlines were publicized enough* (83%). In general, White members endorsed greater reporting knowledge, whereas Total Minority, Hispanic, and Asian members endorsed lower reporting knowledge. Trend analyses revealed increased knowledge in 2017, as results from 2017 were generally higher when compared to 2009, though no differences emerged compared to 2013.

Reporting Knowledge and Climate Key Findings

- The vast majority indicate they know how to report experiences with racial/ethnic harassment and discrimination
- Despite knowledge about reporting, a little over half to two-thirds of members endorsed positive perceptions of the reporting climate

Members were also asked about the reporting climate in their unit and perceived outcomes of reports for racial/ethnic harassment and discrimination. Results indicated while most members have knowledge of reporting processes, only a little over half to two-thirds endorsed positive views regarding the reporting climate. Specifically, just over half to two-thirds of members indicated to a large extent that *complaints about racial/ethnic harassment and discrimination would be taken seriously* (68%), *policies forbidding racial/ethnic harassment and discrimination are publicized* (64%), *people would be stopped from getting away with racial/ethnic harassment and discrimination* (64%), and *members of their workgroup would feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors* (59%). In general, White members endorsed a more positive perceptions of reporting climate in their unit, whereas Total Minority, Black, Hispanic, and Asian members endorsed less positive perceptions of reporting climate. Trend analyses revealed improved perceptions of reporting climate in 2017 than in 2009, though minimal differences were observed from 2013 and 2005.

Finally, members were asked about their perceptions of the chances of being promoted if someone in the military reported racial/ethnic harassment and discrimination. The majority of members indicated chances of promotion *would be the same* after reporting (78%), though 7% indicated they *would be better* and 15% indicated they *would be worse*. Black (30%) and Asian (22%) members were more likely to indicate the chances of promotion *would be worse* after reporting compared to other military members, whereas White (10%) members were less likely. Overall Total Minority (22%) members were more likely to indicate the chances of promotion *would be worse* after reporting compared to White members. Trend analyses revealed small declines in perceptions that reporting would hinder chances of promotions in 2017 when compared to 2013 and 2009.

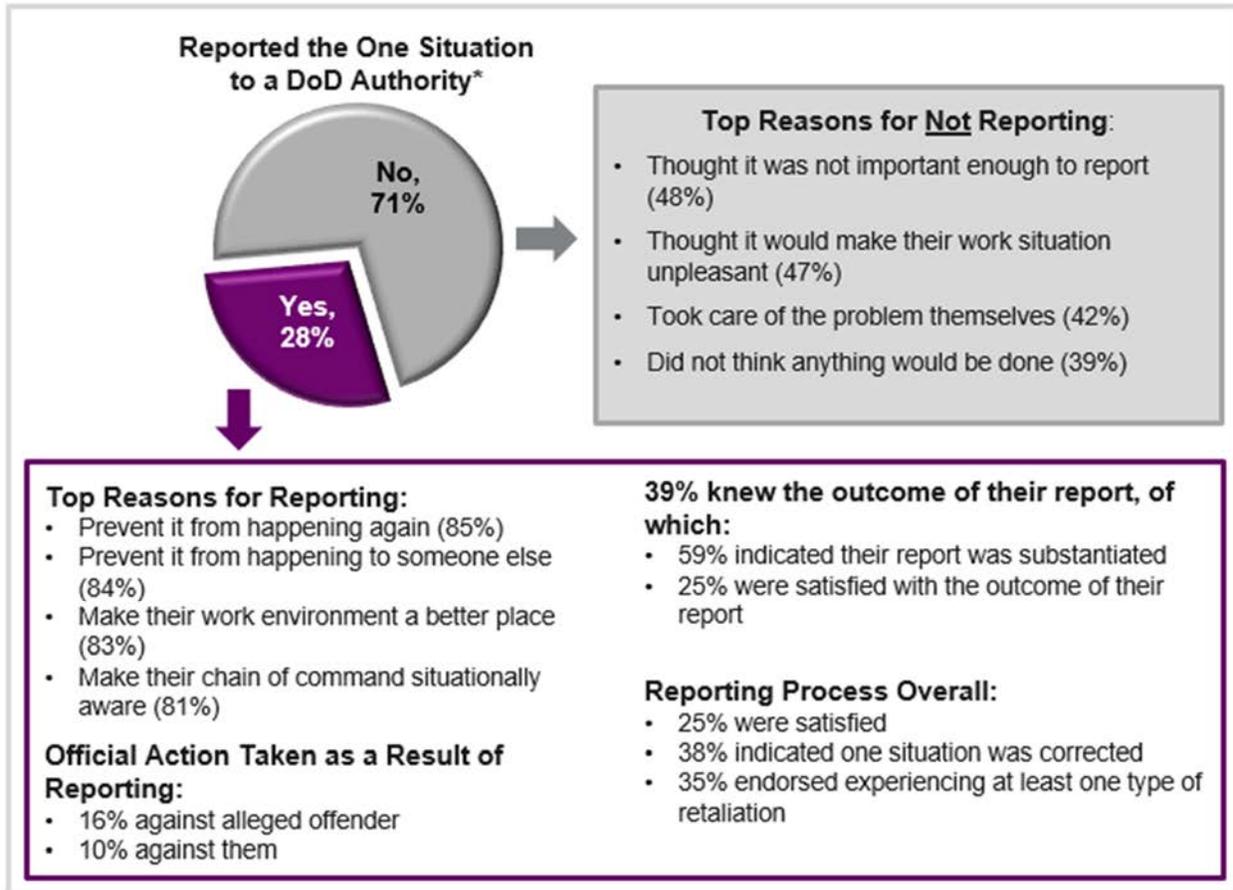
Collectively, the majority of members indicate they know how to report experiences of racial/ethnic harassment and discrimination. Despite knowing how to report, results indicate some members may be reluctant to report their experiences because of concerns about how

complaints would be handled. This is particularly problematic considering non-White military members are more likely to experience racial/ethnic harassment/discrimination, but also have less confidence in the complaint processes. Thus, those who are the most vulnerable may be less likely to seek the help they need which is explored more fully in the next section.

***Reporting the One Situation of Past Year Racial/Ethnic Harassment/
Discrimination With the Greatest Effect***

Members have multiple authorities to whom they can report experiences of racial/ethnic harassment/discrimination, including someone in their chain of command, someone in the chain of command of the person who committed the behavior, special military offices responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office), and some other person or office with responsibility for follow-up. To further assess the effectiveness of current processes for complaints and investigations, the 18% of members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months were asked whether they reported the one situation with the greatest effect. Those who reported were then asked to provide their perceptions and outcomes associated with reporting. Those who did not indicate reporting were asked to indicate their reasons for not reporting. Key findings on reporting are presented in Figure 6.

Figure 6.
Key Findings on Reporting the One Situation to a DoD Authority



Margins of error range from $\pm 4\%$ to $\pm 12\%$

Percent of active duty members who experienced racial/ethnic harassment/discrimination in the past 12 months

*DoD Authority includes the chain of command (victim and/or alleged offender) and special military office responsible for handling reports

Of members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, 28% of members reported the behaviors to a *DoD authority*. In particular, 25% indicated reporting to *someone in the chain of command* (20% to *someone in their chain of command* and 18% to *someone in the chain of command of the alleged offender*), 7% to a *special military office responsible for handling reports*, and 9% to *other person or office with responsibility for follow up*.¹¹ In general, Hispanic and Asian members were less likely to report to the chain of command.

¹¹ The survey uses the term “report” broadly to capture any discussions of members’ experiences with others who can render assistance and is not meant to be used as an index of the amount of official complaints the Services may have received.

Of members who reported, the majority indicated they did so *to prevent it from happening again* (85%), *to prevent it from happening to someone else* (84%), *to make their work environment a better place* (83%), and *to make their chain of command situationally aware* (81%).

Members who reported were next asked to indicate their level of satisfaction with aspects of the reporting process. In general, low levels of satisfaction were observed. In particular, few members were satisfied with *treatment by personnel handling their report* (33%), *the degree to which their privacy was/is being protected* (29%), *the availability of information about how to follow-up on a report* (28%), *amount of time it took/is taking to resolve their report* (27%), *how well they were/are being kept informed about the progress of their report* (24%), and *the reporting process overall* (26%).

Members who reported were also asked whether an official action had been taken against them or one or more of the person(s) who bothered them in response to their report. Only 10% of members indicated an official action was taken *against them* and 16% indicated official action was taken *against one or more of the person(s) who bothered them* in response to their report. Approximately one-third (35%) of those who reported endorsed experiencing *any type of retaliation as a result*. In particular, 29% endorsed experiencing *social retaliation* and 22% *professional retaliation* as a result of reporting. Additionally, only 38% of those who reported indicated the one situation was *corrected*.

Of members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported it, only 39% indicated they *knew the outcome of their report*. Members who knew the outcome of their report were then asked to indicate whether or not their report had been substantiated and whether or not they were satisfied with the outcome of their report. Of members who knew the outcome of their report, 59% indicated it was *substantiated*. Of members who knew the outcome of their report, only 25% indicated they were *satisfied with the outcome*.

Finally, members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months who did not indicate reporting to a DoD authority were asked to indicate the reasons why they did not report. Among members who indicated experiencing racial/ethnic harassment/discrimination within the past 12 months and did not report them to a DoD authority, the top four reasons for not reporting include they *thought it was not important enough to report* (48%), they *thought it would make their work situation unpleasant* (47%), they *took care of the problem themselves* (42%), or they *did not think anything would be done* (39%).

Overall, results reveal much work is needed to improve the reporting process for those who experience racial/ethnic harassment and discrimination. Indeed, results indicate few who experience such behaviors go on to report their experiences and those who report do not always receive the support they need. In particular, those who report endorse low levels of satisfaction with the reporting process, often do not know the outcome of their report, and do not see the situation being corrected. This could be due to a variety of reasons, such as expectations about the reporting process and personnel actions happening outside of the member's awareness, but could also indicate more needs to be done to support members who come forward. And considering one-third of those who reported endorsed negative outcomes with reporting, it is no surprise that members who did not report worry about their work situation becoming unpleasant

should they have reported. This likely creates a chilling effect which may prevent those who need support from coming forward.

Conclusion

The 2017 WEOA was conducted to fulfill the Congressional mandate outlined in Title 10 USC §481 for quadrennial survey assessment of racial/ethnic relations in the Armed Forces. The 2017 WEOA was conducted by OPA at the request of ODEI to meet this statutory requirement. The survey was designed to assess the level and associated features of racial/ethnic harassment and discrimination, in addition to effectiveness of policies and complaint processes surrounding racial/ethnic relations in the DoD active duty military member population.

The DoD continues to diligently pursue policies and programs that support its goal of eliminating racial/ethnic harassment/discrimination among its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the 2017 WEOA also performs a critical surveillance function by providing insights regarding the prevalence of racial/ethnic harassment/discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The purpose of this report was to explain the statistical and survey methodology employed on the 2017 WEOA, describe how estimates of past year racial/ethnic harassment and discrimination rates were constructed, and provide topline findings. All uses and interpretations of the 2017 WEOA data should be made in light of the information contained in this executive report. Additionally, the results of this report are based on self-reported experiences. The use of results presented is limited to data that may inform policy and does not constitute actual knowledge of specific offenses by the Department or its officials. Allegations of racial/ethnic harassment and discrimination must be reported and investigated through established channels before allegations are substantiated.

The results of the 2017 WEOA suggest that, although some progress has been made in the DoD to improve racial/ethnic relations, further work remains to be done to ensure members of all race/ethnicity experience improvement. In particular, the majority of military members endorsed positive views of the climate for diversity and inclusion in their Services, and did not indicate experiencing racial/ethnic harassment or discrimination in the past year. Improvements have also been seen in forming relationships with diverse personnel, relationships with coworkers and leaders, and leadership efforts to eradicate racial/ethnic harassment/discrimination over time. However, there is a sizeable portion of military members who experienced racial/ethnic harassment and discrimination in the past year and a much larger portion who experienced less severe forms of workplace incivility, suggesting there is still work to be done. Moreover, results strongly suggest that perceptions and experiences vary greatly by race/ethnicity. In most cases, White members experience the military differently than members of other races/ethnicities. They endorse more positive perceptions of the diversity and inclusion climate, relationships with others, and the reporting climate, and are less likely to experience racial/ethnic harassment or discrimination. Conversely, minority military members, and Black members in particular, endorse less positive perceptions and are more likely to experience racial/ethnic harassment and

discrimination. Indeed, approximately 1 in 5 minority military members experienced racial/ethnic harassment or discrimination in the past year, which signals there is much work to be done to ensure the military provides an equal opportunity climate for all its members to ensure they are able to advance in their careers based on their talent and aspirations. Further, those who experience racial/ethnic harassment or discrimination were unlikely to report, and when they do, they were often dissatisfied with the process and outcomes of reporting. This presents another opportunity for the Department to examine the reporting process and identify ways to enhance support for military members who experience racial/ethnic harassment or discrimination.

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Appendix A. Frequently Asked Questions

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Frequently Asked Questions

The H&R Research Division within the Office of People Analytics (OPA) has been conducting surveys of racial/ethnic relations among military members since 1996. OPA uses scientific state of the art statistical techniques to draw conclusions from random, representative samples of DoD populations. To construct estimates for the *2017 Workplace and Equal Opportunity Survey of Active Duty Members (2017 WEOA)*, OPA used complex weighting procedures to ensure accuracy of estimates to the DoD active duty military member population. This approach, though widely accepted as the standard method to construct generalizable estimates, is often misunderstood. The following details some common questions about our methodology as a whole and the *2017 WEOA* specifically.

1. *What is the Workplace and Equal Opportunity Survey of Active Duty Members?*

The *2017 WEOA* survey was the fourth in a line of Congressionally-mandated equal opportunity surveys¹² conducted by OPA with active duty members to meet the statutory requirement of 10 USC 481 for Joint Service quadrennial assessments of race/ethnic issues. The Department is committed to eliminating unlawful discrimination and harassment within the Armed Forces and seeks to estimate past year rates of these experiences among members as part of this effort. The *2017 WEOA* was designed with input from the DoD Office for Diversity, Equity, and Inclusion (ODEI)¹³ representatives. Previous administrations include the *2013 WEOA*, *2009 WEOA*, and *2005 WEOA*.

2. *What was the population of interest for the 2017 WEOA?*

The target population for the *2017 WEOA* consisted of consisted of active duty members from the Army, Navy, Marine Corps, Air Force, and Coast Guard, excluding National Guard and Reserve members, who were below flag rank.¹⁴

The DoD sample consisted of 80,301 active duty members drawn from the sample frame constructed from DMDC's Active Duty Master File (ADMF). Data were collected were collected between November 16, 2017 and February 9, 2018.¹⁵ The weighted response rate for the *2017 WEOA* was 15.5%.

¹² While the first survey of this nature conducted by OPA (formerly DMDC) was the *1996 Equal Opportunity Survey (1996 EOS; Scarville, Button, Edwards, Lancaster, & Elig, 1999)*, the *2005 WEOA* was the first conducted to meet Congressional requirement.

¹³ Formerly the Office of Diversity Management and Equal Opportunity (ODMEO).

¹⁴ Although the law does not require quadrennial assessments of racial/ethnic issues of Coast Guard members, the Coast Guard requested to participate in this survey administration. Their results, however, are not presented in this report.

¹⁵ The data collection effort began on November 13, 2017 through the sending of notifications letters. Sample members were notified by e-mail on November 20, 2017 that the web site was open. The web site opened on November 16, 2017, and therefore data were collected from November 16, 2017 to February 8, 2018.

3. *Was the 2017 WEOA anonymous?*

The 2017 WEOA survey was “confidential,” not “anonymous.” In confidential surveys conducted by OPA, the identifying information of respondents is only used by government and contractor staff engaged in, and for purposes of, survey research (e.g., selecting, contacting, and tracking the participation of respondents).

Individual survey responses received by OPA are kept in separate files from the personally identifiable information of respondents used to solicit survey participation. OPA only tracks survey responses back to an individual if the respondent indicates potential harm to self or others in survey responses or communications about the survey. Otherwise, survey responses are not tracked back to individual respondents by OPA and survey results are only reported in the aggregate so that no individual respondents can be identified.

OPA's use of the word "confidential" is similar to its routine use in privacy statements within the health professions to denote that the information collected can potentially identify the individual respondent, but this information will not be shared with others unless compelled by law or written consent. Additionally, OPA received a Certificate of Confidentiality for the 2017 WEOA to provide further protections to respondents from compelled disclosure of survey responses.

4. *The 2017 WEOA uses “sampling” and “weighting.” What does this mean?*

Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the 2017 WEOA this allows OPA to generalize to the full population of DoD active duty military members that meet the criteria listed above.

OPA uses accurate administrative records (e.g., demographic data) for the DoD appropriated-fund civilian employee population both at the sample design stage as well as during the statistical weighting process to account for survey nonresponse and post-stratification to known key variables or characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., race/ethnicity, Service, paygrade). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Hispanic Army members). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Hispanic Army member, O-3) contributes toward the survey estimates proportionally to the known size of the subgroup.

OPA's weighting methodology meets industry standards used by government statistical agencies including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms including RAND, WESTAT, and RTI use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.

5. *Are survey estimates valid with only a 15.5% weighted response rate?*

Response rates to the 2017 WEOA are consistent with response rate levels and trends for the previous 2013 WEOA and other active duty and Reserve component surveys conducted by OPA. Response rates have decreased over time. However, experts in the field have found that surveys with similar response rates, or lower, are able to produce reliable estimates. While nonresponse bias due to low response rates is always a concern, OPA has knowledge, based on administrative records, of the characteristics of both survey respondents and survey nonrespondents, and uses this information to make statistical adjustments that compensate for demographic differences in survey nonresponse. This important advantage improves the quality of estimates from OPA surveys that other survey organizations rarely have.

In addition, OPA routinely conducts “Nonresponse Bias Analyses” on its military surveys. This type of analysis measures whether respondents to the survey are fundamentally different from nonresponders on a variety of dimensions. If differences are found, this may be an indication that there is bias in the estimates produced. OPA rarely finds substantive evidence of nonresponse bias in analyses of their military surveys, and thus, contend that estimates produced are reliable and valid for the military population.

6. *How does OPA determine the sample size for a survey?*

OPA uses administrative records (e.g., demographic data) for the DoD active duty population both at the sample design stage as well as during the statistical weighting process to account for survey non-response and post-stratification to known distributions for key characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., minority status and component). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Black Air Force member). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Black Air Force member, E1-E3) contributes toward the survey estimates proportional to the known size of the subgroup.

In general, this technique has a proven record of providing accurate estimates for total populations. Most recently, national election polls used responses from a small sample of individuals, typically around 2,000 or less, to accurately estimate to the U.S. voting population as a whole. A quick reference for this is on the website for the National Council on Public Polls Evaluations of the 2010 and 2012 elections.¹⁶ In contrast, OPA collected approximately 9,926 survey responses to accurately estimate to the eligible DoD active duty population of 1,275,736.

¹⁶ Poll information is hyperlinked or can be found here for 2012: <http://www.ncpp.org/files/Presidential%20National%20Polls%202012%200103%20Full.pdf>. The surveys which contain margins of error (MOE) were scientifically conducted and typically had lower error despite often having fewer respondents compared to the other surveys.

7. *Some of the estimates provided in the tables show “NR” or “Not Reportable.” What does this mean?*

The estimates become “Not Reportable” when they do not meet the criteria for statistically reliable reporting. This can happen for a number of reasons including high variability or too few respondents. This process helps ensure that the estimates we provide in our analyses and reports are accurate and precise.

8. *How were the racial/ethnic harassment and discrimination metrics created and validated?*

OPA recommended in 2014 that the Department redesign the measure of racial/ethnic harassment/discrimination to better align with military EO policy. The RAND Corporation was contracted by OPA and ODEI to construct a new measure of racial/ethnic harassment and/or racial/ethnic discrimination by modifying the current Congressionally approved measure of gender discrimination and harassment used in the *2014 RAND Military Workplace Survey* and *2015 Workplace and Gender Relations Survey of Reserve Component Members* to apply to experiences based on race/ethnicity. Beginning in 2015 with the *2015 Workplace and Equal Opportunity Survey of Reserve Component Members*, the prior measure of racial/ethnic harassment and racial/ethnic discrimination was replaced with this new metric. This is the first time these metrics have been fielded with the DoD active duty population.

The metric provides a new baseline for the measurement of racial/ethnic harassment/discrimination; trending to prior years will not be possible as this new measure differs too much from the previous one. To be included in the *Estimated Past Year Racial/Ethnic Harassment Rate*, members had to indicate they perceived experiencing at least one inappropriate racial/ethnic-related behavior by someone from work (i.e., the member indicated being “uncomfortable, angry or upset” by a behavior) in the 12 months prior to taking the survey. To be included in the *Estimated Past Year Racial/Ethnic Discrimination Rate*, members had to indicate they perceived experiencing at least one type of differential treatment as a result of their race/ethnicity in the 12 months prior to taking the survey. Inclusion in the *Estimated Past Year Racial/Ethnic Harassment/Discrimination Rate* requires that members perceived experiencing at least one of the inappropriate racial/ethnic-related workplace behaviors (*Harassment* behaviors) and/or differential treatment in personnel actions and/or benefits/services (*Discrimination* behaviors) based on their race/ethnicity in the 12 months prior to taking the survey.

Appendix B. DoD Results

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DoD Results

This appendix contains the data tables for the DoD Results and Trends summarized in the main report. All uses and interpretations of the 2017 WEOA data should be made in light of the methodological information contained in the main report. Additionally, the results from the 2017 WEOA are based on self-reported experiences. The use of results presented is limited to data that may inform policy and does not constitute actual knowledge of specific offenses by the Department or its officials. Allegations of racial/ethnic harassment and discrimination must be reported and investigated through established channels before allegations are substantiated.

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Table 1.***DoD: Estimated Past Year Racial/Ethnic Harassment/Discrimination Rates***

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Total DoD	Total Minority		White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		White	Total Minority							
Estimated Past Year Racial/Ethnic Harassment/Discrimination Rate	17.9	12.7	24.4	12.7	31.2	21.0	13.3	23.3	19.1	20.2
Estimated Past Year Racial/Ethnic Harassment Rate	16.5	11.8	22.5	11.8	29.3	19.2	10.5	21.6	18.0	18.0
Estimated Past Year Racial/Ethnic Discrimination Rate	5.6	3.4	8.4	3.4	11.5	6.5	4.6	9.0	5.4	6.7

*Margins of error range from $\pm 0.1\%$ to $\pm 7.6\%$
Percent of all active duty members*

Table 2.
DoD: Experienced Racial/Ethnic-Related Harassment Behavior in the Past 12 Months by Someone From Work

	Total DoD	Total Minority		Total Minority		Hispanic	AIAN	Asian	NHPI	Two or More Races
		White	Total Minority	White	Black					
KEY:										
<i>Within Year Group Differences</i>										
■ Higher Response										
■ Lower Response										
Used a stereotype about your racial/ethnic group	8.3	4.7	12.9	4.7	17.9	10.4	6.3	11.2	8.5	10.8
Told racial/ethnic jokes	7.9	4.7	12.0	4.7	14.5	10.9	4.6	11.6	9.3	10.3
Used an offensive racial/ethnic term	7.7	5.4	10.5	5.4	12.9	9.5	6.1	8.8	8.6	9.7
Insulted your racial/ethnic group	6.0	3.8	8.7	3.8	10.2	8.6	4.6	8.2	6.5	6.5
Showed you a lack of respect because of your race/ethnicity	6.0	3.3	9.4	3.3	12.9	7.2	3.6	10.3	7.2	7.3
Made a comment about the way people in your racial/ethnic group talk	5.0	2.4	8.2	2.4	11.8	5.8	1.9	10.0	4.9	6.4
Claimed that his/her race/ethnicity is better than others	4.9	4.0	6.1	4.0	5.8	6.9	3.3	5.1	7.6	5.8
Made a comment about a physical characteristic of your racial/ethnic group	4.5	2.9	6.5	2.9	7.9	5.9	2.5	8.0	6.2	4.2
Directed an offensive action or comment at another person because of his/her race/ethnicity	3.9	3.2	4.9	3.2	5.2	4.9	2.5	4.5	2.7	5.0
Displayed something that threatens or insults a racial/ethnic group	3.0	2.0	4.1	2.0	5.6	3.7	2.1	3.0	3.7	2.8
Excluded you from an activity because of your race/ethnicity	2.2	1.6	3.1	1.6	3.7	2.8	1.4	3.5	2.8	2.0
Threatened or physically assaulted you because of your race/ethnicity	0.6	0.5	0.7	0.5	0.6	0.8	<0.1	0.8	1.3	0.7

Margins of error range from ±0.4% to ±6.6%
 Percent of all active duty members

Table 3.**DoD: Experienced Racial/Ethnic-Related Discrimination Behavior in Past 12 Months**

	Total DoD	Total Minority		Within Year Group Differences						
		White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Someone from work made it harder for you to get a military promotion	2.5	1.5	3.9	1.5	6.0	2.6	3.3	2.9	2.3	3.7
Someone from work made it harder for you to get a military award	2.3	1.2	3.7	1.2	4.6	3.5	3.6	3.4	2.0	2.6
Someone from the military punished you unfairly	1.9	0.9	3.3	0.9	5.5	2.3	0.7	2.6	1.6	2.1
Someone from work gave you a lower military performance evaluation	1.9	0.9	3.3	0.9	4.0	2.7	3.1	4.3	1.4	2.4
Someone from work assigned you to either an undesirable or unimportant military task	1.6	0.8	2.4	0.8	3.4	1.6	1.1	2.8	3.0	2.4
Someone from work made it difficult or impossible for you to get a military training opportunity	1.6	0.8	2.7	0.8	3.5	1.9	NR	2.8	1.6	3.4
Received worse service/fewer benefits by someone employed to administer service/benefits	1.5	1.0	2.0	1.0	2.6	1.8	0.6	2.4	2.7	1.3
Someone from work gave you an unfair military training evaluation or rating	1.4	0.7	2.4	0.7	3.8	1.5	2.9	2.9	1.7	1.4
Someone from the military made it difficult/impossible to go into preferred military occupation	1.1	0.5	1.9	0.5	2.6	1.4	3.1	2.6	1.4	1.4
Someone from the military restricted your options for scheduling your military requirements	0.9	0.5	1.3	0.5	1.7	1.3	0.5	1.3	1.2	0.5
Someone from work assigned you to an undesirable military unit/installation/country	0.8	0.5	1.2	0.5	1.7	0.8	0.4	1.5	1.6	1.0
Someone from work denied your military leave, pass, or liberty request	0.5	0.3	0.8	0.3	0.5	0.8	0.1	1.2	1.2	1.0

Margins of error range from $\pm 0.4\%$ to $\pm 10.1\%$
Percent of all active duty members

Table 4.
DoD: Type of Most Bothersome Experience Discussed in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Most bothersome behavior or set of related events experienced and discussed in the one situation	Harassment only	72	76	69	76	66	71	NR	65
Discrimination only	10		11	10	11	9	10	NR	11	6	11
Both	15		11	18	11	23	14	8	21	13	10
Did not identify	3		3	3	3	2	5	NR	3	NR	1

Margins of error range from ±2% to ±15%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 5.
DoD: Behavior(s) Experienced in the One Situation Occurred More Than Once

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Behavior(s) experienced in the one situation occurred more than once		68	69	67	69	67	66	79	66

Margins of error range from ±4% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 6.
DoD: Frequency of Behavior(s) Experienced in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		How often did the behavior(s) occur?	Once	32	31	33	31	33	34	21	34
Occasionally	47		48	46	48	45	47	NR	46	39	47
Frequently	12		11	13	11	13	13	NR	12	7	16
Still occurring	9		10	8	10	9	6	8	8	3	8

Margins of error range from ±3% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 7.
DoD: One Situation Occurred at a Military Installation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		One situation occurred at a military installation		93	95	92	95	90	92	91	92

Margins of error range from ±2% to ±11%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 8.
DoD: Circumstances in Which the One Situation Occurred

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	In a military context	88	90	87	90	88	85	92	86	81
During duty hours	83	88	81	88	81	80	82	76	79	84
At your work	79	82	77	82	75	77	85	78	71	86
In a work environment where members of your racial/ethnic background are uncommon	37	23	45	23	47	40	NR	52	NR	49
While you were deployed	19	19	20	19	15	24	16	18	24	25
At a non-work location	25	24	25	24	24	27	15	23	26	24
Online on social media or via other electronic communications	13	12	13	12	12	14	11	11	16	16

Margins of error range from ±3% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 9.
DoD: Affiliation of the Alleged Offender(s) in the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	At least one alleged offender in the one situation was member of DoD workforce	84	88	82	88	81	82	81	80	NR
At least one alleged offender in the one situation was leadership	53	50	55	50	53	56	NR	57	30	63
Someone in your chain of command	37	32	41	32	40	42	NR	42	22	44
Other person(s), not in your chain of command, of higher rank/grade	35	33	36	33	35	39	25	28	19	40
Your coworker(s)	57	59	56	59	54	60	NR	47	38	65
Your subordinate(s)	23	25	22	25	24	21	21	21	25	19
DoD/DHS civilian employee(s)	13	15	11	15	10	15	4	9	7	8
DoD/DHS civilian contractor(s)	6	4	8	4	7	10	4	7	5	4
A civilian from the local community	8	8	8	8	9	8	6	6	2	5
Other person(s)	24	24	24	24	22	27	19	21	NR	29
Unknown person(s)	12	12	12	12	14	12	10	10	NR	6

Margins of error range from ±3% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 10.
DoD: Racial/Ethnic Group of Alleged Offender(s) in the One Situation Compared to Member

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Racial/ethnic group of alleged offender(s) compared to member	Same as member	8	16	3	16	5	1	1	6
Different than member	50		40	57	40	53	59	76	59	NR	60
A mix of same and different	27		31	24	31	26	22	5	21	20	29
Unknown	15		13	16	13	16	19	19	14	20	10

Margins of error range from ±2% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 11.
DoD: Racial/Ethnic Group of Alleged Offender(s) in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		White	59	47	67	47	68	67	66	64	63
Black or African American	45	60	34	60	32	35	NR	38	34	38	
Multiracial/ethnic individual(s)	25	28	22	28	18	24	NR	23	32	30	
Spanish/Hispanic/Latino	25	24	26	24	27	22	NR	30	27	29	
Asian	13	11	15	11	14	11	NR	27	23	15	
American Indian or Alaska Native	7	6	7	6	6	6	5	9	NR	12	
Native Hawaiian or other Pacific Islander	7	6	8	6	8	7	10	8	22	7	
Unknown race/ethnicity	22	22	22	22	19	21	NR	22	28	30	

Margins of error range from ±2% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 12.
DoD: Work Impact of the One Situation

	KEY: Within Year Group Differences ■ Higher Response ■ Lower Response									
	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Thought about getting out of your Service	34	30	36	30	36	34	NR	38	NR	45
Requested a transfer	7	3	10	3	14	7	5	7	13	9

Margins of error range from ±2% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 13.
Perceived Retaliation as a Result of the One Situation

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response									
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Social retaliation	Yes	14	13	15	13	16	15	7	15	13	16
	No	71	75	68	75	69	69	78	65	NR	65
	Don't know	15	12	16	12	15	16	15	20	25	18
Professional retaliation	Yes	10	9	11	9	11	10	NR	12	7	9
	No	77	81	75	81	76	75	NR	71	70	72
	Don't know	12	9	15	9	13	15	12	17	23	18

Margins of error range from ±3% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 14.
DoD: Perceiving Experiencing Any Type of Retaliation as a Result of the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	Experienced any type of retaliation as a result of the one situation	18	17	19	17	20	17	NR	22	13

Margins of error range from ±4% to ±11%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 15.
DoD: One Situation Was Corrected

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	One situation was corrected	42	42	42	42	44	39	34	44	38

Margins of error range from ±4% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 16.
DoD: Agreement With Statements About Diversity

		Total DoD	Total Minority		White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
			White	Total Minority							
KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response											
I support my Service’s diversity efforts.	Agree	83	82	84	82	85	85	81	86	85	79
	Neither agree nor disagree	14	15	13	15	13	12	17	13	14	16
	Disagree	3	3	3	3	2	3	2	1	1	5
Diversity is important to building a quality force.	Agree	82	80	85	80	88	84	88	87	85	78
	Neither agree nor disagree	14	16	13	16	11	12	11	12	13	18
	Disagree	4	5	2	5	1	3	2	1	1	4
Diversity will benefit everyone.	Agree	80	77	84	77	87	84	80	85	83	75
	Neither agree nor disagree	16	18	13	18	11	13	11	13	15	19
	Disagree	4	5	3	5	2	3	NR	1	1	5
I am personally committed to diversity.	Agree	75	71	80	71	84	78	76	82	76	72
	Neither agree nor disagree	22	26	18	26	15	18	22	16	23	24
	Disagree	3	3	3	3	1	4	2	2	1	4
Diversity initiatives positively affect my Service.	Agree	75	73	78	73	79	79	79	84	82	71
	Neither agree nor disagree	20	21	18	21	18	16	18	15	17	24
	Disagree	5	6	4	6	3	5	3	1	1	5
Diversity will unify personnel.	Agree	75	71	80	71	82	80	77	82	81	72
	Neither agree nor disagree	19	21	16	21	16	15	20	15	17	22
	Disagree	6	7	4	7	3	5	3	3	3	6

Table 16. (continued)

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	Total Minority		White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
			White	Total Minority							
I actively am involved and/or provide input in support of my Service’s diversity efforts.	Agree	56	52	62	52	67	61	60	69	68	49
	Neither agree nor disagree	35	38	31	38	27	33	27	28	29	39
	Disagree	9	10	7	10	6	7	NR	3	3	12
Diversity is the same as Military Equal Opportunity policy.	Agree	56	50	64	50	66	64	72	73	70	52
	Neither agree nor disagree	31	33	28	33	26	28	21	23	26	35
	Disagree	13	17	8	17	8	8	7	5	3	13
Diversity will lower my Service’s standards.	Agree	30	27	34	27	35	35	35	38	37	26
	Neither agree nor disagree	19	21	16	21	14	15	19	18	23	23
	Disagree	51	52	50	52	52	50	46	44	41	51

Margins of error range from ±1% to ±17%
Percent of all active duty members

Table 17.
DoD: Comfort With Diversity

		KEY:		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Within Year Group Differences											
		<p>■ Higher Response</p> <p>■ Lower Response</p>		Trend Year Differences		<p>▲ Higher Than 2017</p> <p>▼ Lower Than 2017</p>							
Interacting with people from different racial/ethnic groups	Large extent	2017	87	90	83	90	83	84	82	73	82	88	
		2013	80▼	83▼	76▼	83▼	75▼	78	NR	67	72▼	84	
		2009	80▼	82▼	75▼	82▼	75▼	78▼	69	68	71	80	
		2005	70▼	72▼	65▼	72▼	63▼	69▼	66	63▼	64▼	72▼	
	Small/Moderate extent	2017	10	8	13	8	15	11	15	21	11	10	
		2013	16▲	14▲	20▲	14▲	20▲	17▲	NR	27	22▲	15	
		2009	16▲	15▲	19▲	15▲	20▲	16▲	24	25	24▲	17	
		2005	10	10	12	10	12	11	11	15▼	13	10	
	Not at all	2017	3	3	4	3	2	5	3	5	7	2	
		2013	3	3	5	3	5▲	5	2	6	6	1	
		2009	4	3	5▲	3	5▲	6	7	7	5	3	
		2005	20▲	18▲	23▲	18▲	25▲	21▲	22▲	23▲	23▲	18▲	
Interacting with people with different religious beliefs than you	Large extent	2017	85	88	82	88	83	82	82	70	81	85	
		2013	69▼	73▼	64▼	73▼	63▼	67▼	NR	56▼	59▼	69▼	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Small/Moderate extent	2017	12	10	15	10	15	13	15	24	12	13	
		2013	23▲	21▲	27▲	21▲	27▲	25▲	NR	35▲	30▲	23▲	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Not at all	2017	3	3	4	3	2	5	3	5	7	2	
		2013	8▲	7▲	9▲	7▲	10▲	9▲	6	9	12	8▲	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Being open about your religious beliefs with other military members	Large extent	2017	65	65	65	65	69	66	57	56	70	61	
		2013	53▼	53▼	53▼	53▼	54▼	55▼	NR	48▼	52▼	51	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Small/Moderate extent	2017	26	26	26	26	24	25	37	36	23	27	
		2013	35▲	35▲	35▲	35▲	34▲	34▲	NR	41	37▲	33	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Not at all	2017	9	9	9	9	7	9	6	8	8	11	
		2013	12▲	11	12▲	11	11▲	10	13	12	12	15	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	

Margins of error range from ±1% to ±17%
Percent of all active duty members

Table 18.
DoD: Feelings About Interactions With Diverse Members

		KEY:										
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Feel pressure from military members not to socialize with members of other racial/ethnic groups	Large extent	2017	2	2	2	2	4	2	1	2	2	2
		2013	7▲	6▲	8▲	6▲	8▲	8▲	4▲	7▲	8▲	6▲
		2009	5▲	5▲	6▲	5▲	7	6▲	4▲	6▲	7	4
		2005	1▼	1▼	1▼	1▼	1▼	1	1	2	2	1
	Small/Moderate extent	2017	10	8	13	8	14	11	7	22	13	9
		2013	19▲	16▲	23▲	16▲	24▲	22▲	NR	30▲	27▲	18
		2009	20▲	18▲	22▲	18▲	23▲	20▲	20▲	29▲	27▲	19▲
		2005	11	9	15	9	15	13	11	16▼	14	14
	Not at all	2017	88	90	85	90	82	87	92	76	85	89
		2013	74▼	78▼	69▼	78▼	68▼	70▼	NR	63▼	65▼	76▼
		2009	75▼	77▼	72▼	77▼	70▼	74▼	76▼	65▼	66▼	77▼
		2005	88	90	84	90	83	85	88	82▲	84	85
Feel the need to watch what you say when with people from different racial/ethnic groups	Large extent	2017	13	13	15	13	18	11	14	14	16	16
		2013	13	12	16	12	19	15	11	18	18	12
		2009	8▼	7▼	10▼	7▼	12▼	9	7	11	9	7▼
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	32	31	32	31	33	30	25	43	33	28
		2013	41▲	41▲	41▲	41▲	40▲	40▲	NR	48	42	40▲
		2009	33	32	36▲	32	37	32	34	42	50▲	32
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	55	56	53	56	49	59	61	43	51	56
		2013	45▼	47▼	42▼	47▼	42▼	45▼	24▼	34▼	40▼	47
		2009	59▲	61▲	54	61▲	51	59	59	47	41	61
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Feel the need to watch behavior when interacting with people from different racial/ethnic groups	Large extent	2017	12	11	12	11	17	9	13	11	15	13
		2013	12	9	15▲	9	18	14▲	10	16▲	16	12
		2009	7▼	6▼	10▼	6▼	12▼	8	9	9	13	7
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	27	25	29	25	31	26	20	42	27	24
		2013	37▲	36▲	38▲	36▲	39▲	36▲	NR	46	40▲	36▲
		2009	29	26	32▲	26	34	30	29	41	39	26
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	62	64	59	64	52	66	68	47	58	63
		2013	51▼	55▼	46▼	55▼	43▼	51▼	NR	38▼	43▼	52
		2009	64	68	58	68	55	63	62	50	48	66
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Table 18. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Feel pressure from members to avoid socializing with members with different religious beliefs	Large extent	2017	2	2	2	2	3	2	1	3	3	2
		2013	5 ▲	4 ▲	6 ▲	4 ▲	6 ▲	6 ▲	3	7 ▲	6	5
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	10	9	13	9	14	10	6	22	13	11
		2013	21 ▲	19 ▲	24 ▲	19 ▲	24 ▲	22 ▲	NR	31 ▲	29 ▲	17
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	87	89	85	89	83	88	93	74	84	87
		2013	75 ▼	77 ▼	70 ▼	77 ▼	70 ▼	71 ▼	NR	62 ▼	65 ▼	78 ▼
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±14%
 Percent of all active duty members

Table 19.
DoD: Agreement With Statements About Immediate Supervisor

		KEY:										
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
You trust your supervisor.	Agree	2017	77	80	74	80	70	76	71	78	70	72
		2013	71▼	72▼	69▼	72▼	65	71	NR	74	75	72
		2009	69▼	72▼	65▼	72▼	61▼	69▼	60	71▼	69	64
		2005	75▼	77	70▼	77	67	73	71	76	77	72
	Neither agree nor disagree	2017	12	9	14	9	17	12	NR	13	15	15
		2013	15▲	14▲	17▲	14▲	20	16	NR	16	15	13
		2009	15▲	13▲	18▲	13▲	20	16▲	19	17	20	15
		2005	15▲	13▲	17▲	13▲	19	16▲	12	16	14	14
	Disagree	2017	11	11	12	11	13	12	NR	9	16	13
		2013	14	13	14	13	16	12	NR	10	9	15
		2009	16▲	15▲	17▲	15▲	18▲	15	21	12	11	21
		2005	11	10	13	10	14	11	17	8	9	15
Your supervisor ensures that all assigned personnel are treated fairly.	Agree	2017	75	78	72	78	69	75	66	75	68	72
		2013	71▼	72▼	70	72▼	68	71	NR	72	74	71
		2009	67▼	68▼	66▼	68▼	65	68▼	60	69▼	71	60▼
		2005	74	76	72	76	71	74	72	75	72	66
	Neither agree nor disagree	2017	13	11	16	11	18	14	NR	13	15	14
		2013	16▲	15▲	18	15▲	18	17	NR	19▲	17	16
		2009	17▲	16▲	19▲	16▲	20	17	20	18▲	17	20
		2005	14	13	16	13	17	15	12	15	15	18
	Disagree	2017	11	11	12	11	13	12	8	11	16	14
		2013	13	13	13	13	14	11	NR	9	9	14
		2009	16▲	16▲	16▲	16▲	15	15	20▲	13	12	21
		2005	12	11	13	11	13	12	16	10	13	17
There is very little conflict between your supervisor and the people who report to him/her.	Agree	2017	72	74	69	74	70	68	68	71	60	70
		2013	68▼	70▼	66▼	70▼	65	66	NR	66	67	70
		2009	64▼	66▼	62▼	66▼	62▼	63	52	61▼	61	57▼
		2005	70▼	72	67	72	66	68	67	65▼	68	66
	Neither agree nor disagree	2017	15	13	17	13	18	16	19	18	24	15
		2013	18▲	16	19	16	20	18	15	22	21	16
		2009	18▲	17▲	21▲	17▲	20	20	28	23▲	27	21
		2005	16	14	18	14	18	17	16	21	17	18
	Disagree	2017	13	13	14	13	13	15	NR	11	16	14
		2013	14	14	15	14	15	16	NR	12	11	14
		2009	17▲	17▲	18▲	17▲	18▲	17	20	15	12	22
		2005	15	14	16	14	16	15	17	14	15	16

Table 19. (continued)

		KEY:										
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Your supervisor evaluates your work performance fairly.	Agree	2017	76	78	73	78	70	75	73	74	70	71
		2013	72▼	72▼	70	72▼	68	72	NR	73	74	74
		2009	69▼	70▼	67▼	70▼	66	69▼	58	69	69	65
		2005	75	76	73	76	72	75	72	74	74	69
	Neither agree nor disagree	2017	16	14	17	14	19	16	16	16	18	17
		2013	18▲	18	19	18	20	19	17	18	19	17
		2009	19▲	18▲	21▲	18▲	22	18	26	22▲	22	21
		2005	16	15	17	15	19	16	15	18	16	18
	Disagree	2017	9	8	10	8	11	9	11	9	12	11
		2013	10	10	10	10	11	9	NR	9	7	9
		2009	12▲	12▲	12▲	12▲	12	13▲	15	9	9	14
		2005	9	9	10	9	10	10	13	9	10	13
Your supervisor assigns work fairly in your work group.	Agree	2017	74	77	71	77	68	72	66	74	67	71
		2013	69▼	70▼	68	70▼	68	67	NR	68▼	71	72
		2009	66▼	67▼	64▼	67▼	63▼	66▼	58	66▼	67	60▼
		2005	72	74▼	70	74▼	69	71	71	70	72	64
	Neither agree nor disagree	2017	15	13	17	13	19	16	21	16	17	18
		2013	18▲	17▲	19	17▲	19	19	NR	21▲	20	17
		2009	20▲	19▲	22▲	19▲	23	20	26	23▲	25	26
		2005	16	16▲	18	16▲	18	17	14	19	12	20
	Disagree	2017	11	10	12	10	13	12	NR	10	15	11
		2013	13▲	14▲	13	14▲	13	14	NR	11	10	11
		2009	14▲	15▲	14	15▲	14	14	16	11	9	14
		2005	11	11	13	11	12	12	15	11	16	16
You are satisfied with the direction/supervision you receive.	Agree	2017	70	71	67	71	65	68	68	72	65	68
		2013	64▼	64▼	64▼	64▼	64	64	NR	66	70	64
		2009	61▼	62▼	60▼	62▼	59▼	63▼	49	65▼	70	54▼
		2005	68	69	65	69	65	67	68	66	66	61
	Neither agree nor disagree	2017	15	14	17	14	19	16	15	16	14	16
		2013	18▲	18▲	19	18▲	19	19	12	21▲	18	19
		2009	19▲	19▲	20▲	19▲	22	18	27	20	20	21
		2005	16	15	18	15	18	18	13	21▲	19	18
	Disagree	2017	15	15	16	15	17	16	17	12	21	16
		2013	17	18	17	18	17	17	NR	13	12	16
		2009	19▲	19▲	19▲	19▲	19	19	24	15	11	25
		2005	16	15	17	15	18	15	19	13	15	21

Table 19. (continued)

		KEY:		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Within Year Group Differences											
		■ Higher Response ■ Lower Response											
		Trend Year Differences											
		↑ Higher Than 2017 ↓ Lower Than 2017											
You were encouraged by your supervisor to participate in a command climate survey.	Agree	2017	61	63	60	63	59	60	37	64	59	59	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Neither agree nor disagree	2017	26	25	26	25	25	25	49	25	21	28	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Disagree	2017	13	12	15	12	15	15	14	11	21	13	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Your unit commander briefed you on command climate survey outcomes and the way forward.	Agree	2017	61	62	60	62	59	60	33	67	66	58	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Neither agree nor disagree	2017	23	23	22	23	23	20	40	22	19	26	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Disagree	2017	17	16	18	16	19	19	27	11	15	16	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	

Margins of error range from $\pm 1\%$ to $\pm 18\%$
 Percent of all active duty members

Table 20.
DoD: Agreement With Statements About Inclusion in the Workplace

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
			White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Coworkers are treated as valued members of the team without losing their unique identities.	Agree	80	81	77	81	76	78	72	79	78	78
	Neither agree nor disagree	15	13	17	13	18	16	22	17	15	16
	Disagree	6	5	6	5	7	5	6	5	7	6
I believe I can use my chain of command to address concerns about discrimination without fear	Agree	77	80	73	80	70	76	69	73	71	75
	Neither agree nor disagree	16	14	19	14	22	18	24	19	19	16
	Disagree	7	6	7	6	8	6	7	7	10	9
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	Agree	74	75	73	75	73	74	NR	72	72	72
	Neither agree nor disagree	19	17	21	17	21	21	NR	22	16	21
	Disagree	7	9	6	9	6	5	7	5	12	7
Members in my workgroup are empowered to make work-related decisions on their own.	Agree	71	73	69	73	68	70	64	70	68	68
	Neither agree nor disagree	20	19	23	19	24	21	31	22	19	24
	Disagree	8	8	8	8	8	8	5	8	13	8
The decision-making processes that impact my workgroup are fair.	Agree	70	72	68	72	66	69	65	69	68	66
	Neither agree nor disagree	20	18	23	18	25	21	26	23	19	25
	Disagree	10	10	9	10	9	10	8	8	13	8

Table 20. (continued)

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Outcomes are fairly distributed among members of my workgroup.	Agree	69	71	67	71	66	68	66	69	67	65
	Neither agree nor disagree	19	18	22	18	23	21	25	21	18	23
	Disagree	11	11	11	11	11	11	9	10	15	12
Sexist slurs, comments, and/or jokes are used in my workplace.	Agree	19	17	21	17	20	23	16	19	19	22
	Neither agree nor disagree	20	18	22	18	21	22	28	28	18	22
	Disagree	61	65	56	65	59	55	57	53	64	57
Racial slurs, comments, and/or jokes are used in my workplace.	Agree	18	15	22	15	20	23	9	23	19	22
	Neither agree nor disagree	20	19	22	19	22	22	27	27	19	22
	Disagree	62	66	56	66	58	55	63	50	62	56
I feel excluded by my workgroup because I am different.	Agree	18	16	21	16	21	21	10	23	19	19
	Neither agree nor disagree	18	16	20	16	20	20	31	23	20	19
	Disagree	64	68	59	68	59	60	59	54	61	62

Margins of error range from $\pm 1\%$ to $\pm 18\%$
Percent of all active duty members

Table 21.
DoD: Agreement With Statements About People in the Workplace

			KEY:									
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017									
			Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
There is very little conflict among your coworkers.	Agree	2017	62	64	60	64	59	61	54	60	57	58
		2013	58▼	58▼	57	58▼	57	58	36	55	60	62
		2009	56▼	57▼	53▼	57▼	54	54▼	45	50▼	54	48▼
		2005	59▼	61▼	56▼	61▼	57	55	57	56	64	48▼
	Neither agree nor disagree	2017	18	16	19	16	19	19	25	24	22	19
		2013	22▲	21▲	23▲	21▲	23	21	NR	28	25	17
		2009	21▲	20▲	23▲	20▲	21	22	21	28	27	22
		2005	18	18	18	18	17	18	18	22	14	21
	Disagree	2017	20	19	21	19	22	21	21	16	21	22
		2013	20	20	20	20	20	21	NR	17	15	21
		2009	23▲	23▲	25▲	23▲	25	24	34	22▲	18	30
		2005	23▲	21	26▲	21	26	27▲	25	22▲	22	31
Your coworkers put in the effort required for their jobs.	Agree	2017	66	66	66	66	67	66	57	69	62	65
		2013	65	65	66	65	67	65	NR	65	70	72
		2009	65	64	65	64	68	65	55	63▼	62	60
		2005	62▼	62▼	62▼	62▼	65	59▼	62	61▼	59	54▼
	Neither agree nor disagree	2017	18	17	19	17	21	18	23	18	21	19
		2013	20	20	20	20	21	19	NR	22	20	14
		2009	19	19	20	19	19	19	18	24▲	29	21
		2005	19	19	19	19	17	20	17	23	16	22
	Disagree	2017	16	17	14	17	12	15	19	13	17	16
		2013	15	16	14	16	12	16	NR	13	11	14
		2009	16	17	15	17	13	16	28	13	10	20
		2005	19▲	19▲	20▲	19▲	18▲	21▲	21	16	25	24▲
The people in your work group tend to get along.	Agree	2017	74	77	71	77	69	72	64	71	69	73
		2013	73	74	71	74	70	72	NR	71	73	77
		2009	72▼	74▼	69	74▼	69	70	63	66	69	69
		2005	74	76	70	76	71	70	71	70	65	67
	Neither agree nor disagree	2017	17	14	20	14	21	19	NR	21	19	16
		2013	18	17	19	17	19	18	NR	22	19	15
		2009	18	17▲	19	17▲	19	20	20	25	19	15
		2005	16	15	17	15	17	17	18	19	22	17
	Disagree	2017	9	9	9	9	10	9	5	8	12	11
		2013	9	9	10	9	11	10	NR	7	8	7
		2009	10	9	12▲	9	12	10	18	9	12	17
		2005	10	9	12▲	9	12	12	11	11	13	16

Table 21. (continued)

		KEY:										
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
The people in your work group are willing to help each other.	Agree	2017	75	76	73	76	72	74	63	75	68	73
		2013	71▼	72	70▼	72	70	70	NR	72	73	73
		2009	70▼	71▼	69▼	71▼	70	70	59	69▼	65	66
		2005	71▼	73	68▼	73	69	68▼	68	70	64	63▼
	Neither agree nor disagree	2017	16	15	17	15	19	16	31	16	23	15
		2013	18	17	20	17	19	21	NR	19	20	16
		2009	19▲	18	19	18	19	19	20	22▲	24	19
		2005	17	16	19	16	19	19	20	20	23	21
	Disagree	2017	9	9	9	9	9	9	6	9	9	11
		2013	10	10	10	10	11	10	9	9	7	10
		2009	11▲	11	11▲	11	11	11	20▲	10	11	15
		2005	11▲	11	13▲	11	13▲	13▲	13▲	10	13	16
You are satisfied with the relationships you have with your coworkers.	Agree	2017	72	74	70	74	68	71	61	70	69	72
		2013	70	70	69	70	68	72	NR	70	73	72
		2009	69▼	70▼	68	70▼	68	71	59	68	68	61▼
		2005	73	75	69	75	70	70	71	68	69	63
	Neither agree nor disagree	2017	17	15	20	15	22	19	24	22	22	14
		2013	19	19	19	19	20	18	NR	20	20	17
		2009	19	18	20	18	20	20	23	23	21	22▲
		2005	17	16	20	16	19	20	17	22	20	23▲
	Disagree	2017	11	11	11	11	11	10	NR	8	9	14
		2013	11	11	11	11	12	10	NR	10	7	11
		2009	12	12	11	12	12	10	18	10	11	16
		2005	10	9	11	9	11	10	12	10	11	14

Margins of error range from ±1% to ±18%
Percent of all active duty members

Table 22.
DoD: Experienced Behavior(s) in Line With Workplace Hostility From Coworkers or Supervisors During the Past 12 Months

	Total DoD	Total Minority		White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		White	Total Minority							
KEY:										
<i>Within Year Group Differences</i>										
■ Higher Response										
■ Lower Response										
Did not provide you with information or assistance when needed	67	68	67	68	67	67	72	64	68	68
Gossiped/talked about you	50	50	50	50	52	48	NR	49	49	49
Were excessively harsh in their criticism of your work performance	41	40	42	40	40	42	50	46	48	44
Took credit for your work or ideas	40	40	40	40	40	41	47	39	47	38
Yelled when they were angry with you	35	33	37	33	34	37	44	39	36	42
Used insults, sarcasm, or gestures to humiliate you	31	30	34	30	34	33	30	36	34	35

Margins of error range from ±2% to ±16%
 Percent of All Active Duty Members

Table 23.
DoD: Problems At Duty Station

		KEY:										
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Racist/extremist organizations or individuals	Large extent	2017	3	2	4	2	5	3	2	6	3	3
		2013	2	1	3	1	4	2	NR	5	3	1
		2009	1▼	1	2▼	1	1▼	2	2	3▼	5	2
		2005	4▲	4▲	5	4▲	5	5	3	8	5	3
	Small/Moderate extent	2017	11	9	15	9	20	10	7	18	15	15
		2013	11	11	12	11	15▼	10	NR	14	15	10
		2009	13	11▲	15	11▲	17	12	16	17	14	12
		2005	22▲	19▲	25▲	19▲	26▲	22▲	24▲	29▲	31▲	28▲
	Not at all	2017	86	89	81	89	75	86	91	76	83	83
		2013	87	88	84	88	81▲	88	NR	81	82	89
		2009	86	88	83	88	81▲	86	83	81	81	85
		2005	74▼	77▼	70▼	77▼	70	73▼	73▼	63▼	64▼	70▼
Hate crimes	Large extent	2017	2	1	3	1	4	3	2	5	3	2
		2013	2	1	3	1	3	2	NR	5	4	1
		2009	1▼	1	2▼	1	1▼	2	2	3	5	2
		2005	3▲	3▲	4	3▲	4	4	2	8	5	2
	Small/Moderate extent	2017	8	7	10	7	13	8	5	13	12	8
		2013	10	10	10	10	12	9	7	12	12	8
		2009	10	9	11	9	12	10	13	13	12	10
		2005	20▲	17▲	23▲	17▲	23▲	21▲	23▲	26▲	27▲	25▲
	Not at all	2017	90	92	87	92	83	90	94	82	85	90
		2013	88	89	87	89	85	89	NR	84	84	91
		2009	89	90	87	90	87	88	85	85	83	88
		2005	77▼	79▼	73▼	79▼	73▼	75▼	75▼	67▼	68▼	73▼
Gangs	Large extent	2017	3	2	4	2	5	3	2	5	3	3
		2013	3	2	4	2	4	3	NR	5	4	1
		2009	2	2	3	2	3	3	2	3	4	4
		2005	3	3	4	3	3	4	3	7	4	3
	Small/Moderate extent	2017	9	8	11	8	13	8	9	11	9	11
		2013	11	11	11	11	12	9	NR	12	11	10
		2009	13▲	12▲	14▲	12▲	15	12▲	13	14	11	11
		2005	24▲	23▲	25▲	23▲	25▲	24▲	27▲	22▲	26▲	26▲
	Not at all	2017	88	90	86	90	82	89	89	84	87	86
		2013	87	87	86	87	84	88	NR	83	84	89
		2009	85▼	85▼	83	85▼	82	84▼	84	83	86	85
		2005	73▼	74▼	72▼	74▼	72▼	73▼	70▼	70▼	70▼	70▼

Margins of error range from ±1% to ±11%
Percent of all active duty members

Table 24.
DoD: Problems in the Local Community Around Duty Station

		KEY:										
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Racist/extremist organizations or individuals	Large extent	2017	4	4	4	4	4	3	3	5	8	4
		2013	3	2	3	2	3	2	NR	3	3	2
		2009	3	3	3	3	2	3	2	3	4	5
		2005	4	4	4	4	3	4	2	6	7	5
	Small/Moderate extent	2017	29	29	29	29	30	28	30	28	22	30
		2013	24▼	25	20▼	25	22▼	17▼	NR	24	23	23
		2009	28	29	25▼	29	25	24	29	23	29	29
		2005	32▲	32	31	32	32	29	34	32	38▲	36
	Not at all	2017	67	68	67	68	66	69	66	67	71	66
		2013	74▲	72▲	76▲	72▲	75▲	81▲	NR	73	74	75
		2009	69	68	72▲	68	73▲	73	69	74▲	67	66
		2005	65▼	65	65	65	65	68	64	63	55▼	60
Hate crimes	Large extent	2017	3	3	3	3	3	3	3	5	5	2
		2013	3	2	3	2	2	3	NR	4	3	2
		2009	3	3	3	3	2	3	2	3	5	5
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	26	28	25	28	26	23	20	23	21	30
		2013	21▼	24	17▼	24	18▼	14▼	14	20	19	22
		2009	26	27	23	27	22	23	27	21	29	29
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	71	70	72	70	71	74	77	71	73	68
		2013	76▲	74▲	79▲	74▲	79▲	83▲	NR	76	77	76
		2009	71	70	74	70	76	75	71	75	66	65
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Gangs	Large extent	2017	6	6	5	6	5	5	6	6	7	5
		2013	5	6	5	6	4	5	NR	5	4	6
		2009	8▲	8▲	7▲	8▲	6	7	7	7	12	13▲
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	31	33	29	33	26	31	21	23	19	36
		2013	26▼	29▼	22▼	29▼	23	19▼	NR	22	21	26
		2009	32	34	28	34	28	26	31	24	25	34
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	63	61	66	61	69	65	73	71	75	59
		2013	68▲	66▲	73▲	66▲	73	76▲	NR	73	75	69
		2009	61	58	65	58	66	67	63	69	63	54
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±16%
Percent of all active duty members

Table 25.
DoD: Perceptions of Racial/Ethnic Relations in the Military During Last 5 Years

			KEY:										
			Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Perceptions of race/ethnic relations in our military during the last five years		Worse today	2017	12	9	15	9	20	12	15	10	13	14
			2013	4↓	3↓	5↓	3↓	6↓	5↓	NR	3↓	5	2↓
			2009	3↓	3↓	3↓	3↓	2↓	2↓	3	3↓	4	4↓
			2005	2↓	2↓	3↓	2↓	4↓	2↓	1	2↓	5	3↓
		About the same as five years ago	2017	54	55	53	55	54	51	55	48	50	60
			2013	49↓	49↓	50	49↓	54	47	56	42	43	54
			2009	44↓	44↓	43↓	44↓	45↓	40↓	46	36↓	37	51
			2005	41↓	41↓	42↓	41↓	45↓	36↓	46	34↓	32	47
		Better today	2017	34	36	32	36	26	37	30	42	37	27
			2013	47↑	49↑	45↑	49↑	40↑	48↑	33	55↑	52↑	44↑
			2009	53↑	53↑	55↑	53↑	53↑	58↑	52↑	61↑	59↑	45↑
			2005	57↑	57↑	55↑	57↑	51↑	62↑	53↑	64↑	63↑	50↑

Margins of error range from ±1% to ±15%
Percent of active duty members who completed 5 years or more in active duty service

Table 26.
DoD: Perceptions of Racial/Ethnic Relations in the Nation During Last 5 Years

			KEY:										
			Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Perceptions of race/ethnic relations in our nation during the last five years		Worse today	2017	54	55	52	55	58	50	NR	36	42	59
			2013	15↓	15↓	15↓	15↓	19↓	13↓	15	9↓	11↓	13↓
			2009	10↓	10↓	8↓	10↓	7↓	7↓	22	7↓	9↓	15↓
			2005	9↓	9↓	9↓	9↓	11↓	7↓	10	7↓	7↓	11↓
		About the same as five years ago	2017	25	25	26	25	26	25	NR	31	30	22
			2013	46↑	46↑	48↑	46↑	47↑	46↑	NR	45↑	47↑	57↑
			2009	37↑	36↑	38↑	36↑	40↑	36↑	37	34	29	40↑
			2005	40↑	39↑	42↑	39↑	47↑	37↑	40	34	39	48↑
		Better today	2017	21	20	22	20	16	25	12	33	28	19
			2013	39↑	40↑	37↑	40↑	33↑	40↑	NR	46↑	42↑	30↑
			2009	54↑	54↑	54↑	54↑	53↑	57↑	41↑	59↑	62↑	46↑
			2005	51↑	52↑	48↑	52↑	42↑	55↑	50↑	60↑	55↑	41↑

Margins of error range from ±1% to ±12%
Percent of all active duty members

Table 27.
DoD: Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment/Discrimination

			KEY:									
			Within Year Group Differences					Trend Year Differences				
			■ Higher Response		■ Lower Response		▲ Higher Than 2017		▼ Lower Than 2017			
			Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Senior leadership of my Service	Yes	2017	72	77	67	77	62	70	64	68	67	69
		2013	67▼	70▼	61▼	70▼	57	66	NR	60▼	63	64
		2009	67▼	71▼	61▼	71▼	58	65	62	57▼	60	62
		2005	69▼	73▼	63▼	73▼	60	66	63	65	69	66
	No	2017	7	6	9	6	10	9	5	10	14	6
		2013	12▲	10▲	14▲	10▲	16▲	14▲	13	13	12	11
		2009	10▲	9▲	13▲	9▲	14	12	12	13	14	11
		2005	10▲	8	13▲	8	14▲	12	10	10	7	12▲
	Don't know	2017	20	17	24	17	28	20	31	22	19	25
		2013	22	20	25	20	27	20	NR	27	26	25
		2009	22	20	26	20	28	23	26	29▲	26	26
		2005	21	19	24	19	26	22	27	25	24	21
Senior leadership of my installation/ship	Yes	2017	72	77	65	77	60	70	59	67	67	66
		2013	67▼	70▼	61▼	70▼	58	65	NR	60▼	62	65
		2009	67▼	71▼	59▼	71▼	56	63▼	58	56▼	63	63
		2005	69▼	73▼	63	73▼	59	66	62	65	65	66
	No	2017	8	6	9	6	10	9	8	10	14	7
		2013	12▲	11▲	14▲	11▲	15▲	15▲	13	13	12	11
		2009	11▲	9▲	14▲	9▲	15▲	12	15	13	12	12
		2005	10▲	9▲	13▲	9▲	14▲	12	11	10	8	13▲
	Don't know	2017	21	17	25	17	30	21	33	24	19	27
		2013	21	19	25	19	27	20	NR	27	26	24
		2009	23	20	27	20	29	25	28	31▲	25	25
		2005	21	19	24	19	26	22	28	25	27	21
My immediate supervisor	Yes	2017	75	79	69	79	65	72	NR	69	67	70
		2013	69▼	72▼	64▼	72▼	60	68	NR	61▼	64	68
		2009	67▼	71▼	61▼	71▼	59▼	65▼	58	56▼	57	59
		2005	71▼	75▼	66▼	75▼	63	68	64	67	70	67
	No	2017	8	7	11	7	11	10	NR	11	18	9
		2013	13▲	11▲	16▲	11▲	18▲	15▲	14	15	13	13
		2009	12▲	10▲	15▲	10▲	16▲	14	20	16▲	16	15
		2005	10▲	9▲	13▲	9▲	14	12	12	12	8	13
	Don't know	2017	17	14	21	14	23	17	NR	21	15	22
		2013	18	17	20	17	22	17	NR	24	23▲	18
		2009	21▲	19▲	24▲	19▲	24	21	21	29▲	27	25
		2005	18	17	21	17	23	20	24	21	22	20

Margins of error range from ±1% to ±18%
 Percent of all active duty members

Table 28.
DoD: Attention to Racial/Ethnic Harassment/Discrimination

		KEY:		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Within Year Group Differences											
		Trend Year Differences											
		■ Higher Response ■ Lower Response											
		↑ Higher Than 2017 ↓ Lower Than 2017											
The military	Too much attention	2017	24	31	14	31	5	17	20	13	10	26	
		2013	20↓	26↓	11	26↓	4	15	15	11	13	19	
		2009	23	30	11↓	30	4	15	23	14	9	18	
		2005	24	32	10↓	32	4	15	21	11	21↑	21	
	The right amount of attention	2017	65	64	67	64	64	70	71	72	76	61	
		2013	68	68	70	68	69	71	NR	73	71	70	
		2009	61↓	61	62↓	61	60	65	51	67	69	60	
		2005	62↓	61	63↓	61	61	65	60	69	58↓	58	
	Too little attention	2017	11	5	19	5	31	13	9	15	15	13	
		2013	11	6	19	6	26	13	NR	16	15	12	
		2009	15↑	9↑	27↑	9↑	36	21↑	25↑	18	22	21↑	
		2005	14↑	7↑	27↑	7↑	35	19↑	19↑	20	21	21↑	
Your immediate supervisor	Too much attention	2017	4	4	4	4	2	6	2	4	5	3	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	The right amount of attention	2017	88	92	84	92	83	84	91	82	84	90	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	Too little attention	2017	8	4	12	4	15	10	7	14	11	7	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	

Margins of error range from ±1% to ±15%
Percent of all active duty members

Table 29.
DoD: Received Training on Racial/Ethnic Harassment and Discrimination in Past 12 Months

		KEY:		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Within Year Group Differences											
		Trend Year Differences											
		■ Higher Response ■ Lower Response											
		↑ Higher Than 2017 ↓ Lower Than 2017											
Had training on topics related to racial/ethnic harassment and discrimination	2017	87	90	84	90	80	85	92	85	81	88		
	2013	89	91	86	91	84	87	NR	85	88	89		
	2009	84↓	87↓	80↓	87↓	79	80	84	79↓	84	81		
	2005	80↓	82↓	76↓	82↓	76	75↓	76↓	74↓	69	78↓		

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 30.
DoD: Training Received Was Effective in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

		KEY:									
		Within Year Group Differences					Trend Year Differences				
		■ Higher Response ■ Lower Response ▲ Higher Than 2017 ▼ Lower Than 2017									
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Training received was effective	2017	92	91	94	91	93	94	92	96	97	90
	2013	93	92	96▲	92	97▲	96	90	96	97	93
	2009	92	91	94	91	94	95	87	95	94	92
	2005	95▲	95▲	95▲	95▲	95	96	94	98	97	92

Margins of error range from ±1% to ±15%

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 31.
DoD: Effectiveness of Training Received in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

		KEY:										
		Within Year Group Differences					Trend Year Differences					
		■ Higher Response ■ Lower Response ▲ Higher Than 2017 ▼ Lower Than 2017										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Effectiveness of training received in reducing/preventing racial/ethnic harassment/discrimination	Not at all effective	2017	8	9	6	9	7	6	8	4	3	10
		2013	7	8	4▼	8	3▼	4	10	4	3	7
		2009	8	9	6	9	6	5	13	5	6	8
		2005	5▼	5▼	5▼	5▼	5	4	6	2	3	8
	Slightly effective	2017	17	18	15	18	13	14	7	17	14	21
		2013	15	16	14	16	15	13	NR	12	9	16
		2009	17	18	15	18	15	14	20	15	11	21
		2005	14▼	15▼	13	15▼	13	13	10	14	11	19
	Moderately effective	2017	40	39	42	39	42	41	59	46	38	40
		2013	41	42	39	42	41	38	32▼	45	40	34
		2009	43	43▲	43	43▲	41	43	38	47	45	47
		2005	45▲	46▲	43	46▲	42	45	44	47	39	41
	Very effective	2017	35	34	37	34	38	40	26	34	45	29
		2013	37	34	42▲	34	41	45	27	39	48	43▲
		2009	32▼	30▼	36	30▼	38	37	29	33	37	24
		2005	35	34	39	34	41	39	39	37	46	32

Margins of error range from ±1% to ±16%

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 32.
DoD: Racial/Ethnic Harassment/Discrimination Training Received Conveyed Relevant Information

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Taught that racial/ethnic harassment/discrimination reduces cohesion/effectiveness of the military	Agree	89	90	89	90	87	90	84	89	93	88
	Neither agree nor disagree	10	9	10	9	12	9	16	10	7	11
	Disagree	1	1	1	1	1	1	<1	1	<1	1
Identified racial/ethnic behaviors that are offensive to others and should not be tolerated	Agree	88	88	87	88	86	87	83	89	90	86
	Neither agree nor disagree	11	10	12	10	12	11	15	11	10	12
	Disagree	1	1	2	1	2	2	1	1	<1	2
Explained the process for reporting racial/ethnic harassment and discrimination	Agree	88	88	87	88	86	88	NR	87	88	87
	Neither agree nor disagree	11	10	12	10	13	10	NR	11	10	11
	Disagree	1	1	1	1	<1	2	1	2	2	2
Provided information about policies/procedures/consequences racial/ethnic harassment/discrimination	Agree	87	89	85	89	85	86	NR	84	89	85
	Neither agree nor disagree	12	11	13	11	13	12	NR	14	10	13
	Disagree	1	1	2	1	2	1	1	2	<1	3
Provided a good understanding of what words and actions are racial/ethnic harassment/discrimination	Agree	87	87	88	87	86	89	86	88	90	87
	Neither agree nor disagree	11	11	11	11	13	10	13	11	8	11
	Disagree	2	2	1	2	2	1	1	1	2	2

Table 32. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Provided information on Service’s policies on participation in racist/extremist organizations	Agree	86	87	85	87	84	86	NR	84	90	83	
	Neither agree nor disagree	12	11	13	11	13	13	NR	14	10	14	
	Disagree	2	1	2	1	2	2	1	2	<1	3	
Gave useful tools for dealing with racial/ethnic harassment and discrimination	Agree	85	86	84	86	83	86	83	85	90	82	
	Neither agree nor disagree	13	12	13	12	15	12	13	13	10	15	
	Disagree	2	2	2	2	2	2	5	2	<1	3	
Promoted religious tolerance	Agree	83	84	81	84	80	83	73	82	86	79	
	Neither agree nor disagree	15	14	16	14	18	14	NR	16	13	17	
	Disagree	3	3	3	3	3	3	2	1	1	5	
Made me feel it is safe to report offensive racial/ethnic situations	Agree	83	85	80	85	76	84	NR	82	86	77	
	Neither agree nor disagree	15	13	17	13	20	14	NR	16	11	19	
	Disagree	2	2	3	2	4	2	5	2	3	4	
Promoted cross-cultural awareness	Agree	83	84	82	84	82	84	71	83	89	76	
	Neither agree nor disagree	13	13	14	13	14	12	NR	15	9	19	
	Disagree	3	3	4	3	4	3	4	2	2	5	

Margins of error range from ±1% to ±18%

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months and training covered the topic

Table 33.
DoD: Perceptions of Reporting Processes for Racial/Ethnic Harassment/Discrimination

		KEY:									
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017									
Would you know how to report experiences of racial/ethnic harassment?	2017	93	95	91	95	92	89	95	89	90	93
	2013	92	93	90	93	91	91	NR	87	92	92
	2009	91▼	91▼	90	91▼	90	90	81▼	88	92	89
	2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Would you know how to report experiences of racial/ethnic discrimination?	2017	93	94	91	94	91	89	95	89	90	93
	2013	92	93	90	93	91	91	NR	87	92	92
	2009	91▼	91▼	90	91▼	90	90	83	89	91	89
	2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Is the availability of reporting hotlines publicized enough?	2017	83	86	80	86	78	80	90	80	77	80
	2013	82	85	78	85	78	79	NR	75	84	83
	2009	79▼	82▼	73▼	82▼	72▼	74▼	69▼	73▼	73	73
	2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±12%
 Percent of all active duty members

Table 34.
DoD: Perceptions of Unit Reporting Climate for Racial/Ethnic Harassment/Discrimination

		KEY:		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Within Year Group Differences											
		Trend Year Differences											
		■ Higher Response ■ Lower Response											
		↑ Higher Than 2017 ↓ Lower Than 2017											
Members feel free to report without fear of negative reactions	Large extent	2017	59	67	48	67	45	50	62	42	43	52	
		2013	57	62	48	62	44	51	29↓	47	48	57	
		2009	55↓	61↓	45	61↓	42	47	48	45	44	50	
		2005	59	65	50	65	49	51	54	48	51	54	
	Small/Moderate extent	2017	31	24	40	24	45	36	29	46	39	37	
		2013	32	28	39	28	43	34	NR	42	41	33	
		2009	35↑	30↑	43	30↑	46	41	39	42	43	37	
		2005	31	27	39	27	38↓	39	34	42	37	37	
	Not at all	2017	10	9	12	9	10	15	9	12	18	11	
		2013	11	9	13	9	13	15	15	11	12	10	
		2009	10	9	12	9	12	12	13	13	13	13	
		2005	9	8	11	8	13↑	10↓	12	10	12	9	
Complaints about racial/ethnic harassment/discrimination would be taken seriously	Large extent	2017	68	75	59	75	58	60	71	56	59	62	
		2013	66	70↓	59	70↓	56	61	NR	57	59	67	
		2009	64↓	70↓	55↓	70↓	52↓	57	50	54	54	61	
		2005	70	76	61	76	60	63	63	61	62	64	
	Small/Moderate extent	2017	24	18	32	18	35	28	25	35	28	32	
		2013	27↑	23↑	32	23↑	35	29	NR	35	33	27	
		2009	28↑	24↑	35↑	24↑	38	33	37	36	39	30	
		2005	24	19	31	19	32	30	29	31	31	30	
	Not at all	2017	8	7	9	7	7	12	4	9	13	6	
		2013	7	6	9	6	9	10	10	8	8	6	
		2009	8	7	10	7	10	10	13	10	7	10	
		2005	6↓	5	8	5	8	7↓	8	7	6	6	
People would be stopped from getting away with racial/ethnic harassment/discrimination	Large extent	2017	64	71	55	71	52	56	65	48	56	61	
		2013	64	65↓	61↑	65↓	59↑	64↑	NR	60↑	60	64	
		2009	66	69	61↑	69	59↑	63↑	63	59↑	52	66	
		2005	72↑	76↑	66↑	76↑	64↑	67↑	66	65↑	72↑	72↑	
	Small/Moderate extent	2017	26	21	33	21	38	30	26	39	31	28	
		2013	27	26↑	30	26↑	33	28	NR	33	33	26	
		2009	26	23	32	23	34	30	28	34	37	25	
		2005	22↓	19	29↓	19	30↓	28	30	32↓	20	23	
	Not at all	2017	10	8	12	8	10	14	9	13	13	11	
		2013	9	9	8↓	9	8	8↓	5	6↓	7	10	
		2009	8↓	8	7↓	8	7	7↓	9	7↓	11	10	
		2005	6↓	6↓	6↓	6↓	7	5↓	5	4↓	8	5	

Table 34. (continued)

			KEY:									
			Within Year Group Differences					Trend Year Differences				
			■ Higher Response		■ Lower Response		▲ Higher Than 2017		▼ Lower Than 2017			
			Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Policies forbidding racial/ethnic harassment/discrimination are publicized	Large extent	2017	64	70	55	70	55	55	63	50	58	60
		2013	59▼	63▼	53	63▼	52	53	NR	46	50	61
		2009	59▼	64▼	50▼	64▼	49	51	50	45	46	55
		2005	62	67▼	54	67▼	55	53	50	51	56	59
	Small/Moderate extent	2017	27	22	33	22	35	32	26	39	28	29
		2013	32▲	29▲	35	29▲	35	33	NR	42	36	31
		2009	31▲	27▲	37▲	27▲	38	35	34	42	38	34
		2005	29	26▲	34	26▲	33	35	35	38	31	31
	Not at all	2017	9	8	11	8	10	13	NR	12	14	10
		2013	10	8	13	8	12	14	10	12	13	8
		2009	11	9	13	9	12	14	16	13	16	11
		2005	9	8	12	8	12	12	15	11	13	10

Margins of error range from ±1% to ±16%
Percent of all active duty members

Table 35.
DoD: Chances of Promotion if Someone Reported Racial/Ethnic Harassment/Discrimination

			KEY:									
			Within Year Group Differences					Trend Year Differences				
			■ Higher Response		■ Lower Response		▲ Higher Than 2017		▼ Lower Than 2017			
			Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
Chances of promotion if someone reported racial/ethnic harassment/discrimination	Better	2017	7	8	6	8	4	7	4	7	12	7
		2013	6	6	5	6	4	6	3	5	4	4
		2009	5▼	5▼	4▼	5▼	4	4	6	6	7	4
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The same	2017	78	83	72	83	66	77	78	71	72	75
		2013	77	79	73	79	70	75	NR	76	75	75
		2009	77	80	71	80	70	72	72	70	72	73
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Worse	2017	15	10	22	10	30	17	NR	22	15	18
		2013	18▲	15▲	22	15▲	26	19	NR	19	21	20
		2009	19▲	15▲	25▲	15▲	26	24▲	22	24	21	23
		2005	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±17%
Percent of all active duty members

Table 36.
DoD: Reported the One Situation to a DoD Authority

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	Reported to at least one DoD authority	28	31	26	31	33	17	NR	20	19
Reported to your or alleged offender(s)'s chain of command	25	27	23	27	29	14	NR	16	16	31
Someone in your chain of command	20	19	20	19	25	13	NR	15	16	26
Someone in the chain of command of the offender	18	21	17	21	21	10	NR	9	8	28
Reported to any DoD office responsible for handling complaints	13	12	14	12	18	9	8	8	9	15
Other person or office with responsibility for follow-up	9	9	9	9	12	6	7	5	6	11
Special military office responsible for handling these kinds of reports	7	6	8	6	11	5	7	5	4	9

Margins of error range from ±3% to ±15%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 37.
DoD: Reasons for Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	To prevent it from happening again	85	80	90	80	90	93	NR	NR	NR
To prevent it from happening to someone else	84	78	90	78	91	93	NR	NR	NR	NR
To make your work environment a better place	83	78	87	78	87	88	96	94	NR	NR
To make your chain of command situationally aware	81	72	88	72	87	93	NR	NR	NR	NR
To punish the person	25	23	27	23	24	NR	NR	20	NR	NR
To reduce any impact on your evaluation or promotion	22	15	28	15	30	NR	NR	35	NR	19
To transfer yourself or the offender out of your unit	21	11	28	11	27	NR	NR	19	NR	NR
Other reason	12	7	16	7	15	20	NR	21	NR	7

Margins of error range from ±5% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 38.
DoD: Satisfaction With Aspects of Reporting the One Situation

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response										
		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races	
Treatment by personnel handling your report	Satisfied	33	33	34	33	34	NR	NR	31	NR	NR	
	Neither satisfied nor dissatisfied	37	39	36	39	34	NR	NR	NR	NR	NR	
	Dissatisfied	29	28	31	28	31	29	NR	16	NR	NR	
Degree to which your privacy was/is being protected	Satisfied	29	31	27	31	30	NR	NR	30	NR	NR	
	Neither satisfied nor dissatisfied	48	55	42	55	40	NR	NR	NR	NR	NR	
	Dissatisfied	23	14	31	14	30	37	NR	17	NR	NR	
Availability of information about how to follow-up on a report	Satisfied	28	29	28	29	29	25	NR	36	NR	NR	
	Neither satisfied nor dissatisfied	40	41	39	41	39	NR	NR	NR	NR	NR	
	Dissatisfied	32	30	32	30	32	29	NR	14	NR	NR	
Amount of time it took/is taking to resolve your report	Satisfied	27	23	30	23	29	NR	NR	26	NR	NR	
	Neither satisfied nor dissatisfied	40	46	36	46	34	NR	NR	59	NR	NR	
	Dissatisfied	33	31	35	31	38	32	NR	15	NR	NR	
The reporting process overall	Satisfied	26	26	26	26	28	NR	NR	21	NR	NR	
	Neither satisfied nor dissatisfied	41	44	38	44	35	NR	NR	NR	NR	NR	
	Dissatisfied	33	29	36	29	37	NR	NR	28	NR	NR	
How well you were/are kept informed about the progress of your report	Satisfied	24	20	27	20	26	NR	NR	19	NR	NR	
	Neither satisfied nor dissatisfied	42	47	39	47	37	39	NR	62	NR	NR	
	Dissatisfied	34	33	34	33	37	NR	NR	19	NR	NR	

Margins of error range from ±7% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 39.
DoD: Official Action Taken in Response to Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Against one or more of the person(s) who bothered you	Yes	16	14	18	14	15	18	NR	25
	No	56	52	58	52	60	66	NR	NR	NR	NR
	Don't know	29	34	24	34	25	15	NR	29	NR	NR
Against you	Yes	10	NR	14	NR	17	12	NR	10	NR	NR
	No	77	81	73	81	69	84	NR	NR	NR	NR
	Don't know	13	13	13	13	14	5	NR	NR	NR	NR

Margins of error range from ±6% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 40.
DoD: Reported One Situation and Perceived Any Type of Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Reported one situation and experienced any type of retaliation as a result of the one situation		35	27	41	27	41	NR	NR	33

Margins of error range from ±8% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 41.
DoD: Reported One Situation and Perceived Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Social retaliation	Yes	29	24	34	24	35	NR	NR	26
	No	60	70	52	70	53	NR	NR	60	NR	NR
	Don't know	11	6	14	6	12	16	NR	14	NR	NR
Professional retaliation	Yes	22	19	24	19	24	NR	NR	21	NR	NR
	No	66	74	59	74	58	NR	NR	63	NR	NR
	Don't know	12	7	17	7	18	14	NR	17	NR	NR

Margins of error range from ±5% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 42.
DoD: Reported the One Situation and It Was Corrected

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		Reported the one situation and it was corrected		38	42	35	42	31	NR	NR	NR

Margins of error range from ±8% to ±13%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 43.
DoD: Knew the Outcome of Report

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	Knew the outcome of report	39	36	41	36	40	34	NR	NR	NR

Margins of error range from ±8% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to DoD authority

Table 44.
DoD: One Situation Reported Was Substantiated

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
	Report was found to be substantiated	59	NR	55	NR	NR	NR	NR	NR	NR

Margins of error do not exceed ±12%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 45.
DoD: Satisfied With Outcome of Report

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
		How satisfied were you with the outcome of your report?	Satisfied	25	27	24	27	26	NR	NR	22
Neither satisfied nor dissatisfied	34		NR	35	NR	29	NR	NR	NR	NR	NR
Dissatisfied	40		NR	41	NR	45	NR	NR	NR	NR	NR

Margins of error range from ±9% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 46.
DoD: Reasons for Not Reporting the One Situation to a DoD Authority

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response									
	Total DoD	White	Total Minority	White	Black	Hispanic	AIAN	Asian	NHPI	Two or More Races
You thought it was not important enough to report	48	46	50	46	46	49	55	57	NR	58
You thought it would make your work situation unpleasant	47	47	46	47	43	45	52	61	NR	NR
You took care of the problem yourself	42	41	43	41	48	38	48	49	NR	34
You did not think anything would be done	39	42	37	42	33	37	51	46	NR	44
You felt uncomfortable making the report	32	36	30	36	23	30	43	49	NR	33
You thought you would be labeled a troublemaker	31	32	30	32	24	30	36	52	19	31
You thought reporting would take too much time and effort	29	29	29	29	21	31	35	46	NR	30
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	28	29	28	29	21	32	29	38	22	26
You were afraid of retaliation/reprisals from your chain of command	23	22	24	22	20	26	26	37	25	19
You thought your performance evaluation or chance for promotion would suffer	22	19	25	19	23	23	25	36	25	24
You thought you would not be believed	20	22	19	22	16	15	34	27	NR	30
You did not know how to file a report	11	9	12	9	9	12	16	19	NR	10
You did not know the identity of the person(s) who did it	7	4	8	4	7	9	14	6	NR	3
Situation only involved civilian(s) off an installation	3	3	4	3	3	5	NR	4	4	1
You were encouraged to withdraw your report	3	<1	5	<1	4	6	NR	4	3	2
Other reason(s)	21	22	20	22	21	17	17	22	NR	20

Margins of error range from ±1% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and did not indicate reporting to a DoD authority

Appendix C. Army Results

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Army Results

Introduction

The purpose of this appendix is to present the results and trends for the Army from the *2017 Workplace and Equal Opportunity Survey of Active Duty Members (2017 WEOA)*. All uses and interpretations of the *2017 WEOA* Army data presented should be made in light of the methodological information contained in the main report. As a reminder, the results from the *2017 WEOA* are based on self-reported experiences. The use of results presented is limited to data that may inform policy and does not constitute actual knowledge of specific offenses by the Army or its officials. Allegations of racial/ethnic harassment and discrimination must be reported and investigated through established channels before allegations are substantiated.

The Army sample consisted of 25,474 Army active duty members drawn from the sample frame of 461,193 eligible members using DMDC's Active Duty Master File (ADMF). Completed surveys were received from 2,383 Army eligible respondents. The overall weighted response rate for Army eligible members, corrected for nonproportional sampling, was 11.4%. OPA scientifically weighted the *2017 WEOA* Army respondent data to be generalizable to the entire active duty Army population using the methods described in the main report.

Results and trends presented within this appendix should be interpreted in light of the methodology presented in the main report. The *2017 WEOA* Army survey results are compared to the weighted average of all other Services, and then analyzed within the Army by race/ethnicity. The definitions for racial/ethnic categories compared within the Army are describe below.

- **White:** Army members who identify as only White and not Spanish/Hispanic/Latino.
- **Total Minority:** Army members who identify as one (other than White) or more of the races and/or identify as Spanish/Hispanic/Latino.
- **Black:** Army members who identify as only Black with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Hispanic:** Army members who identify as Spanish/Hispanic/Latino regardless of what racial group they may also identify as.
- **Asian:** Army members who identify as only Asian with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Other Race/Ethnicity:** Army members who identify either American Indian/Alaska Native (AIAN), Native Hawaiian/Pacific Islander (NHPI), or as more than one race and who do not identify as Spanish/Hispanic/Latino. Data from these diverse racial/ethnic groups were combined due to low statistical power to analyze these groups separately.

In the tables, colors on the “Army” category signify significant differences when comparing Army results to the weighted average of all other Services combined. Otherwise, tables should be interpreted in the same manner described in the main report. All Army results are presented in the data tables though not exhaustively described in this appendix. Only significant differences between the Army and the other Services, and within racial/ethnic groups for the Army are discussed where applicable. Additionally, results from trend testing are noted where applicable.

Army Topline Findings

Abbreviated topline findings for Army are organized and presented in accordance to the three Congressional requirements outlined in Title 10 USC §481.

Indicators of Positive and Negative Trends for Professional and Personal Relationships Among Members of All Racial and Ethnic Groups

The 2017 WEOA contains several content blocks geared towards understanding trends for professional and personal relationships among military members of all racial/ethnic groups, including estimated past year racial/ethnic harassment and discrimination rates, details about the one situation of racial/ethnic harassment/discrimination with the greatest effect, and the overall diversity and inclusion climate for race/ethnicity.

Estimated Past Year Racial/Ethnic Harassment and Discrimination Among Army Members

- 2017 Estimated Past Year Racial/Ethnic **Harassment** Rate in the Army: 18.6%
 - To be included in this rate, Army members had to indicate that in the past 12 months they perceived experiencing at least one inappropriate racial/ethnic-related behavior by someone from work (i.e., the respondent indicated being “uncomfortable, angry or upset” by a behavior).
 - Army members did not differ from the other Services with regards to rates of *Racial/Ethnic Harassment*.
 - Black (27.8%) Army members were more likely to indicate experiencing *Racial/Ethnic Harassment* compared to other Army members, whereas White (13.3%) Army members were less likely. Total Minority (24.4%) Army members were also more likely to indicate experiencing *Racial/Ethnic Harassment* compared to White Army members.

- 2017 Estimated Past Year Racial/Ethnic **Discrimination** Rate in the Army: 7.5%
 - To be included in this rate, Army members had to indicate that they perceived experiencing at least one type of differential treatment as a result of their race/ethnicity in the past 12 months.
 - Army members were more likely to indicate experiencing *Racial/Ethnic Discrimination* compared to the other Services.
 - Black (12.5%) Army members were more likely to indicate experiencing *Racial/Ethnic Discrimination* than other Army members, whereas White (4.8%) Army members were less likely. Total Minority (10.3%) Army members were also

more likely to indicate experiencing *Racial/Ethnic Discrimination* than White Army members.

- 2017 Estimated Past Year Racial/Ethnic **Harassment/Discrimination** Rate in the Army: 20.5%
 - To be included in this rate, Army members had to perceive experiencing at least one of the inappropriate racial/ethnic-related workplace behaviors (*Harassment* behaviors) or differential treatment in personnel actions and/or benefits/services (*Discrimination* behaviors) based on their race/ethnicity in the past 12 months.
 - Army members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* compared to the other Services.
 - Black (31.0%) Army members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than other Army members, whereas White (14.4%) Army members were less likely. Total Minority (26.9%) were also more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than White Army members.

One Situation of Racial/Ethnic Harassment/Discrimination With the Greatest Effect for Army

- The characteristics of the one situation for Army members largely mirrored results for the DoD overall.
 - 67% were referring to *racial/ethnic harassment only* when providing details about the one situation.
 - 67% of members indicated the behavior occurred *more one time*.
 - The top contexts in which the behavior occurred include *at a military installation* (94%), *in a military context* (88%), *during duty hours* (85%), and *at their place of work* (76%).
- The characteristics of the alleged offenders within the Army largely mirrored results for the DoD overall as well.
 - The majority (85%) indicated that at least one alleged offender was *a member of the DoD workforce* and 58% identified at least one alleged offender as *leadership*.
 - The top employment statuses of the alleged offender(s) were *coworker* (51%), *in their chain of command* (40%), and *other person(s) not in their chain of command of higher rank/grade* (38%).
 - 49% indicated at least one alleged offender was of a *different race/ethnicity than them*, 28% *a mix of same and different race/ethnicities*, 7% *the same as them*, and 16% *did not know the alleged offender(s) race/ethnicity*. The top two race/ethnicities of the alleged offender(s) were White (59%) and Black or African American (46%).

- The endorsed outcomes of the one situation for Army members also largely mirrored results for DoD overall.
 - 39% of members indicated they *thought about getting out of their Service* and 9% indicated they *requested a transfer*.
 - Collectively, 18% indicated experiencing behaviors in line with *at least one type of retaliation* as a result of the one situation, with 12% indicated experiencing behaviors in line with *professional retaliation* and 12% indicated experiencing behaviors in line with *social retaliation* as a result of the one situation.
 - 38% indicated the one situation was *corrected*.

Diversity and Inclusion Climate for Race/Ethnicity Within the Army

The Army is committed to providing a work environment comprised of dignity and respect.

- Similar to the DoD results, the majority of members endorsed support for diversity in the Army.
 - Most Army members indicated diversity is *important to building a quality force* (81%), *benefits everyone* (80%), *will unify personnel* (75%), and *will not lower their Service's standards* (49%).
 - Additionally, 84% agreed they support *the Army's diversity efforts* and that *diversity initiatives positively affect the Army* (76%).
 - Moreover, 60% indicated they were *actively involved in the Army's diversity efforts* and were *personally committed to diversity* (77%).
 - In general, Total Minority, Black, and Asian Army members endorsed greater support for diversity in their Services, whereas White Army members endorsed lower support.
- Similar to the DoD results, variability was observed regarding Army members' comfort in interacting and forming relationships with diverse personnel.
 - Most Army members indicated to a large extent they feel comfortable *interacting with people from different racial/ethnic groups* (84%) and *interacting with people with different religious beliefs than them* (84%), though fewer indicated *being open about their religious beliefs with other military members* (66%).
 - The majority of Army members indicated they do not at all feel *pressure from military members to avoid socializing with members with different religious beliefs* (85%) or *pressure from military members not to socialize with members of other racial/ethnic groups* (84%).

- Over half of Army members indicated they do not at all feel *the need to watch what they say when interacting with people from different racial/ethnic groups* (55%) or *the need to watch their behavior when interacting with people from different racial/ethnic groups* (61%).
- Minimal differences were observed across racial/ethnic groups within the Army.
- Trend analyses generally revealed increased levels of perceived comfort in forming relationships and interacting with diverse personnel in 2017 than in 2013, 2009, and 2005.
- Similar to DoD results, the majority of Army members endorsed positive perceptions of leadership.
 - The majority of Army members agreed that their immediate supervisor *evaluates their performance fairly* (76%), *ensures all personnel are treated fairly* (75%), *assigns work fairly in their workgroup* (74%), and *has very little conflict with the people who report to him or her* (71%).
 - Additionally, 77% agreed they *trust their immediate supervisor* and 70% indicated they were *satisfied with the direction/supervision they receive*.
 - 64% of Army members agreed they *were encouraged by their immediate supervisor to participate in a command climate survey* and 58% agreed *their unit commander briefed them on command climate survey outcomes, and the way forward*.
 - Minimal differences were observed across racial/ethnic groups within the Army though perceptions overall have increased overtime.
- Similar to DoD results, the majority of Army members endorsed having an inclusive unit climate.
 - Army members agreed that workgroup members are *treated as valued members of the team without losing their unique identities* (79%), *empowered to make work-related decisions on their own* (71%), and *have outcomes fairly distributed among them* (69%).
 - Army members indicated they *can use their chain of command to address concerns about discrimination without fear of retaliation or reprisal* (76%) and *are encouraged to offer ideas on how to improve operations* (73%).
 - The majority of Army members disagreed when asked if *racial slurs/comments/jokes are used in their workplace* (63%), *feeling excluded because of being different* (62%), and *sexist slurs/comments/jokes are used in their workplace* (62%), though White Army members were more likely to disagree and Total Minority and Asian Army members were less likely to disagree.

- 71% indicated *the decision-making processes that impact their workgroup are fair*.
- As with the DoD, the majority of Army members endorsed positive perceptions of their coworkers, though many also endorsed experiencing at least one hostile workplace behavior from workers or leaders in the past 12 months.
 - The majority of Army members agreed *the people in their work group are willing to help each other (76%), the people in their workgroup get along (73%), they are satisfied with their relationships with their coworkers (73%), their coworkers put in the effort required for their jobs (66%), and there is very little conflict among their coworkers (63%)*.
 - Over half of Army members indicated experiencing situations in which coworkers or supervisors *did not provide them with information or assistance when needed (70%) and gossiped/talked about them (49%)* in the past 12 months, while fewer indicated coworkers or supervisors *were excessively harsh in criticism of their work performance (42%), took credit for their work or ideas (39%), yelled when angry with them (36%) or used insults/sarcasm/gestures to humiliate them (30%)*.
 - Minimal differences were observed across race/ethnicity or trend years within the Army.
- Additional influences on unit climate, including the duty station, local community surrounding the duty station, and the military and nation overall were explored for Army as well, with some differences emerging when compared to the other Services.
 - The majority of Army members denied problems with *hate crimes (85%), gangs (83%), and racist/extremist organizations (81%) at their duty station*. Army members were less likely to deny such problems when compared to other Services.
 - Similar to the DoD results, the majority of Army members denied problems with *hate crimes (68%), racist/extremist organizations (65%), and gangs (61%) in the local community surrounding their duty station*.
 - 30% of Army members indicated racial/ethnic relations in the military *are better today*, 56% indicate *about the same as five years ago*, and 14% indicated *worse today*.
 - 22% members indicated racial/ethnic relations in the nation *are better today*, 22% indicate *about the same as five years ago*, and 56% indicated *worse today*.
 - Minimal differences were observed across race/ethnicity in the Army.
 - Trend analyses reveal minimal differences in problems at their duty station and the community surrounding it, though perceptions that racial/ethnic relations in the military and nation have worsened for Army members overtime.

Effectiveness of Army Policies Designed to Improve Relationships Among All Racial and Ethnic Groups

In the military, each Service is responsible for designing and implementing Equal Opportunity policy in accordance with DoD Military Equal Opportunity policy. The 2017 WEOA assesses perceptions of leadership and training received in order to evaluate current policies to improve relationships among racial and ethnic groups. Core to these policies are the role of leaders and training.

- Similar to DoD results, the majority of Army members indicate all levels of leadership make honest and reasonable efforts to stop racial/ethnic harassment and discrimination.
 - 74% indicated such for their *immediate supervisors*, 70% for *senior leadership of their Service*, and 68% for *senior leadership of their installation/ship*.
 - In general, White Army members were more likely to indicate leaders make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, whereas Total Minority and Black Army members were less likely.
 - Trend analyses generally revealed increases in leadership efforts across all levels to stop racial/ethnic harassment and discrimination in 2017 than in 2013, 2009, and 2005.
- Similar to DoD results, the majority of Army members indicate their *immediate supervisor* (87%) pays the right amount of attention to racial/ethnic harassment/discrimination, though less indicated so about the *military* overall (63%).
- A large majority of Army members (89%) indicated they received *training on topics related to racial/ethnic harassment/discrimination in the past 12 months*.
 - Of those who received training, the large majority (93%) indicated that the training was *slightly to very effective* in actually reducing and/or preventing racial/ethnic harassment/discrimination, and only 7% indicated that the training was *not at all* effective.
 - The majority of Army members who received such training agreed the training covered relevant content
 - Few significant differences were observed by race/ethnicity or for trend years., though White (92%) Army members were more likely to indicate receiving training whereas Total Minority (87%) Army members were less likely.

The Effectiveness of Current Processes for Complaints of and Investigations into Racial/Ethnic Harassment/Discrimination in the Army

The 2017 WEOA contains several question blocks to evaluate current processes for complaints and investigations. Some of these questions were asked of all military members and some were

asked only to those who indicated experiencing racial/ethnic harassment/discrimination in the past year.

- As found with DoD overall, most Army members have knowledge of reporting processes, with a little over half to two-thirds endorsing positive perceptions of the reporting climate.
 - 94% *would know how to report experiences of racial/ethnic discrimination*, 93% *would know how to report experiences of racial/ethnic harassment*, and 85% indicated *the availability of reporting hotlines is publicized enough*.
 - Over half of Army members indicated to a large extent that *complaints about racial/ethnic harassment and discrimination would be taken seriously* (65%), *policies forbidding racial/ethnic harassment and discrimination are publicized* (63%), *people would be stopped from getting away with racial/ethnic harassment and discrimination* (60%), and *members of their workgroup would feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors* (56%).
 - The majority of Army members indicated chances of promotion *would be the same* after reporting (74%), though 8% indicated they *would be better* and 17% indicated they *would be worse*. Army members were more likely to indicate changes of promotion *would be worse* after reporting than the other Services.
 - Some variation was observed across race/ethnicity and trend years for Army members.
- Of Army members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, only 28% reported the behaviors to a *DoD authority* and variability was observed for reporting outcomes. Army results are similar to DoD results.
 - 25% indicated reporting to *someone in the chain of command* (18% to *someone in their chain of command* and 19% to *someone in the chain of command of the alleged offender*), 7% to *a special military office responsible for handling reports*, and 8% to *other person or office with responsibility for follow up*.
 - Of Army members who reported, the majority indicated they did so *to prevent it from happening to someone else* (88%), *to prevent it from happening again* (86%), *to make their work environment a better place* (82%), and *to make their chain of command situationally aware* (75%).
 - In general, low levels of satisfaction were observed for Army members who reported.
 - Approximately one-third (32%) of those who reported endorsed experiencing behaviors in line with *any type of retaliation as a result*. In particular, 25%

endorsed experiencing behaviors in line with *professional retaliation* and 23% *social retaliation* as a result of reporting.

- Only 36% of those who reported indicated the one situation was *corrected*.
- Only 39% indicated they *knew the outcome of their report*. Data regarding the outcome of the report were not reportable for Army, though low levels of satisfaction with the outcome were reported.
- Among Army members who did not report to a DoD authority, the top four reasons they indicated for not reporting include they *thought it would make their work situation unpleasant* (43%), *thought it was not important enough to report* (41%), *did not think anything would be done* (39%), and *took care of the problem themselves* (38%).

Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating racial/ethnic harassment/discrimination among its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2017 WEOA* performs a critical surveillance function by providing insights regarding the prevalence of racial/ethnic harassment/discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The purpose of this appendix was to present the results and trends for Army for the *2017 WEOA*. While the introductory section provides an overview of topline findings, all results for Army are presented in the tables that follow. All uses and interpretations of the *2017 WEOA* data should be made in light of the methodological information contained in the main report.

As found with the DoD overall, results of the *2017 WEOA* for Army suggest that, although some progress has been made to improve racial/ethnic relations, further work remains to be done to ensure members of all race/ethnicity experience improvement. In particular, the majority of Army members endorsed positive perceptions of the climate for diversity and inclusion in the Army, and did not indicate experiencing racial/ethnic harassment or discrimination in the past year. Improvements have also been seen in forming relationships with diverse personnel, relationships with coworkers and leaders, and leadership efforts to eradicate racial/ethnic harassment/ discrimination over time. However, there is a sizeable portion of Army members who experienced racial/ethnic harassment and discrimination in the past year and a much larger portion who experienced less severe forms of workplace incivility, suggesting there is still work to be done. Moreover, results strongly suggest that perceptions and experiences vary by race/ethnicity, though less so than seen in the DoD overall results. In these cases, White Army members experience the Army differently than members of other races/ethnicities. They endorse more positive perceptions of the diversity and inclusion climate, and are less likely to experience racial/ethnic harassment or discrimination. Conversely, minority Army members, and Black Army members in particular, endorse less positive perceptions and are more likely to experience

racial/ethnic harassment and discrimination. Indeed, approximately 1 in 5 minority Army members experienced racial/ethnic harassment or discrimination in the past year, which signals there is much work to be done to ensure the Army provides an equal opportunity climate for all its members to ensure they are able to advance in their careers based on their talent and aspirations. Further, those who experience racial/ethnic harassment or discrimination were unlikely to report, and when they did report, they were often dissatisfied with the process and outcomes of reporting. This presents another opportunity for the Army to examine the reporting process and identify ways to enhance support for Army members who experience racial/ethnic harassment or discrimination.

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Table 1.**Army: Estimated Past Year Racial/Ethnic Harassment/Discrimination Rates**

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Estimated Past Year Racial/Ethnic Harassment/Discrimination Rate	20.5	14.4	26.9	14.4	31.0	25.2	27.9
Estimated Past Year Racial/Ethnic Harassment Rate	18.6	13.3	24.4	13.3	27.8	22.8	25.0	18.8
Estimated Past Year Racial/Ethnic Discrimination Rate	7.5	4.8	10.3	4.8	12.5	8.7	13.6	6.9

Margins of error range from $\pm 0.1\%$ to $\pm 10.5\%$
 Percent of all active duty members

Table 2.
Army: Experienced Racial/Ethnic-Related Harassment Behavior in the Past 12 Months by Someone From Work

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Used a stereotype about your racial/ethnic group	9.3	5.8	13.1	5.8	16.9	9.8	14.0
Told racial/ethnic jokes	8.7	5.9	11.8	5.9	12.1	11.3	13.4	11.3
Used an offensive racial/ethnic term	8.2	5.9	10.7	5.9	11.1	10.4	10.3	10.9
Showed you a lack of respect because of your race/ethnicity	6.9	4.3	9.6	4.3	11.7	7.3	15.1	6.9
Insulted your racial/ethnic group	6.6	5.1	8.3	5.1	8.9	8.7	10.1	4.0
Claimed that his/her race/ethnicity is better than others	5.6	4.9	6.2	4.9	5.5	7.2	7.3	4.9
Made a comment about the way people in your racial/ethnic group talk	5.6	3.0	8.4	3.0	10.3	6.8	11.9	5.4
Made a comment about a physical characteristic of your racial/ethnic group	5.4	4.4	6.5	4.4	6.4	6.6	11.8	3.2
Directed an offensive action or comment at another person because of his/her race/ethnicity	4.6	4.5	4.6	4.5	3.9	5.0	4.4	5.7
Displayed something that threatens or insults a racial/ethnic group	3.8	3.3	4.3	3.3	5.4	4.1	3.4	2.7
Excluded you from an activity because of your race/ethnicity	2.3	1.7	3.0	1.7	3.1	3.3	4.0	0.8
Threatened or physically assaulted you because of your race/ethnicity	0.9	1.3	0.5	1.3	0.2	1.0	0.4	0.4

Margins of error range from ±0.6% to ±10.4%
 Percent of all active duty members

Table 3.**Army: Experienced Racial/Ethnic-Related Discrimination Behavior in Past 12 Months**

	KEY: Within Year Group Differences							
	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Someone from work made it harder for you to get a military promotion	3.4	1.8	5.2	1.8	7.2	3.4	4.5	4.8
Someone from the military punished you unfairly	2.5	1.0	4.2	1.0	5.8	3.8	3.8	1.1
Someone from work made it difficult or impossible for you to get a military training opportunity	2.5	1.4	3.6	1.4	5.0	1.9	4.5	3.7
Someone from work made it harder for you to get a military award	2.5	1.1	4.0	1.1	4.1	4.4	5.4	1.4
Someone from work gave you a lower military performance evaluation	2.3	1.3	3.3	1.3	2.9	3.4	6.2	1.9
Received worse service/fewer benefits by someone employed to administer service/benefits	2.1	1.8	2.4	1.8	3.1	2.1	3.4	0.9
Someone from work assigned you to either an undesirable or unimportant military task	2.1	1.6	2.7	1.6	3.8	1.6	4.2	1.4
Someone from work gave you an unfair military training evaluation or rating	1.8	1.2	2.5	1.2	3.7	1.6	3.8	1.2
Someone from the military made it difficult/impossible to go into preferred military occupation	1.7	0.6	2.8	0.6	4.4	1.7	3.9	0.7
Someone from work assigned you to an undesirable military unit/installation/country	1.6	1.3	1.8	1.3	2.7	1.6	1.3	0.4
Someone from the military restricted your options for scheduling your military requirements	1.5	1.1	2.0	1.1	3.1	1.3	2.6	0.4
Someone from work denied your military leave, pass, or liberty request	0.9	0.8	1.0	0.8	1.0	1.0	2.3	0.4

Margins of error range from $\pm 0.7\%$ to $\pm 8.9\%$
Percent of all active duty members

Table 4.
Army: Type of Most Bothersome Experience Discussed in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Most bothersome behavior or set of related events experienced and discussed in the one situation	Harassment only	67	69	67	69	63	68
Discrimination only	12		12	11	12	12	11	17	7
Both	18		17	19	17	22	16	23	7
Did not identify	3		3	3	3	NR	4	2	<1

Margins of error range from ±1% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 5.
Army: Behavior(s) Experienced in the One Situation Occurred More Than Once

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Behavior(s) experienced in the one situation occurred more than once		67	70	66	70	64	67

Margins of error range from ±7% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 6.
Army: Frequency of Behavior(s) Experienced in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		How often did the behavior(s) occur?	Once	33	30	34	30	36	33
Occasionally	46		46	45	46	40	49	52	NR
Frequently	12		11	12	11	14	9	10	NR
Still occurring	10		12	9	12	9	8	9	NR

Margins of error range from ±5% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 7.
Army: One Situation Occurred at a Military Installation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		One situation occurred at a military installation		94	95	93	95	90	94

Margins of error range from ±3% to ±10%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 8.
Army: Circumstances in Which the One Situation Occurred

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
In a military context	88	92	85	92	85	83	87	96
During duty hours	85	91	82	91	80	81	85	94
At your work	76	81	73	81	70	72	79	90
In a work environment where members of your racial/ethnic background are uncommon	38	28	44	28	49	37	56	NR
While you were deployed	17	16	17	16	8	26	12	NR
At a non-work location	21	19	23	19	23	26	19	14
Online on social media or via other electronic communications	12	12	12	12	11	17	7	3

Margins of error range from ±4% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 9.
Army: Affiliation of the Alleged Offender(s) in the One Situation

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
At least one alleged offender in the one situation was member of DoD workforce	85	89	82	89	80	83	86	88
At least one alleged offender in the one situation was leadership	58	54	60	54	56	61	70	NR
Someone in your chain of command	40	31	46	31	42	46	54	NR
Other person(s), not in your chain of command, of higher rank/grade	38	39	37	39	31	42	35	NR
Your coworker(s)	51	55	49	55	44	55	50	NR
Your subordinate(s)	19	18	19	18	23	18	19	10
DoD/DHS civilian employee(s)	12	13	12	13	12	14	11	7
DoD/DHS civilian contractor(s)	5	2	7	2	8	NR	8	2
A civilian from the local community	7	8	6	8	7	4	7	NR
Other person(s)	21	20	22	20	19	21	18	NR
Unknown person(s)	11	11	11	11	15	6	12	6

Margins of error range from ±4% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 10.
Army: Racial/Ethnic Group of Alleged Offender(s) in the One Situation Compared to Member

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Racial/ethnic group of alleged offender(s) compared to member	Same as member	7	14	4	14	5	1	11	1
	Different than member	49	39	54	39	46	60	57	NR
	A mix of same and different	28	34	24	34	26	22	21	NR
	Unknown	16	13	18	13	22	17	11	7

Margins of error range from $\pm 3\%$ to $\pm 15\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 11.
Army: Racial/Ethnic Group of Alleged Offender(s) in the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
White	59	47	66	47	61	69	69	NR	
Black or African American	46	64	36	64	32	40	48	NR	
Multiracial/ethnic individual(s)	25	36	19	36	14	20	24	NR	
Spanish/Hispanic/Latino	24	23	25	23	25	23	29	NR	
Asian	10	9	11	9	9	8	32	NR	
Native Hawaiian or other Pacific Islander	6	5	6	5	9	4	4	11	
American Indian or Alaska Native	5	6	4	6	5	3	5	NR	
Unknown race/ethnicity	21	22	21	22	21	15	24	NR	

Margins of error range from $\pm 4\%$ to $\pm 15\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 12.
Army: Work Impact of the One Situation

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Thought about getting out of your Service	39	37	40	37	37	41	46	NR
Requested a transfer	9	4	12	4	18	9	6	3

Margins of error range from ±5% to ±15%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 13.
Perceived Retaliation as a Result of the One Situation

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Professional retaliation	Yes	12	13	11	13	14	10	11	NR
	No	75	71	78	71	77	78	72	NR
	Don't know	13	16	11	16	9	12	17	NR
Social retaliation	Yes	12	11	13	11	13	14	16	NR
	No	73	73	73	73	75	71	66	NR
	Don't know	15	16	14	16	12	15	18	NR

Margins of error range from ±5% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 14.
Army: Perceiving Experiencing Any Type of Retaliation as a Result of the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Experienced any type of retaliation as a result of the one situation	18	18	18	18	20	15	22

Margins of error range from ±6% to ±13%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 15.
Army: One Situation Was Corrected

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	One situation was corrected	38	33	42	33	44	41	39

Margins of error range from ±7% to ±15%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 16.
Army: Agreement With Statements About Diversity

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
I support my Service’s diversity efforts.	Agree	84	82	86	82	86	87	86	83
	Neither agree nor disagree	13	15	11	15	12	9	14	11
	Disagree	3	2	3	2	1	5	<1	NR
Diversity is important to building a quality force.	Agree	81	76	87	76	89	87	87	80
	Neither agree nor disagree	15	19	11	19	11	10	13	16
	Disagree	3	4	2	4	<1	3	<1	NR
Diversity will benefit everyone.	Agree	80	75	86	75	87	86	85	80
	Neither agree nor disagree	16	20	12	20	12	10	13	15
	Disagree	4	6	3	6	1	4	2	NR
I am personally committed to diversity.	Agree	77	72	83	72	87	81	84	79
	Neither agree nor disagree	20	24	14	24	12	15	14	17
	Disagree	3	3	2	3	1	4	1	NR
Diversity initiatives positively affect my Service.	Agree	76	72	81	72	82	81	85	75
	Neither agree nor disagree	19	22	15	22	17	13	15	20
	Disagree	5	5	4	5	2	6	1	6
Diversity will unify personnel.	Agree	75	69	81	69	83	81	81	78
	Neither agree nor disagree	20	25	15	25	16	12	15	17
	Disagree	6	7	4	7	1	7	4	NR

Table 16. (continued)

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		I actively am involved and/or provide input in support of my Service's diversity efforts.	Agree	60	54	67	54	72	65
Neither agree nor disagree	33		39	27	39	25	28	25	32
Disagree	7		7	6	7	4	7	3	10
Diversity is the same as Military Equal Opportunity policy.	Agree	60	51	70	51	73	68	74	62
	Neither agree nor disagree	27	31	23	31	21	23	22	29
	Disagree	13	17	8	17	7	9	4	9
Diversity will lower my Service's standards.	Agree	32	26	39	26	39	39	40	36
	Neither agree nor disagree	19	24	14	24	13	12	17	18
	Disagree	49	50	47	50	48	49	43	46

Margins of error range from $\pm 1\%$ to $\pm 14\%$
Percent of all active duty members

Table 17.
Army: Comfort With Diversity

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Interacting with people from different racial/ethnic groups	Large extent	2017	84	88	80	88	80	81	66	85
		2013	77▼	79▼	74	79▼	73	79	65	70
		2009	79▼	81▼	75	81▼	76	76	63	72
		2005	67▼	69▼	64▼	69▼	62▼	67▼	66	66▼
	Small/Moderate extent	2017	13	10	16	10	18	14	27	13
		2013	19▲	18▲	21	18▲	22	16	31	NR
		2009	17▲	15▲	20	15▲	19	17	28	25
		2005	12	12	13	12	13	11	16	14
	Not at all	2017	3	2	4	2	2	5	7	2
		2013	4	3	5	3	5	5	5	2
		2009	4	4	5	4	5	7	8	2
		2005	21▲	19▲	23▲	19▲	25▲	22▲	18	20▲
Interacting with people with different religious beliefs than you	Large extent	2017	84	88	80	88	82	80	65	84
		2013	67▼	70▼	63▼	70▼	62▼	68▼	53	57▼
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	13	10	17	10	16	15	29	15
		2013	26▲	24▲	29▲	24▲	28▲	24	40	36
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	3	2	3	2	2	5	7	2
		2013	7▲	6	9▲	6	9▲	8	7	7
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Being open about your religious beliefs with other military members	Large extent	2017	66	65	67	65	72	67	52	65
		2013	52▼	52▼	53▼	52▼	55▼	55▼	47	45
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	25	26	24	26	22	23	38	25
		2013	36▲	37▲	35▲	37▲	34▲	34▲	39	37
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	9	10	8	10	6	10	10	10
		2013	12	12	12	12	11▲	11	14	17
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±18%
Percent of all active duty members

Table 18.
Army: Feelings About Interactions With Diverse Members

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Feel pressure from military members not to socialize with members of other racial/ethnic groups	Large extent	2017	3	3	4	3	6	3	3	2
		2013	7▲	6	9▲	6	9	10▲	7▲	5
		2009	6▲	5	7	5	8	5	5	6
		2005	1▼	1	1▼	1	1	1	1	1
	Small/Moderate extent	2017	12	11	14	11	13	11	30	10
		2013	21▲	18	25▲	18	26▲	21▲	31	27
		2009	20▲	19▲	22▲	19▲	22	21▲	29	23▲
		2005	13	11	15	11	16	12	16▼	16
	Not at all	2017	84	86	83	86	81	85	68	88
		2013	72▼	76▼	66▼	76▼	65▼	69▼	62	68
		2009	74▼	76▼	71▼	76▼	70▼	73▼	66	71▼
		2005	86	88	84	88	83	88	83▲	83
Feel the need to watch what you say when with people from different racial/ethnic groups	Large extent	2017	16	15	16	15	18	14	16	18
		2013	15	13	17	13	19	18	17	10
		2009	9▼	8▼	11▼	8▼	12	9	11	9
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	29	29	29	29	31	27	43	21
		2013	41▲	41▲	40▲	41▲	38	36	48	53▲
		2009	33	32	36▲	32	36	31	43	41▲
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	55	56	55	56	51	59	41	61
		2013	45▼	46	43▼	46	43	46▼	35	37▼
		2009	58	61	54	61	52	59	46	49
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Table 18. (continued)

		KEY:								
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017								
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Feel the need to watch behavior when interacting with people from different racial/ethnic groups	Large extent	2017	14	13	14	13	18	10	11	15
		2013	12	9	17	9	18	19▲	14	10
		2009	9▼	7▼	11	7▼	14	9	8	12
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	25	24	27	24	29	24	43	17
		2013	38▲	37▲	39▲	37▲	39	33	47	50▲
		2009	28	26	31	26	32	28	43	32▲
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	61	63	59	63	53	65	46	68
		2013	50▼	54	44▼	54	43	48▼	39	40▼
		2009	63	67	57	67	54	64	49	56
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Feel pressure from members to avoid socializing with members with different religious beliefs	Large extent	2017	3	2	4	2	4	5	4	1
		2013	5	3	7▲	3	7	8	6	5
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	12	11	13	11	14	9	28	10
		2013	24▲	23▲	25▲	23▲	25▲	23▲	33	26
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	85	87	83	87	81	87	68	89
		2013	72▼	74▼	68▼	74▼	67▼	69▼	61	69
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±18%
Percent of all active duty members

Table 19.
Army: Agreement With Statements About Immediate Supervisor

			KEY:								
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
You trust your supervisor.		Agree	2017	77	81	74	81	72	75	71	74
			2013	67↓	68↓	66↓	68↓	62↓	71	74	56
			2009	65↓	67↓	61↓	67↓	57↓	67	62	56↓
			2005	72↓	75↓	69	75↓	66	72	75	73
		Neither agree nor disagree	2017	11	9	13	9	15	12	17	12
			2013	18↑	18↑	17	18↑	20	15	13	18
			2009	16↑	14↑	20↑	14↑	23↑	17	19	21
			2005	16↑	14↑	17	14↑	20	16	14	11
		Disagree	2017	12	11	13	11	13	13	12	14
			2013	15	14	17	14	18	13	13	26
			2009	19↑	19↑	19↑	19↑	20	16	19	23
			2005	12	11	14	11	15	12	11	15
Your supervisor ensures that all assigned personnel are treated fairly.		Agree	2017	75	78	72	78	69	75	67	74
			2013	68↓	69↓	66	69↓	66	69	69	54
			2009	63↓	64↓	61↓	64↓	60	64↓	59	56↓
			2005	71	73	70	73	69	72	73	67
		Neither agree nor disagree	2017	13	11	15	11	19	13	17	10
			2013	17	15	19	15	18	19	18	20
			2009	18↑	17↑	20↑	17↑	22	19	20	20
			2005	15	14	17	14	18	15	14	18
		Disagree	2017	12	11	13	11	12	12	16	16
			2013	16	16	16	16	16	12	13	25
			2009	19↑	20↑	19↑	20↑	18	18	21	24
			2005	14	14	14	14	13	13	14	16
There is very little conflict between your supervisor and the people who report to him/her.		Agree	2017	71	74	68	74	70	67	62	72
			2013	63↓	64↓	62↓	64↓	62	63	64	57
			2009	60↓	61↓	58↓	61↓	58↓	59	54	54↓
			2005	67	69	65	69	65	66	64	64
		Neither agree nor disagree	2017	15	12	18	12	19	17	21	15
			2013	19	18	21	18	22	20	21	20
			2009	19↑	17	21	17	21	21	25	22
			2005	17	15	19	15	18	18	21	20
		Disagree	2017	14	14	14	14	11	15	17	14
			2013	18	18	18	18	17	18	16	23
			2009	22↑	22↑	21↑	22↑	21↑	20	21	24
			2005	16	16	16	16	17	15	15	15

Table 19. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Your supervisor evaluates your work performance fairly.	Agree	2017	76	79	72	79	72	73	67	70
		2013	68▼	69▼	67	69▼	65	71	72	60
		2009	65▼	66▼	63▼	66▼	63	66	59	59
		2005	73	74▼	72	74▼	71	74	74	70
	Neither agree nor disagree	2017	16	14	19	14	19	19	22	17
		2013	20	20	20	20	22	19	17	22
		2009	21▲	19▲	22	19▲	24	19	28	24
		2005	17	17	18	17	19	16	15	18
	Disagree	2017	8	7	9	7	9	9	11	13
		2013	12	12	12	12	13	10	11	NR
		2009	15▲	15▲	14▲	15▲	13	15▲	13	17
		2005	10	10	10	10	10	10	11	12
Your supervisor assigns work fairly in your work group.	Agree	2017	74	77	70	77	69	70	67	72
		2013	65▼	65▼	65	65▼	66	65	67	56
		2009	61▼	62▼	59▼	62▼	59▼	61	54▼	55▼
		2005	70	71▼	68	71▼	67	70	68	67
	Neither agree nor disagree	2017	14	11	18	11	20	17	19	18
		2013	19	18▲	20	18▲	17	21	18	26
		2009	20▲	18▲	23▲	18▲	24	20	29	27
		2005	17	16▲	18	16▲	19	16	18	17
	Disagree	2017	12	12	12	12	11	13	13	10
		2013	16	17	16	17	16	14	15	NR
		2009	19▲	20▲	18▲	20▲	18	19	17	18
		2005	13	13	14	13	13	14	14	16
You are satisfied with the direction/supervision you receive.	Agree	2017	70	73	68	73	66	67	67	74
		2013	59▼	59▼	60▼	59▼	62	60	63	50▼
		2009	57▼	58▼	56▼	58▼	55▼	59	53▼	52▼
		2005	65▼	66▼	63	66▼	63	64	58	62
	Neither agree nor disagree	2017	13	12	15	12	18	14	16	11
		2013	20▲	20▲	19	20▲	19	18	21	21
		2009	20▲	19▲	21▲	19▲	23	19	25▲	21▲
		2005	17▲	16	18	16	17	18	25	17
	Disagree	2017	16	15	17	15	16	19	18	16
		2013	21	21	21	21	19	22	16	29
		2009	23▲	23▲	23▲	23▲	22	22	22	26
		2005	18	18	19	18	19	17	16	21

Table 19. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
You were encouraged by your supervisor to participate in a command climate survey.	Agree	2017	64	66	62	66	63	61	64	60
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Neither agree nor disagree	2017	24	24	23	24	21	23	23	28
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2017	12	10	15	10	16	16	13	13
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Your unit commander briefed you on command climate survey outcomes and the way forward.	Agree	2017	58	59	58	59	60	56	62	55
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Neither agree nor disagree	2017	22	23	20	23	20	19	23	26
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2017	20	18	22	18	21	26	15	19
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±17%
 Percent of all active duty members

Table 20.
Army: Agreement With Statements About Inclusion in the Workplace

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Coworkers are treated as valued members of the team without losing their unique identities.	Agree	79	78	79	78	78	80	75	79
	Neither agree nor disagree	15	14	16	14	17	15	21	17
	Disagree	6	7	5	7	5	5	4	4
I believe I can use my chain of command to address concerns about discrimination without fear	Agree	76	78	74	78	71	77	66	77
	Neither agree nor disagree	16	13	19	13	22	18	23	16
	Disagree	8	9	7	9	7	5	11	6
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	Agree	73	72	73	72	73	74	65	77
	Neither agree nor disagree	19	17	21	17	20	21	29	17
	Disagree	8	11	6	11	6	4	6	7
Members in my workgroup are empowered to make work-related decisions on their own.	Agree	71	70	71	70	69	75	61	72
	Neither agree nor disagree	21	20	22	20	24	18	29	22
	Disagree	9	10	7	10	7	7	10	7
The decision-making processes that impact my workgroup are fair.	Agree	71	71	70	71	69	73	64	69
	Neither agree nor disagree	20	17	23	17	24	19	28	24
	Disagree	9	12	7	12	6	8	8	7

Table 20. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Outcomes are fairly distributed among members of my workgroup.	Agree	69	71	68	71	70	69	61	68
	Neither agree nor disagree	19	17	21	17	20	21	26	23
	Disagree	11	13	10	13	10	10	13	9
I feel excluded by my workgroup because I am different.	Agree	20	16	25	16	24	25	29	24
	Neither agree nor disagree	18	16	20	16	20	20	24	21
	Disagree	62	67	55	67	57	56	47	54
Sexist slurs, comments, and/or jokes are used in my workplace.	Agree	19	15	24	15	21	26	24	27
	Neither agree nor disagree	19	17	20	17	20	20	25	18
	Disagree	62	68	56	68	60	54	51	54
Racial slurs, comments, and/or jokes are used in my workplace.	Agree	18	13	24	13	20	25	28	28
	Neither agree nor disagree	19	18	21	18	21	20	25	20
	Disagree	63	69	55	69	59	55	48	52

Margins of error range from ±2% to ±14%
Percent of all active duty members

Table 21.
Army: Agreement With Statements About People in the Workplace

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
There is very little conflict among your coworkers.	Agree	2017	63	65	60	65	62	59	58	57
		2013	52▼	50▼	55	50▼	56	56	49	52
		2009	52▼	54▼	50▼	54▼	50▼	52	46▼	46
		2005	57▼	60	54	60	55	52	54	54
	Neither agree nor disagree	2017	17	15	20	15	20	18	27	20
		2013	25▲	26▲	23	26▲	23	22	30	25
		2009	22▲	22▲	22	22▲	22	22	27	22
		2005	18	18	19	18	17	20	21	21
	Disagree	2017	20	20	20	20	18	23	15	23
		2013	23	24	22	24	21	23	21	23
		2009	26▲	25	28▲	25	28▲	26	27▲	33
		2005	24▲	23	27▲	23	27▲	28	25▲	25
Your coworkers put in the effort required for their jobs.	Agree	2017	66	65	67	65	71	64	70	64
		2013	62	61	63	61	65	61	57	65
		2009	62	61	63	61	67	62	56▼	53
		2005	60▼	59	62	59	65	57	55▼	61
	Neither agree nor disagree	2017	19	19	20	19	20	19	18	21
		2013	21	20	21	20	21	21	24	20
		2009	20	20	21	20	19	21	26	23
		2005	19	19	18	19	17	19	26	18
	Disagree	2017	15	16	13	16	9	16	12	15
		2013	18	19	16	19	14	18	19	15
		2009	18	19	17	19	14	17	18	24
		2005	21▲	22▲	20▲	22▲	18▲	24	19	21
The people in your work group tend to get along.	Agree	2017	73	76	70	76	71	70	66	72
		2013	69	69	69	69	69	70	68	66
		2009	68▼	70	66	70	67	66	59	62
		2005	72	75	68	75	69	68	64	68
	Neither agree nor disagree	2017	17	13	21	13	22	19	27	16
		2013	20	21▲	20	21▲	18	20	24	22
		2009	20	20▲	20	20▲	19	22	27	15
		2005	17	16	18	16	17	19	22	17
	Disagree	2017	10	11	9	11	7	11	7	12
		2013	11	10	12	10	14▲	10	9	12
		2009	12	10	14▲	10	14▲	11	14▲	22
		2005	11	9	14▲	9	14▲	13	14	15

Table 21. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
The people in your work group are willing to help each other.	Agree	2017	76	78	73	78	72	73	75	74	
		2013	67▼	68▼	66▼	68▼	67	66	68	61	
		2009	67▼	68▼	64▼	68▼	66	66	60▼	56▼	
		2005	69▼	71▼	67▼	71▼	68	65	67	66	
	Neither agree nor disagree	2017	15	13	18	13	21	16	17	15	
		2013	20▲	18	22	18	19	22	20	29	
		2009	20▲	19▲	22	19▲	21	22	25	23	
		2005	18	17	19	17	19	20	19	21	
	Disagree	2017	9	9	9	9	7	10	8	11	
		2013	13▲	14	12	14	14▲	11	12	10	
		2009	13▲	13	14▲	13	13▲	11	15	21	
		2005	13▲	12	14▲	12	13▲	15	14	13	
You are satisfied with the relationships you have with your coworkers.	Agree	2017	73	75	71	75	72	69	70	74	
		2013	66▼	67	65	67	64	69	65	59	
		2009	65▼	66▼	65▼	66▼	65	69	61	55▼	
		2005	71	73	68	73	68	70	62	67	
	Neither agree nor disagree	2017	17	16	19	16	21	19	22	13	
		2013	20	21	20	21	21	19	21	20	
		2009	19	18	21	18	21	20	23	25▲	
		2005	18	17	20	17	19	20	25	21	
	Disagree	2017	10	9	10	9	8	12	9	13	
		2013	13	13	15	13	15▲	12	14	20	
		2009	15▲	16▲	14▲	16▲	14▲	12	16	20	
		2005	11	10	12	10	13▲	10	13	12	

Margins of error range from ±2% to ±18%
Percent of all active duty members

Table 22.
Army: Experienced Behavior(s) in Line With Workplace Hostility from Coworkers or Supervisors During the Past 12 Months

	KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Did not provide you with information or assistance when needed	70	72	67	72	67	69	67	64
Gossiped/talked about you	49	51	48	51	48	50	52	38
Were excessively harsh in their criticism of your work performance	42	43	41	43	37	43	50	42
Took credit for your work or ideas	39	40	39	40	39	40	40	32
Yelled when they were angry with you	36	34	37	34	33	38	48	41
Used insults, sarcasm, or gestures to humiliate you	30	29	32	29	31	31	40	29

Margins of error range from ±3% to ±12%
 Percent of All Active Duty Members

Table 23.
Army: Problems At Duty Station

			KEY:							
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Racist/extremist organizations or individuals	Large extent	2017	4	2	6	2	6	5	7	4
		2013	3	1	6	1	6	3	6	NR
		2009	2	2	3▼	2	1▼	3	3	5
		2005	5	5▲	5	5▲	5	5	6	4
	Small/Moderate extent	2017	16	13	19	13	25	12	25	16
		2013	18	19	16	19	19	12	19	17
		2009	19	18▲	19	18▲	22	15	21	18
		2005	27▲	26▲	29▲	26▲	31	23▲	38	32▲
	Not at all	2017	81	86	76	86	69	83	68	80
		2013	79	80	78	80	75	85	75	NR
		2009	79	80▼	78	80▼	76	82	75	77
		2005	68▼	69▼	66▼	69▼	64	72▼	57	64▼
Hate crimes	Large extent	2017	3	2	5	2	6	4	6	3
		2013	3	1	5	1	5	3	7	NR
		2009	2▼	1	2▼	1	1▼	2	4	5
		2005	4	4	4	4	4	3	6	4
	Small/Moderate extent	2017	11	10	13	10	19	8	19	9
		2013	16	17	14	17	17	11	15	11
		2009	15▲	14▲	16	14▲	16	14▲	18	17
		2005	25▲	24▲	26▲	24▲	27	23▲	30	28▲
	Not at all	2017	85	88	82	88	75	88	75	88
		2013	82	82	81	82	79	86	78	NR
		2009	84	84	82	84	83	84	79	78
		2005	71▼	72▼	70▼	72▼	69	73▼	64	68▼
Gangs	Large extent	2017	4	2	5	2	7	4	5	3
		2013	5	3	6	3	6	4	7	NR
		2009	4	4	5	4	3	6	5	8
		2005	3	4	3	4	3	2	6	4
	Small/Moderate extent	2017	14	13	15	13	19	9	17	20
		2013	18	19	16	19	17	14	15	18
		2009	21▲	22▲	19	22▲	21	16▲	23	17
		2005	30▲	30▲	29▲	30▲	31▲	29▲	26	27
	Not at all	2017	83	85	80	85	75	87	78	77
		2013	78	77	78	77	77	82	78	NR
		2009	75▼	75▼	76	75▼	76	78▼	72	75
		2005	67▼	66▼	67▼	66▼	66	68▼	67	69

Margins of error range from ±1% to ±13%
Percent of all active duty members

Table 24.
Army: Problems in the Local Community Around Duty Station

			KEY:							
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Racist/extremist organizations or individuals	Large extent	2017	4	4	5	4	6	3	6	4
		2013	3	2	5	2	5	2	4	NR
		2009	4	4	3	4	2	4	3	5
		2005	4	4	4	4	4	3	4	6
	Small/Moderate extent	2017	31	31	31	31	33	34	32	20
		2013	27	29	23▼	29	25	19▼	32	25
		2009	29	31	27	31	26	25	25	34
		2005	36▲	36	35	36	36	32	36	36▲
	Not at all	2017	65	66	64	66	62	63	62	76
		2013	70	69	72▲	69	70	79▲	64	64
		2009	67	66	70	66	72	71	72	61
		2005	60▼	59	62	59	61	65	60	57▼
Hate crimes	Large extent	2017	3	2	4	2	4	3	7	2
		2013	3	2	4	2	4	3	5	NR
		2009	4	4	3	4	2	4	3	5
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	29	30	28	30	31	26	27	25
		2013	23	26	19▼	26	22	14▼	27	19
		2009	27	28	25	28	23	24	23	35
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	68	68	69	68	65	71	67	72
		2013	74	72	76▲	72	75	83▲	68	70
		2009	69	68	72	68	75	72	73	60
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Gangs	Large extent	2017	6	8	5	8	5	4	6	4
		2013	6	6	7	6	5	7	6	NR
		2009	8	8	8▲	8	6	9	8	12
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	32	33	32	33	29	36	25	35
		2013	28	30	24▼	30	26	20▼	29	22
		2009	34	36	30	36	31	27	28	35
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	61	60	63	60	66	60	69	61
		2013	66	64	69	64	69	73▲	65	62
		2009	58	55	62	55	63	64	64	53
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±18%
Percent of all active duty members

Table 25.
Army: Perceptions of Racial/Ethnic Relations in the Military During Last 5 Years

			KEY:								
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Perceptions of race/ethnic relations in our military during the last five years		Worse today	2017	14	10	18	10	21	18	15	11
			2013	5↓	4↓	7↓	4↓	8↓	9	2↓	3
			2009	4↓	5↓	3↓	5↓	2↓	3↓	6	3
			2005	4↓	3↓	4↓	3↓	5↓	2↓	6	3
		About the same as five years ago	2017	56	58	52	58	53	50	50	57
			2013	51	52	50	52	52	46	46	60
			2009	45↓	46↓	44↓	46↓	47	41	33↓	47
			2005	44↓	44↓	44↓	44↓	45	42	36	42
		Better today	2017	30	31	29	31	26	32	35	31
			2013	43↑	44↑	42↑	44↑	40↑	45↑	52	37
			2009	51↑	49↑	53↑	49↑	51↑	55↑	61↑	49
			2005	53↑	53↑	53↑	53↑	50↑	56↑	57↑	55↑

Margins of error range from ±1% to ±16%
Percent of active duty members who completed 5 years or more in active duty service

Table 26.
Army: Perceptions of Racial/Ethnic Relations in the Nation During Last 5 Years

			KEY:								
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Perceptions of race/ethnic relations in our nation during the last five years		Worse today	2017	56	57	54	57	58	56	33	53
			2013	18↓	18↓	18↓	18↓	22↓	16↓	8↓	13↓
			2009	11↓	12↓	10↓	12↓	6↓	9↓	9↓	22↓
			2005	10↓	10↓	10↓	10↓	12↓	7↓	9↓	9↓
		About the same as five years ago	2017	22	21	23	21	23	20	31	24
			2013	43↑	42↑	45↑	42↑	43↑	43↑	44	56↑
			2009	36↑	36↑	38↑	36↑	39↑	38↑	34	34
			2005	42↑	41↑	43↑	41↑	46↑	40↑	31	47↑
		Better today	2017	22	22	23	22	19	24	35	23
			2013	39↑	41↑	37↑	41↑	35↑	41↑	48	31
			2009	52↑	52↑	53↑	52↑	54↑	53↑	56↑	43↑
			2005	48↑	49↑	47↑	49↑	42↑	53↑	60↑	44↑

Margins of error range from ±2% to ±14%
Percent of all active duty members

Table 27.
**Army: Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment/
 Discrimination**

			KEY:							
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Senior leadership of my Service	Yes	2017	70	75	64	75	60	68	63	64
		2013	60▼	63▼	56▼	63▼	54	61	54	49
		2009	65	69▼	60	69▼	58	64	54	61
		2005	65▼	68▼	61	68▼	59	60	60	68
	No	2017	9	7	12	7	14	11	12	6
		2013	16▲	15▲	18▲	15▲	20	18	17	11
		2009	12	10	15	10	14	16	16	15
		2005	12▲	11▲	14	11▲	15	15	11	11
	Don't know	2017	21	17	25	17	26	21	25	29
		2013	24	22	26	22	26	21	29	40
		2009	23	21	25	21	28	20	30	24
		2005	22	20	25	20	26	25	29	20
Senior leadership of my installation/ship	Yes	2017	68	74	62	74	57	68	58	60
		2013	60▼	63▼	55▼	63▼	54	58	55	46
		2009	64	68	58	68	55	61	51	62
		2005	64	68▼	59	68▼	58	58	62	65
	No	2017	10	8	11	8	13	11	12	6
		2013	16▲	15▲	17▲	15▲	18	18	17	11
		2009	13▲	11	16▲	11	16	15	15	16
		2005	13▲	11	14	11	14	16	10	12
	Don't know	2017	22	18	27	18	30	21	30	33
		2013	24	21	28	21	28	23	29	42
		2009	23	21	27	21	29	24	33	22
		2005	23	21	27	21	28	26	28	23
My immediate supervisor	Yes	2017	74	81	67	81	65	71	65	64
		2013	64▼	68▼	59▼	68▼	57	64	57	58
		2009	65▼	70▼	59▼	70▼	58	63	50▼	55
		2005	68▼	72▼	63	72▼	62	60▼	63	69
	No	2017	9	7	12	7	14	11	12	11
		2013	17▲	14▲	19▲	14▲	21	20▲	21	13
		2009	14▲	12▲	18▲	12▲	18	18	19	20
		2005	12▲	11▲	14	11▲	15	15	13	12
	Don't know	2017	16	13	20	13	21	17	23	25
		2013	19	18	21	18	23	16	22	30
		2009	20	18▲	23	18▲	23	19	31	25
		2005	20	17	23	17	23	25	24	19

Margins of error range from ±2% to ±18%
 Percent of all active duty members

Table 28.
Army: Attention to Racial/Ethnic Harassment/Discrimination

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
The military	Too much attention	2017	24	32	14	32	6	18	12	25
		2013	21	28	10	28	5	17	10	11
		2009	23	31	10	31	4	15	17	15
		2005	24	33	11	33	5	16	12	25
	The right amount of attention	2017	63	62	65	62	66	65	68	64
		2013	65	65	65	65	66	64	70	59
		2009	58▼	58	58▼	58	57	61	58	56
		2005	59▼	57	60	57	61	61	65	53
	Too little attention	2017	13	6	21	6	28	17	20	12
		2013	15	7	25	7	29	19	19	30
		2009	19▲	10▲	32▲	10▲	39▲	24	24	29▲
		2005	17▲	9	28▲	9	34	23	23	22
Your immediate supervisor	Too much attention	2017	4	4	5	4	4	7	5	2
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	The right amount of attention	2017	87	91	82	91	82	79	78	93
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Too little attention	2017	9	5	13	5	14	14	18	5
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±17%
Percent of all active duty members

Table 29.
Army: Received Training on Racial/Ethnic Harassment and Discrimination in Past 12 Months

		KEY:							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Had training on topics related to racial/ethnic harassment and discrimination	2017	89	92	87	92	84	86	88	93
	2013	91	94	86	94	87	87	87	NR
	2009	88	91	85	91	85	85	84	85
	2005	87▼	89	83	89	85	82	80	82▼

Margins of error range from ±2% to ±9%
Percent of all active duty members

Table 30.
Army: Training Received Was Effective in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

		KEY:							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Training received was effective	2017	93	93	94	93	93	93	97	95
	2013	92	89	96	89	97	95	94	95
	2009	90	90	92	90	92	94	92	88
	2005	94	93	94	93	95	95	97	90

Margins of error range from ±2% to ±9%
Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 31.**Army: Effectiveness of Training Received in Reducing/Preventing Racial/Ethnic Harassment/Discrimination**

			KEY:								
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Effectiveness of training received in reducing/preventing racial/ethnic harassment/discrimination		Not at all effective	2017	7	7	6	7	7	7	3	5
			2013	8	11	4	11	3	5	6	5
			2009	10	10	8	10	8	6	8	12
			2005	6	7	6	7	5	5	3	10
		Slightly effective	2017	16	17	14	17	11	13	23	19
			2013	18	20	14	20	14	13	12	21
			2009	18	20	15	20	14	14	16	23
			2005	16	17	13	17	12	13	18	18
		Moderately effective	2017	39	39	40	39	42	37	36	45
			2013	40	40	39	40	40	36	48	38
			2009	42	42	42	42	38	44	52	44
			2005	45	46	43	46	42	47	49	38
		Very effective	2017	38	36	40	36	40	43	38	31
			2013	34	29	43	29	43	46	35	36
			2009	30	27	35	27	40	36	24	21
			2005	33	30	38	30	41	36	30	34

Margins of error range from $\pm 2\%$ to $\pm 14\%$

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 32.
Army: Racial/Ethnic Harassment/Discrimination Training Received Conveyed Relevant Information

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Taught that racial/ethnic harassment/discrimination reduces cohesion/effectiveness of the military	Agree	90	90	89	90	88	91	88	89
	Neither agree nor disagree	9	9	9	9	11	7	11	10
	Disagree	1	1	1	1	1	2	1	1
Explained the process for reporting racial/ethnic harassment and discrimination	Agree	89	89	88	89	88	90	85	88
	Neither agree nor disagree	10	9	11	9	12	9	13	10
	Disagree	1	2	1	2	<1	1	2	2
Provided information about policies/procedures/consequences racial/ethnic harassment/discrimination	Agree	88	90	85	90	85	86	80	86
	Neither agree nor disagree	11	9	13	9	13	12	17	12
	Disagree	2	1	2	1	3	1	3	2
Provided a good understanding of what words and actions are racial/ethnic harassment/discrimination	Agree	88	87	89	87	87	91	86	88
	Neither agree nor disagree	10	10	10	10	11	8	13	10
	Disagree	2	3	1	3	1	1	1	2
Identified racial/ethnic behaviors that are offensive to others and should not be tolerated	Agree	88	89	88	89	88	88	87	89
	Neither agree nor disagree	10	10	10	10	11	10	12	10
	Disagree	1	1	2	1	2	2	1	1

Table 32. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Provided information on Service's policies on participation in racist/extremist organizations	Agree	87	88	85	88	84	85	80	86
	Neither agree nor disagree	12	10	14	10	14	13	17	12
	Disagree	2	1	2	1	2	1	2	2
Gave useful tools for dealing with racial/ethnic harassment and discrimination	Agree	86	87	85	87	84	86	83	83
	Neither agree nor disagree	12	11	13	11	14	12	14	15
	Disagree	2	2	2	2	2	3	3	1
Promoted cross-cultural awareness	Agree	83	84	82	84	81	85	81	80
	Neither agree nor disagree	13	13	13	13	14	10	17	17
	Disagree	3	3	4	3	4	5	2	2
Made me feel it is safe to report offensive racial/ethnic situations	Agree	82	85	79	85	75	85	76	76
	Neither agree nor disagree	15	13	17	13	20	13	20	20
	Disagree	3	2	4	2	5	2	3	4
Promoted religious tolerance	Agree	82	83	82	83	80	84	80	82
	Neither agree nor disagree	15	14	15	14	17	13	19	15
	Disagree	3	3	3	3	3	3	2	3

Margins of error range from $\pm 1\%$ to $\pm 13\%$

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months and training covered the topic

Table 33.
Army: Perceptions of Reporting Processes for Racial/Ethnic Harassment/Discrimination

		KEY:							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Would you know how to report experiences of racial/ethnic harassment?	2017	93	95	91	95	93	89	92	95
	2013	91	92	89	92	92	90	87	NR
	2009	91▼	91▼	90	91▼	92	89	87	89
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Would you know how to report experiences of racial/ethnic discrimination?	2017	94	96	92	96	93	89	92	95
	2013	91	92	89	92	92	89	87	NR
	2009	91▼	91▼	90	91▼	91	89	87	89
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Is the availability of reporting hotlines publicized enough?	2017	85	88	82	88	82	80	83	84
	2013	82	85	78	85	80	79	76	73
	2009	78▼	82▼	73▼	82▼	73▼	74	74	72
	2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±18%
 Percent of all active duty members

Table 34.
Army: Perceptions of Unit Reporting Climate for Racial/Ethnic Harassment/Discrimination

			KEY:								
			Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Members feel free to report without fear of negative reactions		Large extent	2017	56	64	48	64	48	48	37	50
			2013	51	55	46	55	41	51	44	46
			2009	52	59	42	59	40	44	40	46
			2005	55	61	47	61	48	46	41	53
		Small/Moderate extent	2017	33	27	40	27	42	35	52	39
			2013	37	34	40	34	44	32	45	47
			2009	36	31	44	31	47	43	43	38
			2005	34	30	40	30	40	42	46	37
		Not at all	2017	11	9	13	9	10	16	11	11
			2013	13	12	14	12	15	17	10	7
			2009	12	10	14	10	13	13	17	16
			2005	10	9	12	9	13	12	13	10
Complaints about racial/ethnic harassment/discrimination would be taken seriously		Large extent	2017	65	72	57	72	57	59	48	59
			2013	58	61	55	61	52	61	51	50
			2009	60	65	51	65	49	55	50	53
			2005	65	70	58	70	58	56	56	60
		Small/Moderate extent	2017	27	21	33	21	35	27	43	36
			2013	33	32	35	32	38	28	40	43
			2009	31	27	38	27	40	36	37	38
			2005	28	24	33	24	33	33	33	32
		Not at all	2017	8	7	10	7	8	14	9	5
			2013	9	8	10	8	10	11	8	7
			2009	9	8	10	8	11	9	13	9
			2005	7	6	9	6	9	11	12	7
People would be stopped from getting away with racial/ethnic harassment/discrimination		Large extent	2017	60	67	52	67	50	54	41	58
			2013	58	58	59	58	58	61	56	57
			2009	63	67	57	67	58	57	54	57
			2005	68	71	63	71	62	64	63	66
		Small/Moderate extent	2017	29	24	35	24	38	31	47	31
			2013	33	33	32	33	33	30	38	32
			2009	28	24	34	24	35	34	38	30
			2005	26	23	30	23	32	29	33	25
		Not at all	2017	11	9	13	9	11	15	12	10
			2013	9	10	9	10	9	9	6	10
			2009	9	9	9	9	7	9	8	13
			2005	6	6	7	6	6	6	4	9

Table 34. (continued)

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Policies forbidding racial/ethnic harassment/discrimination are publicized	Large extent	2017	63	70	56	70	58	55	46	58
		2013	57	58▼	55	58▼	55	57	45	55
		2009	59	64	52	64	52	52	48	53
		2005	62	67	56	67	57	52	52	59
	Small/Moderate extent	2017	27	23	32	23	32	31	41	30
		2013	33	33▲	34	33▲	32	31	44	38
		2009	30	26	36	26	37	34	39	33
		2005	28	25	33	25	33	35	36	28
	Not at all	2017	10	7	12	7	10	14	13	12
		2013	10	9	12	9	13	12	11	7
		2009	11	11	13	11	11	13	14	14
		2005	9	8	11	8	10	13	12	13

Margins of error range from ±1% to ±15%
Percent of all active duty members

Table 35.
Army: Chances of Promotion if Someone Reported Racial/Ethnic Harassment/Discrimination

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Chances of promotion if someone reported racial/ethnic harassment/discrimination	Better	2017	8	10	7	10	5	8	10	7
		2013	8	9	6	9	5	8	5	4
		2009	5▼	5▼	4	5▼	4	5	5	4
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	The same	2017	74	78	70	78	65	73	64	78
		2013	70	71	67	71	65	69	71	66
		2009	72	76	67	76	68	66	63	69
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Worse	2017	17	12	23	12	30	19	26	15
		2013	23▲	20	27	20	31	23	24	30
		2009	23▲	19▲	28	19▲	28	29▲	33	28
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±17%
Percent of all active duty members

Table 36.
Army: Reported the One Situation to a DoD Authority

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Reported to at least one DoD authority	28	32	25	32	33	14	21
Reported to your or alleged offender(s)'s chain of command	25	30	21	30	28	12	17	NR
Someone in the chain of command of the offender	19	27	15	27	21	7	5	NR
Someone in your chain of command	18	18	18	18	23	11	17	NR
Reported to any DoD office responsible for handling complaints	13	14	12	14	18	7	7	7
Other person or office with responsibility for follow-up	8	9	8	9	12	4	5	5
Special military office responsible for handling these kinds of reports	7	8	7	8	11	3	4	2

Margins of error range from $\pm 4\%$ to $\pm 14\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 37.
Army: Reasons for Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	To prevent it from happening to someone else	88	NR	93	NR	NR	NR	NR
To prevent it from happening again	86	NR	91	NR	NR	NR	NR	NR
To make your work environment a better place	82	NR	92	NR	NR	NR	NR	NR
To make your chain of command situationally aware	75	NR	89	NR	NR	NR	NR	NR
To punish the person	27	NR	29	NR	NR	NR	NR	NR
To transfer yourself or the offender out of your unit	27	NR	31	NR	NR	NR	NR	NR
To reduce any impact on your evaluation or promotion	20	NR	23	NR	NR	NR	NR	NR
Other reason	11	NR	16	NR	NR	NR	NR	4

Margins of error range from $\pm 9\%$ to $\pm 17\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 38.
Army: Satisfaction With Aspects of Reporting the One Situation

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Treatment by personnel handling your report	Satisfied	29	NR	31	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	41	NR	40	NR	NR	NR	NR	NR
	Dissatisfied	30	NR	29	NR	NR	NR	NR	NR
Amount of time it took/is taking to resolve your report	Satisfied	23	NR	27	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	41	NR	36	NR	NR	NR	NR	NR
	Dissatisfied	37	NR	37	NR	NR	NR	NR	NR
The reporting process overall	Satisfied	22	NR	19	NR	22	NR	NR	NR
	Neither satisfied nor dissatisfied	45	NR	39	NR	NR	NR	NR	NR
	Dissatisfied	33	NR	42	NR	NR	NR	NR	NR
Degree to which your privacy was/is being protected	Satisfied	21	NR	23	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	59	NR	46	NR	NR	NR	NR	NR
	Dissatisfied	20	5	31	5	NR	NR	NR	5
Availability of information about how to follow-up on a report	Satisfied	20	NR	19	NR	19	NR	NR	NR
	Neither satisfied nor dissatisfied	39	NR	41	NR	NR	NR	NR	NR
	Dissatisfied	41	NR	40	NR	NR	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	18	NR	21	NR	19	NR	NR	NR
	Neither satisfied nor dissatisfied	46	NR	43	NR	NR	NR	NR	NR
	Dissatisfied	35	NR	37	NR	NR	NR	NR	NR

Margins of error range from ±12% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 39.
Army: Official Action Taken in Response to Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Against you	Yes	16	NR	19	NR	NR	NR	NR	NR
	No	76	NR	73	NR	NR	NR	NR	NR
	Don't know	8	NR	8	NR	NR	<1	NR	NR
Against one or more of the person(s) who bothered you	Yes	16	NR	14	NR	6	NR	NR	NR
	No	61	NR	70	NR	79	NR	NR	NR
	Don't know	24	NR	16	NR	NR	NR	NR	NR

Margins of error range from ±2% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 40.
Army: Reported One Situation and Perceived Any Type of Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Reported one situation and experienced any type of retaliation as a result of the one situation		32	NR	40	NR	NR	NR	NR	NR

Margins of error range from ±14% to ±15%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 41.
Army: Reported One Situation and Perceived Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Professional retaliation	Yes	25	NR	28	NR	NR	NR
	No	64	NR	57	NR	NR	NR	NR	NR
	Don't know	11	NR	15	NR	NR	NR	NR	NR
Social retaliation	Yes	23	NR	31	NR	NR	NR	NR	3
	No	67	NR	57	NR	NR	NR	NR	NR
	Don't know	10	NR	12	NR	NR	NR	NR	NR

Margins of error range from ±9% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 42.
Army: Reported the One Situation and It Was Corrected

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Reported the one situation and it was corrected	36	NR	29	NR	19	NR	NR

Margins of error range from ±14% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 43.
Army: Knew the Outcome of Report

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Knew the outcome of report	39	NR	34	NR	NR	NR	NR

Margins of error do not exceed ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to DoD authority

Table 44.
Army: One Situation Reported Was Substantiated

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Report was found to be substantiated	NR	NR	NR	NR	NR	NR	NR

Margins of error cannot be determined

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 45.
Army: Satisfied With Outcome of Report

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		How satisfied were you with the outcome of your report?	Satisfied	26	NR	23	NR	NR	NR
Neither satisfied nor dissatisfied	32		NR	30	NR	NR	NR	NR	NR
Dissatisfied	NR		NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±16% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 46.
Army: Reasons for Not Reporting the One Situation to a DoD Authority

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Army	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
You thought it would make your work situation unpleasant	43	44	42	44	38	39	64	NR
You thought it was not important enough to report	41	36	44	36	43	40	47	NR
You did not think anything would be done	39	52	32	52	29	28	53	NR
You took care of the problem yourself	38	34	40	34	49	32	44	NR
You felt uncomfortable making the report	29	40	24	40	16	23	63	NR
You thought you would be labeled a troublemaker	27	32	25	32	21	20	65	NR
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	27	33	23	33	21	24	37	NR
You thought reporting would take too much time and effort	24	21	26	21	19	25	56	NR
You thought your performance evaluation or chance for promotion would suffer	23	25	21	25	22	19	36	NR
You were afraid of retaliation/reprisals from your chain of command	23	27	22	27	18	23	37	NR
You thought you would not be believed	21	33	15	33	14	12	23	NR
You did not know how to file a report	8	9	8	9	10	3	22	4
You did not know the identity of the person(s) who did it	6	5	7	5	8	5	6	7
Situation only involved civilian(s) off an installation	4	NR	4	NR	NR	3	NR	1
You were encouraged to withdraw your report	3	NR	5	NR	NR	5	7	NR
Other reason(s)	19	26	15	26	12	16	28	NR

Margins of error range from ±4% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and did not indicate reporting to a DoD authority

Appendix D. Navy Results

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Navy Results

Introduction

The purpose of this appendix is to present the results and trends for the Navy from the *2017 Workplace and Equal Opportunity Survey of Active Duty Members (2017 WEOA)*. All uses and interpretations of the *2017 WEOA* Navy data presented should be made in light of the methodological information contained in the main report. As a reminder, the results from the *2017 WEOA* are based on self-reported experiences. The use of results presented is limited to data that may inform policy and does not constitute actual knowledge of specific offenses by the Navy or its officials. Allegations of racial/ethnic harassment and discrimination must be reported and investigated through established channels before allegations are substantiated.

The Navy sample consisted of 25,473 Navy active duty members drawn from the sample frame of 317,598 eligible members using DMDC's Active Duty Master File (ADMF). Completed surveys were received from 2,763 Navy eligible respondents. The overall weighted response rate for Navy eligible members, corrected for nonproportional sampling, was 13.8%. OPA scientifically weighted the *2017 WEOA* Navy respondent data to be generalizable to the entire active duty Navy population using the methods described in the main report.

Results and trends presented within this appendix should be interpreted in light of the methodology presented in the main report. The *2017 WEOA* Navy survey results are compared to the weighted average of all other Services, and then analyzed within the Navy by race/ethnicity. The definitions for racial/ethnic categories compared within the Navy are describe below.

- **White:** Navy members who identify as only White and not Spanish/Hispanic/Latino.
- **Total Minority:** Navy members who identify as one (other than White) or more of the races and/or identify as Spanish/Hispanic/Latino.
- **Black:** Navy members who identify as only Black with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Hispanic:** Navy members who identify as Spanish/Hispanic/Latino regardless of what racial group they may also identify as.
- **Asian:** Navy members who identify as only Asian with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Other Race/Ethnicity:** Navy members who identify either American Indicate/Alaska Native (AIAN), Native Hawaiian/Pacific Islander (NHPI), or as more than one race and who do not identify as Spanish/Hispanic/Latino. Data from these diverse racial/ethnic groups were combined due to low statistical power to analyze these groups separately.

In the tables, colors on the “Navy” category signify significant differences when comparing Navy results to the weighted average of all other Services combined. Otherwise, tables should be interpreted in the same manner described in the main report. All Navy results are presented in the data tables though not exhaustively described in this appendix. Only significant differences between the Navy and the other Services, and within racial/ethnic groups for the Navy are discussed where applicable. Additionally, results from trend testing are noted where applicable.

Navy Topline Findings

Abbreviated topline findings for Navy are organized and presented in accordance to the three Congressional requirements outlined in Title 10 USC §481.

Indicators of Positive and Negative Trends for Professional and Personal Relationships Among Members of All Racial and Ethnic Groups

The 2017 WEOA contains several content blocks geared towards understanding trends for professional and personal relationships among military members of all racial/ethnic groups, including estimated past year racial/ethnic harassment and discrimination rates, details about the one situation of racial/ethnic harassment/discrimination with the greatest effect, and the overall diversity and inclusion climate for race/ethnicity.

Estimated Past Year Racial/Ethnic Harassment and Discrimination Among Navy Members

- 2017 Estimated Past Year Racial/Ethnic **Harassment** Rate in the Navy: 19.8%
 - To be included in this rate, Navy members had to indicate that in the past 12 months they perceived experiencing at least one of the inappropriate racial/ethnic-related behaviors by someone from work (i.e., the respondent indicated being “uncomfortable, angry or upset” by a behavior).
 - Navy members were more likely to indicate experiencing *Racial/Ethnic Harassment* compared to the other Services.
 - Black (35.9%) Navy members were more likely to indicate experiencing *Racial/Ethnic Harassment* compared to other Navy members, whereas White (14.4%) Navy members were less likely. Total Minority (26.6%) Navy members were also more likely to indicate experiencing *Racial/Ethnic Harassment* compared to White Navy members.

- 2017 Estimated Past Year Racial/Ethnic **Discrimination** Rate in the Navy: 6.8%
 - To be included in this rate, Navy members had to indicate that they perceived experiencing at least one type of differential treatment as a result of their race/ethnicity in the past 12 months.
 - Navy members did not differ from the other Services with regards to rates of *Racial/Ethnic Discrimination*.
 - Black (14.1%) Navy members were more likely to indicate experiencing *Racial/Ethnic Discrimination* than other Navy members, whereas White (3.7%) Navy members were less likely. Total Minority (10.6%) Navy members were also more

likely to indicate experiencing *Racial/Ethnic Discrimination* than White Navy members.

- 2017 Estimated Past Year Racial/Ethnic **Harassment/Discrimination** Rate in the Navy: 21.2%
 - To be included in this rate, Navy members had to perceive experiencing at least one of the inappropriate racial/ethnic-related workplace behaviors (*Harassment* behaviors) or differential treatment in personnel actions and/or benefits/services (*Discrimination* behaviors) based on their race/ethnicity in the past 12 months.
 - Navy members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* compared to the other Services.
 - Black (36.1%) Navy members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than other Navy members, whereas White (15.1%) Navy members were less likely. Total Minority (28.9%) Navy members were also more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than White Navy members.

One Situation of Racial/Ethnic Harassment/Discrimination With the Greatest Effect for Navy

- The characteristics of the one situation for Navy members largely mirrored results for the DoD overall.
 - 71% were referring to *racial/ethnic harassment only* when providing details about the one situation.
 - 70% of members indicated the behavior occurred *more one time*.
 - The top contexts in which the behavior occurred include *at a military installation* (94%), *in a military context* (90%), *during duty hours* (84%), and *at their place of work* (84%).
 - Navy members were more likely to indicate the one situation occurred *while they were deployed* (29%) when compared to the other Services.
- The characteristics of the alleged offenders within the Navy largely mirrored results for the DoD overall as well.
 - The majority (85%) indicated that at least one alleged offender was *a member of the DoD workforce* and 53% identified at least one alleged offender as *leadership*.
 - The top employment statuses of the alleged offender(s) were *coworker* (62%), *in their chain of command* (38%), and *other person(s) not in their chain of command of higher rank/grade* (34%).
 - 54% indicated at least one alleged offender was of a *different race/ethnicity than them*, 23% *a mix of same and different race/ethnicities*, 9% *the same as them*, and 13% *did not know the alleged offender(s) race/ethnicity*. The top two

race/ethnicities of the alleged offender(s) were White (56%) and Black or African American (45%).

- The endorsed outcomes of the one situation for Navy members also largely mirrored results for DoD overall.
 - 34% of members indicated they *thought about getting out of their Service* and 6% indicated they *requested a transfer*. Navy members of Other Race/Ethnicities (55%) were more likely to indicate they *thought about getting out of their Service* than other Navy members.
 - Collectively, 21% indicated experiencing behaviors in line with *at least one type of retaliation* as a result of the one situation, with 11% indicated experiencing behaviors in line with *professional retaliation* and 19% indicated experiencing behaviors in line with *social retaliation* as a result of the one situation.
 - 42% indicated the one situation was *corrected*.

Diversity and Inclusion Climate for Race/Ethnicity Within the Navy

The Navy is committed to providing a work environment comprised of dignity and respect.

- Similar to the DoD results, the majority of members endorsed support for diversity in the Navy.
 - Most Navy members indicated diversity is *important to building a quality force* (86%), *benefits everyone* (83%), *will unify personnel* (78%), and *will not lower their Service's standards* (54%).
 - Additionally, 85% agreed they support *the Navy's diversity efforts* and that *diversity initiatives positively affect the Navy* (77%).
 - Moreover, 60% indicated they were *actively involved in the Navy's diversity efforts* and were *personally committed to diversity* (79%).
 - In general, minimal differences were observed across racial/ethnic groups within the Navy, though in many cases Navy members endorsed greater support for diversity when compared to the other Services.
- Similar to the DoD results, variability was observed regarding Navy members' comfort in interacting and forming relationships with diverse personnel.
 - Most Navy members indicated to a large extent they feel comfortable *interacting with people from different racial/ethnic groups* (88%) and *interacting with people with different religious beliefs than them* (85%), though fewer indicated *being open about their religious beliefs with other military members* (64%).

- The majority of Navy members indicated they do not at all feel *pressure from military members to avoid socializing with members with different religious beliefs* (86%) or *pressure from military members not to socialize with members of other racial/ethnic groups* (87%).
- Over half of Navy members indicated they do not at all feel *the need to watch what they say when interacting with people from different racial/ethnic groups* (52%) or *the need to watch their behavior when interacting with people from different racial/ethnic groups* (57%).
- Minimal differences were observed across racial/ethnic groups within the Navy.
- Trend analyses generally revealed increased levels of perceived comfort in forming relationships and interacting with diverse personnel in 2017 than in 2013, 2009, and 2005.
- Similar to DoD results, the majority of Navy members endorsed positive perceptions of leadership.
 - The majority of Navy members agreed that their immediate supervisor *evaluates their performance fairly* (71%), *ensures all personnel are treated fairly* (71%), *assigns work fairly in their workgroup* (71%), and *has very little conflict with the people who report to him or her* (66%).
 - Additionally, 73% agreed they *trust their immediate supervisor* and 66% indicated they were *satisfied with the direction/supervision they receive*.
 - 65% of Navy members agreed they *were encouraged by their immediate supervisor to participate in a command climate survey* and 67% agreed *their unit commander briefed them on command climate survey outcomes, and the way forward*.
 - Minimal differences were observed across racial/ethnic groups within the Navy or overtime. Navy members, however, endorsed less positive perceptions of their supervisor when compared to the other Services and were more likely to endorse the use of command climate surveys.
- Similar to DoD results, the majority of Navy members endorsed having an inclusive unit climate.
 - Navy members agreed that workgroup members are *treated as valued members of the team without losing their unique identities* (80%), *empowered to make work-related decisions on their own* (72%), and *have outcomes fairly distributed among them* (70%).
 - Navy members indicated they *can use their chain of command to address concerns about discrimination without fear of retaliation or reprisal* (77%) and *are encouraged to offer ideas on how to improve operations* (75%).

- The majority of Navy members disagreed when asked if *racial slurs/comments/jokes are used in their workplace* (60%), *feeling excluded because of being different* (66%), and *sexist slurs/comments/jokes are used in their workplace* (59%), though White Navy members were more likely to disagree and Total Minority and Asian Navy members were less likely to disagree.
- 70% indicated *the decision-making processes that impact their workgroup are fair*.
- As with the DoD, the majority of Navy members endorsed positive perceptions of their coworkers, though many also endorsed experiencing at least one hostile workplace behavior from workers or leaders in the past 12 months.
 - The majority of Navy members agreed *the people in their work group are willing to help each other* (70%), *the people in their workgroup get along* (72%), *they are satisfied with their relationships with their coworkers* (70%), *their coworkers put in the effort required for their jobs* (62%), and *there is very little conflict among their coworkers* (58%).
 - Over half of Navy members indicated experiencing situations in which coworkers or supervisors *did not provide them with information or assistance when needed* (72%) and *gossiped/talked about them* (55%) in the past 12 months, while fewer indicated coworkers or supervisors *were excessively harsh in criticism of their work performance* (46%), *took credit for their work or ideas* (43%), *yelled when angry with them* (40%) or *used insults/sarcasm/gestures to humiliate them* (37%).
 - Minimal differences were observed across race/ethnicity or trend years within the Navy, though Navy members were more likely to indicate experiencing hostile workplace behaviors when compared to the other Services.
- Additional influences on unit climate, including the duty station, local community surrounding the duty station, and the military and nation overall were explored for Navy as well, with minimal differences emerging when compared to the other Services.
 - Similar to the DoD results, the majority of Navy members denied problems with *hate crimes* (91%), *gangs* (91%), and *racist/extremist organizations* (87%) at their duty station.
 - Similar to the DoD results, the majority of Navy members also denied problems with *hate crimes* (71%), *racist/extremist organizations* (67%), and *gangs* (61%) in the local community surrounding their duty station.
 - 36% of Navy members indicated racial/ethnic relations in the military are *better today*, 52% indicate *about the same as five years ago*, and 12% indicated *worse today*.

- 18% of Navy members indicated racial/ethnic relations in the nation are *better today*, 28% indicate *about the same as five years ago*, and 54% indicated *worse today*.
- Minimal differences were observed across race/ethnicity in the Navy.
- Trend analyses reveal some differences in problems at their duty station and the community surrounding it, especially when compared to 2005, though perceptions that racial/ethnic relations in the military and nation have worsened for Navy members overtime.

Effectiveness of Navy Policies Designed to Improve Relationships Among All Racial and Ethnic Groups

In the military, each Service is responsible for designing and implementing Equal Opportunity policy in accordance with DoD Military Equal Opportunity policy. The 2017 WEOA assesses perceptions of leadership and training received in order to evaluate current policies to improve relationships among racial and ethnic groups. Core to these policies are the role of leaders and training.

- Similar to DoD results, the majority of Navy members indicate all levels of leadership make honest and reasonable efforts to stop racial/ethnic harassment and discrimination.
 - 75% indicated such for their *immediate supervisors*, 74% for *senior leadership of their Service*, and 76% for *senior leadership of their installation/ship*.
 - In general, White Navy members were more likely to indicate leaders make honest and reasonable efforts to stop racial/ethnic harassment and discrimination compared to other Navy members, whereas Black Navy members were less likely. Total Minority Navy members were also less likely to indicate leaders make honest and reasonable efforts to stop racial/ethnic harassment and discrimination compared to White Navy members.
 - Trend analyses generally revealed increases in leadership efforts across all levels to stop racial/ethnic harassment and discrimination in 2017 than in 2013, 2009, and 2005.
- Similar to DoD results, the majority of Navy members indicate their *immediate supervisor* (85%) pays the right amount of attention to racial/ethnic harassment/discrimination, though less indicated so about the *military* overall (64%).
- A large majority of Navy members (87%) indicated they received *training on topics related to racial/ethnic harassment/discrimination in the past 12 months*.
 - Of those who received training, the large majority (92%) indicated that the training was *slightly to very effective* in actually reducing and/or preventing

racial/ethnic harassment/discrimination, and only 8% indicated that the training was *not at all* effective.

- The majority of Navy members who received such training agreed the training covered relevant content.
- Few significant differences were observed by race/ethnicity or for trend years, though White (91%) Navy members were more likely to indicate receiving training whereas Total Minority (82%) Navy members were less likely. Black Navy (77%) members were also less likely to indicate receiving training when compared to other Navy members.

The Effectiveness of Current Processes for Complaints of and Investigations into Racial/Ethnic Harassment/Discrimination in the Navy

The 2017 WEOA contains several question blocks to evaluate current processes for complaints and investigations. Some of these questions were asked of all military members and some were asked only to those who indicated experiencing racial/ethnic harassment/discrimination in the past year.

- As found with DoD overall, most Navy members have knowledge of reporting processes, with a little over half to two-thirds endorsing positive perceptions of the reporting climate.
 - 92% *would know how to report experiences of racial/ethnic discrimination*, 92% *would know how to report experiences of racial/ethnic harassment*, and 81% indicated *the availability of reporting hotlines is publicized enough*.
 - Over half of Navy members indicated to a large extent that *complaints about racial/ethnic harassment and discrimination would be taken seriously* (69%), *policies forbidding racial/ethnic harassment and discrimination are publicized* (64%), *people would be stopped from getting away with racial/ethnic harassment and discrimination* (65%), and *members of their workgroup would feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors* (58%).
 - The majority of Navy members indicated chances of promotion *would be the same* after reporting (77%), though 7% indicated they *would be better* and 17% indicated they *would be worse*.
 - White Navy members endorsed more positive perceptions of the reporting climate than other Navy members, whereas Black and Asian Navy members endorsed less positive perceptions. Total Minority Navy members also endorsed less positive perceptions. Trend analyses reveals modest improvements in perceptions of reporting climate in the Navy over time.
- Of Navy members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, only 30% reported the behaviors to a *DoD*

authority and variability was observed for reporting outcomes. Navy results are similar to DoD results.

- 25% indicated reporting to *someone in the chain of command* (23% to *someone in their chain of command* and 19% to *someone in the chain of command of the alleged offender*), 9% to *a special military office responsible for handling reports*, and 11% to *other person or office with responsibility for follow up*.
- Of Navy members who reported, the majority indicated they did so *to make their chain of command situationally aware* (89%), *to make their work environment a better place* (84%), *to prevent it from happening again* (84%), and *to prevent it from happening to someone else* (81%).
- In general, low levels of satisfaction were observed for Navy members who reported.
- A little less than half (42%) of those who reported endorsed experiencing behaviors in line with *any type of retaliation as a result*. In particular, 25% endorsed experiencing behaviors in line with *professional retaliation* and 38% *social retaliation* as a result of reporting.
- Only 35% of those who reported indicated the one situation was *corrected*.
- Only 40% indicated they *knew the outcome of their report*, with 63% indicating their report was found to be substantiated. Less than a quarter were satisfied with the outcome of their report.
- Among Navy members who did not report to a DoD authority, the top four reasons they indicated for not reporting include they *thought it was not important enough to report* (51%), *thought it would make their work situation unpleasant* (50%), *took care of the problem themselves* (46%), and *did not think anything would be done* (41%).

Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating racial/ethnic harassment/discrimination among its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the 2017 WEOA performs a critical surveillance function by providing insights regarding the prevalence of racial/ethnic harassment/discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The purpose of this appendix was to present the results and trends for Navy for the 2017 WEOA. While the introductory section provides an overview of topline findings, all results for Navy are presented in the tables that follow. All uses and interpretations of the 2017 WEOA data should be made in light of the methodological information contained in the main report.

As found with the DoD overall, results of the 2017 WEOA for Navy suggest that, although some progress has been made to improve racial/ethnic relations, further work remains to be done to ensure members of all race/ethnicity experience improvement. In particular, the majority of Navy members endorsed positive perceptions of the climate for diversity and inclusion in the Navy, and did not indicate experiencing racial/ethnic harassment or discrimination in the past year. Improvements have also been seen in forming relationships with diverse personnel, relationships with coworkers and leaders, and leadership efforts to eradicate racial/ethnic harassment/ discrimination over time. However, there is a sizeable portion of Navy members who experienced racial/ethnic harassment and discrimination in the past year and a much larger portion who experienced less severe forms of workplace incivility, suggesting there is still work to be done. Moreover, results strongly suggest that perceptions and experiences vary by race/ethnicity, though less so than seen in the DoD overall results. In these cases, White Navy members experience the Navy differently than members of other races/ethnicities. They endorse more positive perceptions of the diversity and inclusion climate, and are less likely to experience racial/ethnic harassment or discrimination. Conversely, minority Navy members, and Black Navy members in particular, endorse less positive perceptions and are more likely to experience racial/ethnic harassment and discrimination. Indeed, approximately 1 in 4 minority Navy members experienced racial/ethnic harassment or discrimination in the past year, which signals there is much work to be done to ensure the Navy provides an equal opportunity climate for all its members to ensure they are able to advance in their careers based on their talent and aspirations. Further, those who experience racial/ethnic harassment or discrimination were unlikely to report, and when they did report, they were often dissatisfied with the process and outcomes of reporting. This presents another opportunity for the Navy to examine the reporting process and identify ways to enhance support for Navy members who experience racial/ethnic harassment or discrimination.

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Table 1.

Navy: Estimated Past Year Racial/Ethnic Harassment/Discrimination Rates

<p>KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response</p>	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Estimated Past Year Racial/Ethnic Harassment/Discrimination Rate	21.2	15.1	28.9	15.1	36.1	26.1	24.8
Estimated Past Year Racial/Ethnic Harassment Rate	19.8	14.4	26.6	14.4	35.9	23.1	23.5	19.7
Estimated Past Year Racial/Ethnic Discrimination Rate	6.8	3.7	10.6	3.7	14.1	8.8	8.0	9.9

Margins of error range from ±1.7% to ±7.1%
 Percent of all active duty members

Table 2.
Navy: Experienced Racial/Ethnic-Related Harassment Behavior in the Past 12 Months by Someone From Work

	KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Used a stereotype about your racial/ethnic group	10.6	5.7	16.9	5.7	23.6	16.1	10.6	11.5
Told racial/ethnic jokes	9.6	5.2	14.9	5.2	18.9	14.7	13.1	10.1
Used an offensive racial/ethnic term	8.9	5.6	13.0	5.6	16.8	11.8	8.4	12.1
Showed you a lack of respect because of your race/ethnicity	8.3	4.2	13.6	4.2	18.5	13.4	9.2	8.7
Insulted your racial/ethnic group	7.8	4.5	11.9	4.5	14.4	11.9	8.6	9.8
Claimed that his/her race/ethnicity is better than others	6.7	5.2	8.5	5.2	8.5	10.8	4.6	6.9
Made a comment about the way people in your racial/ethnic group talk	6.1	2.6	10.6	2.6	17.5	6.4	11.1	6.2
Made a comment about a physical characteristic of your racial/ethnic group	5.3	3.0	8.3	3.0	11.3	7.9	6.1	5.7
Directed an offensive action or comment at another person because of his/her race/ethnicity	5.1	3.6	7.0	3.6	9.0	6.4	5.9	5.6
Excluded you from an activity because of your race/ethnicity	3.7	2.7	4.8	2.7	6.2	4.4	4.1	3.6
Displayed something that threatens or insults a racial/ethnic group	3.0	1.5	5.0	1.5	6.3	4.6	3.7	4.3
Threatened or physically assaulted you because of your race/ethnicity	0.6	<0.1	1.3	<0.1	1.4	1.2	1.2	1.5

Margins of error range from ±0.1% to ±6.4%
 Percent of all active duty members

Table 3.
Navy: Experienced Racial/Ethnic-Related Discrimination Behavior in Past 12 Months

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Someone from work made it harder for you to get a military award	3.6	1.9	5.8	1.9	7.8	5.4	2.5	5.5
Someone from work made it harder for you to get a military promotion	3.2	1.9	4.8	1.9	8.6	2.9	1.9	4.3
Someone from work gave you a lower military performance evaluation	3.1	1.5	5.1	1.5	7.7	3.7	3.9	4.1
Someone from work assigned you to either an undesirable or unimportant military task	2.5	1.1	4.2	1.1	5.5	3.2	2.4	5.1
Someone from the military punished you unfairly	2.4	1.6	3.4	1.6	6.3	1.7	2.3	2.6
Someone from work made it difficult or impossible for you to get a military training opportunity	2.1	0.8	3.7	0.8	3.4	3.1	2.7	6.0
Received worse service/fewer benefits by someone employed to administer service/benefits	2.0	1.2	3.1	1.2	3.7	3.2	1.9	2.9
Someone from work gave you an unfair military training evaluation or rating	1.9	0.6	3.5	0.6	6.3	1.8	3.0	2.4
Someone from the military made it difficult/impossible to go into preferred military occupation	1.3	0.6	2.3	0.6	1.4	2.4	2.7	3.4
Someone from the military restricted your options for scheduling your military requirements	1.1	0.6	1.7	0.6	0.9	3.2	0.8	0.9
Someone from work assigned you to an undesirable military unit/installation/country	0.7	0.4	1.2	0.4	1.4	<0.1	2.4	2.2
Someone from work denied your military leave, pass, or liberty request	0.4	<0.1	0.9	<0.1	<0.1	1.0	0.8	2.1

Margins of error range from $\pm 0.1\%$ to $\pm 7.4\%$
 Percent of all active duty members

Table 4.
Navy: Type of Most Bothersome Experience Discussed in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Most bothersome behavior or set of related events experienced and discussed in the one situation	Harassment only	71	79	66	79	65	67
Discrimination only	10		11	10	11	5	NR	8	NR
Both	14		7	19	7	28	12	19	10
Did not identify	4		4	4	4	1	8	5	3

Margins of error range from ±5% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 5.
Navy: Behavior(s) Experienced in the One Situation Occurred More Than Once

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Behavior(s) experienced in the one situation occurred more than once		70	69	70	69	74	71

Margins of error range from ±6% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 6.
Navy: Frequency of Behavior(s) Experienced in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		How often did the behavior(s) occur?	Once	30	31	30	31	26	29
Occasionally	46		49	44	49	47	NR	39	34
Frequently	16		10	20	10	18	NR	13	22
Still occurring	8		11	6	11	9	1	8	8

Margins of error range from ±4% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 7.
Navy: One Situation Occurred at a Military Installation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		One situation occurred at a military installation		94	97	92	97	92	94

Margins of error range from ±3% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 8.
Navy: Circumstances in Which the One Situation Occurred

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
In a military context	90	88	92	88	96	90	85	90
At your work	84	85	83	85	88	84	74	78
During duty hours	84	87	81	87	87	84	61	77
In a work environment where members of your racial/ethnic background are uncommon	36	19	47	19	48	NR	41	57
While you were deployed	29	26	31	26	34	NR	27	22
At a non-work location	24	22	25	22	24	28	21	23
Online on social media or via other electronic communications	12	11	12	11	15	5	14	NR

Margins of error range from ±4% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 9.
Navy: Affiliation of the Alleged Offender(s) in the One Situation

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
At least one alleged offender in the one situation was member of DoD workforce	85	91	81	91	83	83	74	78
At least one alleged offender in the one situation was leadership	53	50	55	50	56	NR	49	NR
Someone in your chain of command	38	30	44	30	43	NR	33	42
Other person(s), not in your chain of command, of higher rank/grade	34	31	36	31	42	NR	21	24
Your coworker(s)	62	59	64	59	67	70	45	62
Your subordinate(s)	29	32	28	32	30	NR	25	22
DoD/DHS civilian employee(s)	15	16	13	16	11	NR	7	8
DoD/DHS civilian contractor(s)	9	4	12	4	10	NR	6	6
A civilian from the local community	8	6	10	6	8	NR	7	4
Other person(s)	26	22	29	22	26	NR	25	21
Unknown person(s)	12	12	12	12	9	NR	7	7

Margins of error range from ±5% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 10.**Navy: Racial/Ethnic Group of Alleged Offender(s) in the One Situation Compared to Member**

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Racial/ethnic group of alleged offender(s) compared to member	Same as member	9	17	3	17	6	NR
Different than member	54		45	61	45	58	67	59	57
A mix of same and different	23		25	23	25	29	12	22	NR
Unknown	13		13	14	13	7	NR	17	16

Margins of error range from $\pm 4\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 11.**Navy: Racial/Ethnic Group of Alleged Offender(s) in the One Situation**

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		White	56	42	65	42	73	NR	58
Black or African American	45	62	34	62	35	28	32	42	
Spanish/Hispanic/Latino	26	25	26	25	35	12	33	24	
Multiracial/ethnic individual(s)	25	22	28	22	25	31	21	33	
Asian	16	10	19	10	23	13	23	17	
American Indian or Alaska Native	8	7	9	7	9	11	13	5	
Native Hawaiian or other Pacific Islander	7	4	8	4	10	8	7	4	
Unknown race/ethnicity	23	18	26	18	22	33	21	27	

Margins of error range from $\pm 4\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 12.
Navy: Work Impact of the One Situation

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Thought about getting out of your Service	34	27	38	27	40	30	30	55
Requested a transfer	6	1	10	1	13	4	7	NR

Margins of error range from ±4% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 13.
Perceived Retaliation as a Result of the One Situation

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Social retaliation	Yes	19	16	21	16	24	NR	13	18
	No	65	78	56	78	54	NR	68	NR
	Don't know	16	5	23	5	22	21	19	NR
Professional retaliation	Yes	11	8	13	8	13	NR	11	12
	No	76	89	67	89	70	NR	73	NR
	Don't know	13	3	20	3	17	22	16	NR

Margins of error range from ±5% to ±15%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 14.
Navy: Perceiving Experiencing Any Type of Retaliation as a Result of the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Experienced any type of retaliation as a result of the one situation	21	17	24	17	25	NR	20

Margins of error range from ±7% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 15.
Navy: One Situation Was Corrected

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	One situation was corrected	42	43	40	43	42	30	47

Margins of error range from ±7% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 16.
Navy: Agreement With Statements About Diversity

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response								
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Diversity is important to building a quality force.	Agree	86	84	88	84	90	89	87	81	
	Neither agree nor disagree	11	12	10	12	7	7	12	17	
	Disagree	3	4	3	4	3	4	1	2	
I support my Service’s diversity efforts.	Agree	85	85	85	85	84	86	88	85	
	Neither agree nor disagree	11	11	12	11	12	12	12	13	
	Disagree	4	5	2	5	4	NR	<1	2	
Diversity will benefit everyone.	Agree	83	81	86	81	89	87	85	79	
	Neither agree nor disagree	13	15	11	15	8	9	14	18	
	Disagree	4	4	3	4	3	4	1	3	
I am personally committed to diversity.	Agree	79	76	82	76	85	84	83	74	
	Neither agree nor disagree	19	21	16	21	14	12	15	25	
	Disagree	2	2	2	2	1	4	2	1	
Diversity will unify personnel.	Agree	78	75	82	75	82	84	83	75	
	Neither agree nor disagree	16	18	14	18	12	10	15	22	
	Disagree	6	7	5	7	6	6	1	2	
Diversity initiatives positively affect my Service.	Agree	77	76	80	76	77	83	85	75	
	Neither agree nor disagree	17	18	16	18	16	12	14	24	
	Disagree	6	7	4	7	7	5	1	2	

Table 16. (continued)

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		I actively am involved and/or provide input in support of my Service’s diversity efforts.	Agree	60	56	66	56	67	67
Neither agree nor disagree	30		32	27	32	25	26	27	33
Disagree	10		12	7	12	9	7	2	10
Diversity is the same as Military Equal Opportunity policy.	Agree	58	53	65	53	66	64	74	59
	Neither agree nor disagree	27	29	26	29	26	25	21	29
	Disagree	15	19	9	19	8	10	5	12
Diversity will lower my Service’s standards.	Agree	31	30	32	30	33	35	37	22
	Neither agree nor disagree	15	16	14	16	12	11	19	19
	Disagree	54	54	54	54	55	55	44	59

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 17.
Navy: Comfort With Diversity

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Interacting with people from different racial/ethnic groups	Large extent	2017	88	90	85	90	87	86	71	90
		2013	78▼	83	71▼	83	69▼	73▼	61	83
		2009	76▼	78▼	72▼	78▼	70▼	77▼	66	73▼
		2005	69▼	72▼	64▼	72▼	63▼	65▼	57▼	70▼
	Small/Moderate extent	2017	9	7	11	7	12	9	23	7
		2013	18▲	14▲	23▲	14▲	25▲	22▲	32	15▲
		2009	20▲	18▲	22▲	18▲	23▲	18▲	27	19▲
		2005	11	10	13	10	12	14	17	8
	Not at all	2017	4	4	4	4	1	5	6	4
		2013	4	2	6	2	6▲	6	8	2
		2009	5	3	6	3	6▲	6	7	7
		2005	20▲	18▲	24▲	18▲	25▲	21▲	26▲	22▲
Interacting with people with different religious beliefs than you	Large extent	2017	85	87	82	87	86	84	67	86
		2013	69▼	73▼	63▼	73▼	61▼	66▼	51▼	72▼
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	11	10	14	10	13	11	27	11
		2013	23▲	19▲	29▲	19▲	29▲	27▲	39▲	22▲
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	4	4	4	4	1	5	6	4
		2013	8▲	9	8▲	9	10▲	7	10	6
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Being open about your religious beliefs with other military members	Large extent	2017	64	65	63	65	67	64	51	64
		2013	52▼	53▼	51▼	53▼	53▼	51	44	51
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	27	26	27	26	23	27	41	24
		2013	36▲	34	39▲	34	36▲	39	45	40▲
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	9	9	10	9	10	9	8	12
		2013	12	13	10	13	11	10	11	9
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±10%
Percent of all active duty members

Table 18.
Navy: Feelings About Interactions With Diverse Members

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Feel pressure from military members not to socialize with members of other racial/ethnic groups	Large extent	2017	2	2	2	2	4	1	3	3
		2013	6▲	5	7▲	5	6	9▲	7▲	7
		2009	4▲	3	6▲	3	6	5▲	8▲	4
		2005	2	1	2	1	2	3	2	2
	Small/Moderate extent	2017	11	7	15	7	15	12	23	12
		2013	22▲	18▲	29▲	18▲	29▲	26▲	38▲	25
		2009	24▲	22▲	27▲	22▲	28▲	24▲	35▲	25
		2005	13	10	17	10	16	19	21	15
	Not at all	2017	87	91	83	91	81	87	74	84
		2013	72▼	78▼	64▼	78▼	65▼	65▼	55▼	68▼
		2009	72▼	75▼	67▼	75▼	66▼	71▼	57▼	71▼
		2005	86	89	80	89	82	79	77	83
Feel the need to watch what you say when with people from different racial/ethnic groups	Large extent	2017	14	12	15	12	19	11	14	19
		2013	12	9	17	9	18	15	19	15
		2009	7▼	5▼	10▼	5▼	10▼	8	13	8
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	35	34	35	34	36	33	46	31
		2013	42▲	41	44▲	41	44	44	53	37
		2009	37	36	40	36	41	37	46	36
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	52	54	49	54	46	56	40	50
		2013	46	50	39▼	50	38	41▼	28	47
		2009	56	59	50	59	48	55	41	55
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Feel the need to watch behavior when interacting with people from different racial/ethnic groups	Large extent	2017	11	11	12	11	20	5	12	13
		2013	11	9	15	9	17	14▲	18	12
		2009	6▼	4▼	8▼	4▼	9▼	5	10	8
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	31	29	34	29	34	30	47	31
		2013	37	35	39	35	40	34	50	35
		2009	33	30	38	30	36	38	47	31
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	57	60	54	60	46	65	41	55
		2013	52	56	46▼	56	44	51▼	33	53
		2009	61	65	54	65	54	56	43	61
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Table 18. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Feel pressure from members to avoid socializing with members with different religious beliefs	Large extent	2017	2	2	2	2	1	<1	4	3
		2013	4▲	4	6▲	4	4	8▲	8	3
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	11	9	15	9	16	12	24	14
		2013	22▲	18▲	27▲	18▲	27▲	24▲	37▲	26
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	86	89	83	89	83	88	72	83
		2013	74▼	78▼	67▼	78▼	69▼	68▼	55▼	71
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±11%
 Percent of all active duty members

Table 19.
Navy: Agreement With Statements About Immediate Supervisor

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
You trust your supervisor.	Agree	2017	73	77	68	77	61	72	79	62
		2013	70	72	67	72	64	66	72	69
		2009	68▼	72	64	72	60	64	71	65
		2005	72	76	67	76	63	68	74	70
	Neither agree nor disagree	2017	13	10	17	10	18	14	12	22
		2013	15	13	19	13	21	19	20	13
		2009	15	13	17	13	19	17	18	11
		2005	16	13	19	13	21	19	19	14
	Disagree	2017	14	13	16	13	20	14	9	16
		2013	15	15	14	15	15	15	8	18
		2009	17	15	19	15	21	18	11	24
		2005	12	11	14	11	16	14	7	16
Your supervisor ensures that all assigned personnel are treated fairly.	Agree	2017	71	74	66	74	61	69	77	62
		2013	70	71	68	71	68	66	71	68
		2009	66	66▼	66	66▼	65	66	70	61
		2005	72	74	70	74	69	71	73	66
	Neither agree nor disagree	2017	15	13	17	13	20	12	13	22
		2013	17	16	18	16	19	19	20	16
		2009	17	17	18	17	17	17	18	20
		2005	15	14	16	14	17	16	16	15
	Disagree	2017	15	13	17	13	19	19	11	16
		2013	14	14	14	14	13	15	9	16
		2009	16	16	17	16	18	17	11	19
		2005	13	12	14	12	14	13	11	18
There is very little conflict between your supervisor and the people who report to him/her.	Agree	2017	66	69	63	69	64	60	73	58
		2013	66	68	62	68	64	60	63	61
		2009	61▼	64	57	64	60	56	59▼	51
		2005	66	68	63	68	61	64	62▼	65
	Neither agree nor disagree	2017	16	15	17	15	17	14	17	21
		2013	20	19	22▲	19	22	23	24	20
		2009	19	18	22▲	18	18	24▲	25	23
		2005	16	15	19	15	18	16	23	19
	Disagree	2017	18	16	21	16	19	26	10	21
		2013	14	13	15	13	14	17	12	19
		2009	19	19	21	19	22	20	16	26
		2005	17	17	19	17	20	20	15	16

Table 19. (continued)

			KEY:							
			Within Year Group Differences				Trend Year Differences			
			■ Higher Response ■ Lower Response							
			▲ Higher Than 2017 ▼ Lower Than 2017							
			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Your supervisor evaluates your work performance fairly.	Agree	2017	71	73	68	73	61	71	76	66
		2013	71	73	68	73	67	66	74	69
		2009	67	69	66	69	65	66	69	64
		2005	71	73	69	73	67	70	71	68
	Neither agree nor disagree	2017	16	15	17	15	21	14	14	19
		2013	18	16	21	16	21	23	17	16
		2009	20	19	20	19	21	19	22▲	20
		2005	17	16	19	16	20	18	19	19
	Disagree	2017	13	11	15	11	18	15	10	16
		2013	11	11	12	11	11	11	10	15
		2009	13	12	14	12	14	14	9	16
		2005	11	11	12	11	12	13	10	14
Your supervisor assigns work fairly in your work group.	Agree	2017	71	75	65	75	59	68	77	64
		2013	69	71	67	71	69	65	68	63
		2009	65▼	65▼	64	65▼	64	63	67▼	62
		2005	70	72	67	72	67	68	68	67
	Neither agree nor disagree	2017	15	15	16	15	18	14	14	18
		2013	18	17	19	17	20	18	23▲	17
		2009	22▲	22▲	23▲	22▲	23	22	23▲	22
		2005	17	16	19	16	19	19	20	17
	Disagree	2017	14	10	19	10	24	18	9	18
		2013	13	12	14	12	11▼	17	9	20
		2009	13	13	14▼	13	13▼	15	10	16
		2005	13	12	14	12	14▼	14	12	16
You are satisfied with the direction/supervision you receive.	Agree	2017	66	68	63	68	57	67	73	58
		2013	64	64	62	64	63	62	67	58
		2009	60▼	60▼	59	60▼	58	59	66	54
		2005	66	68	64	68	63	64	65	62
	Neither agree nor disagree	2017	17	16	18	16	20	17	17	19
		2013	19	17	21	17	20	23	22	18
		2009	21	21	21	21	21	20	21	21
		2005	17	16	19	16	19	19	21	16
	Disagree	2017	17	16	19	16	23	16	10	23
		2013	18	19	17	19	17	15	11	24
		2009	20	19	20	19	21	21	14	25
		2005	17	16	18	16	18	17	14	21

Table 19. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
You were encouraged by your supervisor to participate in a command climate survey.	Agree	2017	65	67	62	67	62	63	67	59
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Neither agree nor disagree	2017	23	21	24	21	24	23	24	26
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2017	12	11	14	11	15	14	9	15
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Your unit commander briefed you on command climate survey outcomes and the way forward.	Agree	2017	67	68	66	68	64	69	74	59
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Neither agree nor disagree	2017	17	17	18	17	18	14	18	27
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2017	15	15	15	15	18	17	8	13
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±11%
 Percent of all active duty members

Table 20.
Navy: Agreement With Statements About Inclusion in the Workplace

		KEY:		Within Year Group Differences						
		■ Higher Response	■ Lower Response	Navy	White	Total Minority	White	Black	Hispanic	Asian
Coworkers are treated as valued members of the team without losing their unique identities.	Agree	80	84	75	84	72	79	79	71	
	Neither agree nor disagree	15	12	18	12	17	17	16	23	
	Disagree	5	3	7	3	10	5	5	7	
I believe I can use my chain of command to address concerns about discrimination without fear	Agree	77	80	73	80	68	78	75	69	
	Neither agree nor disagree	16	14	18	14	21	14	18	21	
	Disagree	7	6	9	6	11	8	7	10	
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	Agree	75	77	71	77	71	74	76	63	
	Neither agree nor disagree	19	16	22	16	20	21	18	29	
	Disagree	7	7	7	7	10	6	6	7	
Members in my workgroup are empowered to make work-related decisions on their own.	Agree	72	76	67	76	65	68	76	60	
	Neither agree nor disagree	20	17	24	17	23	22	18	33	
	Disagree	8	7	9	7	11	11	6	6	
The decision-making processes that impact my workgroup are fair.	Agree	70	74	65	74	62	66	71	61	
	Neither agree nor disagree	20	18	23	18	24	19	20	30	
	Disagree	10	8	12	8	14	15	9	9	

Table 20. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Outcomes are fairly distributed among members of my workgroup.	Agree	70	73	65	73	63	66	75	60
	Neither agree nor disagree	19	17	21	17	24	17	16	27
	Disagree	11	10	14	10	13	17	9	12
Sexist slurs, comments, and/or jokes are used in my workplace.	Agree	21	20	22	20	21	25	20	19
	Neither agree nor disagree	20	18	24	18	24	16	34	33
	Disagree	59	62	54	62	56	58	46	49
Racial slurs, comments, and/or jokes are used in my workplace.	Agree	19	16	22	16	21	24	24	18
	Neither agree nor disagree	22	19	25	19	25	19	33	32
	Disagree	60	65	53	65	54	58	44	50
I feel excluded by my workgroup because I am different.	Agree	18	17	19	17	17	22	22	15
	Neither agree nor disagree	17	14	20	14	20	17	24	25
	Disagree	66	69	60	69	63	61	54	60

Margins of error range from $\pm 2\%$ to $\pm 11\%$
Percent of all active duty members

Table 21.
Navy: Agreement With Statements About People in the Workplace

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
There is very little conflict among your coworkers.	Agree	2017	58	62	53	62	49	56	60	50
		2013	61	66	55	66	54	55	56	55
		2009	55	57	52	57	55	49	52	47
		2005	58	59	55	59	54	55	58	55
	Neither agree nor disagree	2017	17	17	18	17	17	15	23	24
		2013	19	16	24▲	16	24	22	28	22
		2009	21	19	23▲	19	22	24▲	27	20
		2005	18	18	18	18	18	17	23	18
	Disagree	2017	25	22	29	22	34	29	17	27
		2013	19▼	18	21▼	18	22▼	23	16	23
		2009	25	24	25	24	24▼	27	20	33
		2005	24	22	26	22	28	27	19	27
Your coworkers put in the effort required for their jobs.	Agree	2017	62	63	60	63	57	61	67	59
		2013	66	67	63	67	64	59	68	65
		2009	62	62	63	62	66	60	64	57
		2005	61	62	59	62	60	57	62	54
	Neither agree nor disagree	2017	19	17	22	17	24	21	18	23
		2013	19	18	21	18	25	18	24	16
		2009	20	19	22	19	20	22	25	21
		2005	19	17	20	17	20	19	23	22
	Disagree	2017	19	19	18	19	18	18	15	18
		2013	15	14	16	14	12	23	9	19
		2009	18	19	15	19	14	18	10	22
		2005	21	21	21	21	20	24	15	24
The people in your work group tend to get along.	Agree	2017	72	77	67	77	60	71	72	65
		2013	75	78	70	78	70	69	70	72
		2009	72	75	67	75	68	66	68	67
		2005	74	76	70	76	69	72	72	70
	Neither agree nor disagree	2017	17	14	22	14	25	19	19	23
		2013	17	14	20	14	22	18	24	18
		2009	17	15	21	15	20	21	26	16
		2005	16	15	17	15	19	14	18	17
	Disagree	2017	11	10	12	10	15	10	8	12
		2013	9	8	10	8	9	14	7	10
		2009	11	10	12	10	11	13	6	18
		2005	10	9	13	9	12	14	10	13

Table 21. (continued)

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			The people in your work group are willing to help each other.	Agree	2017	70	72	68	72	66
2013	72	74			68	74	69	63	71	72
2009	69	70			68	70	69	67	72	64
2005	70	73			67	73	66	67	72	63
Neither agree nor disagree	2017	19		19	20	19	19	20	17	25
	2013	19		18	21	18	21	23	22	17
	2009	18		18	20	18	20	20	20	19
	2005	18		16	20	16	21	19	20	21
Disagree	2017	10		9	11	9	14	9	10	12
	2013	9		7	11	7	10	14	7	10
	2009	12		13	12	13	11	13	8	18
	2005	12		11	13	11	14	14	8	16
You are satisfied with the relationships you have with your coworkers.	Agree	2017	70	75	64	75	58	67	69	62
		2013	71	73	68	73	68	68	70	69
		2009	69	70	67	70	67	67	71	59
		2005	71	74	67	74	67	66	70	67
	Neither agree nor disagree	2017	18	14	22	14	23	22	22	23
		2013	19	17	21	17	22	22	21	19
		2009	20	19	22	19	21	23	22	22
		2005	19	18	22	18	21	23	22	20
	Disagree	2017	13	12	14	12	18	11	9	15
		2013	10	10	11	10	11	10	10	13
		2009	11	11	11	11	11	10	7	19
		2005	10	9	11	9	12	11	8	13

Margins of error range from ±1% to ±9%

Percent of all active duty members

Table 22.
Navy: Experienced Behavior(s) in Line With Workplace Hostility From Coworkers or Supervisors During the Past 12 Months

	KEY:							
	Higher Response	Lower Response						
	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Did not provide you with information or assistance when needed	72	71	73	71	74	73	65	78
Gossiped/talked about you	55	52	59	52	66	51	49	68
Were excessively harsh in their criticism of your work performance	46	42	50	42	50	47	47	61
Took credit for your work or ideas	43	42	46	42	43	47	40	52
Yelled when they were angry with you	40	38	43	38	41	42	38	52
Used insults, sarcasm, or gestures to humiliate you	37	33	42	33	44	39	38	50

Margins of error range from ±3% to ±8%
 Percent of all active duty members

Table 23.
Navy: Problems At Duty Station

			KEY:								
			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Racist/extremist organizations or individuals		Large extent	2017	2	1	2	1	2	2	6	3
			2013	2	1	2	1	3	1	5	1
			2009	1	1	2	1	2	1	2	1
			2005	4↑	3↑	5↑	3↑	4	6↑	11	2
		Small/Moderate extent	2017	11	9	14	9	15	11	17	16
			2013	10	7	13	7	12	14	15	13
			2009	9	7	12	7	12	12	16	10
			2005	19↑	16↑	24↑	16↑	21	25↑	28↑	26
		Not at all	2017	87	90	83	90	83	87	77	82
			2013	89	92	84	92	85	85	79	86
			2009	90	92	86	92	86	87	82	89
			2005	77↓	81↓	71↓	81↓	75	70↓	61↓	72
Hate crimes	Large extent	2017	2	1	3	1	1	2	6	3	
		2013	2	1	2	1	3	1	5	1	
		2009	1	1	2	1	2	2	3	1	
		2005	4↑	3↑	5↑	3↑	3	5	11	2	
	Small/Moderate extent	2017	7	6	9	6	7	10	12	8	
		2013	8	6	11	6	8	12	12	11	
		2009	6	5	8	5	8	8	11	6	
		2005	17↑	14↑	22↑	14↑	20↑	21↑	27↑	23↑	
	Not at all	2017	91	93	88	93	91	88	82	89	
		2013	90	92	87	92	89	87	83	88	
		2009	93	95	90	95	90	90	86	92	
		2005	79↓	83↓	74↓	83↓	77↓	74↓	63↓	76↓	
Gangs	Large extent	2017	2	2	3	2	1	4	6	4	
		2013	2	1	2	1	2	1	5	1	
		2009	2	1	2	1	2	2	3	1	
		2005	3	3	5	3	3	5	10	2	
	Small/Moderate extent	2017	7	6	8	6	8	10	8	5	
		2013	8	6	9	6	7	10	12	11	
		2009	6	5	8	5	8	8	10	8	
		2005	18↑	18↑	20↑	18↑	18↑	18↑	21↑	25↑	
	Not at all	2017	91	92	89	92	91	86	86	92	
		2013	91	92	89	92	91	89	83	88	
		2009	92	94	90	94	90	91	87	91	
		2005	78↓	80↓	76↓	80↓	79↓	76↓	69↓	73↓	

Margins of error range from ±1% to ±14%
Percent of all active duty members

Table 24.
Navy: Problems in the Local Community Around Duty Station

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Racist/extremist organizations or individuals	Large extent	2017	4	4	3	4	3	1	6	6
		2013	3	3	2	3	1	3	3	5
		2009	3	4	3	4	3	1	2	6
		2005	4	3	4	3	3	5▲	8	3
	Small/Moderate extent	2017	30	29	30	29	24	32	26	36
		2013	20▼	20▼	19▼	20▼	18	18▼	19	24
		2009	25	27	23▼	27	22	24	23	25
		2005	26	27	26	27	24	25	28	32
	Not at all	2017	67	67	67	67	73	66	68	58
		2013	77▲	77▲	79▲	77▲	81	80▲	78▲	70
		2009	71	69	75▲	69	76	75	74	70
		2005	70	70	70	70	73	70	64	64
Hate crimes	Large extent	2017	3	3	3	3	3	1	7	2
		2013	3	3	2	3	1	2	3	4
		2009	3	3	3	3	2	3	4	4
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	26	27	24	27	17	28	22	31
		2013	21	23	18▼	23	14	18	17	27
		2009	24	26	21	26	19	21	20	25
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	71	70	73	70	80	72	72	67
		2013	77	74	80▲	74	85	80	79	70
		2009	73	72	76	72	79	76	75	71
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Gangs	Large extent	2017	6	6	6	6	5	4	8	7
		2013	4	5	3	5	1	3	5	6
		2009	8	9	7	9	5	7	5	13
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	33	37	28	37	22	33	22	32
		2013	24▼	26▼	20▼	26▼	17	20▼	18	31
		2009	27▼	30	24	30	23	24	24	27
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	61	57	67	57	73	63	70	60
		2013	72▲	69▲	76▲	69▲	82	76▲	77	62
		2009	65	62	70	62	73	69	71	60
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 25.
Navy: Perceptions of Racial/Ethnic Relations in the Military During Last 5 Years

			KEY:							
			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Perceptions of race/ethnic relations in our military during the last five years	Worse today	2017	12	11	13	11	16	12	9	11
		2013	2↓	2↓	3↓	2↓	3↓	2↓	2↓	4
		2009	3↓	2↓	3↓	2↓	3↓	2↓	2↓	8
		2005	2↓	2↓	3↓	2↓	3↓	3↓	1↓	1↓
	About the same as five years ago	2017	52	53	51	53	54	46	44	62
		2013	46	45	47	45	50	47	40	48
		2009	41↓	42↓	39↓	42↓	40↓	37	33	48
		2005	38↓	37↓	39↓	37↓	43	32↓	29↓	47
	Better today	2017	36	36	36	36	30	42	47	27
		2013	52↑	53↑	50↑	53↑	46↑	51	58	48↑
		2009	57↑	56↑	58↑	56↑	57↑	61↑	65↑	44↑
		2005	60↑	61↑	59↑	61↑	53↑	65↑	70↑	51↑

Margins of error range from ±1% to ±13%
Percent of active duty members who completed 5 years or more in active duty service

Table 26.
Navy: Perceptions of Racial/Ethnic Relations in the Nation During Last 5 Years

			KEY:							
			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Perceptions of race/ethnic relations in our nation during the last five years	Worse today	2017	54	56	52	56	58	51	35	54
		2013	12↓	11↓	13↓	11↓	16↓	12↓	9↓	13↓
		2009	10↓	10↓	9↓	10↓	9↓	8↓	7↓	13↓
		2005	9↓	10↓	9↓	10↓	9↓	9↓	4↓	10↓
	About the same as five years ago	2017	28	28	27	28	30	22	29	31
		2013	46↑	46↑	47↑	46↑	47↑	46↑	42↑	56↑
		2009	35↑	35	35↑	35	37	34↑	32	37
		2005	39↑	37↑	41↑	37↑	48↑	34↑	33	41
	Better today	2017	18	16	21	16	12	27	36	15
		2013	42↑	43↑	39↑	43↑	37↑	42↑	50↑	31↑
		2009	55↑	55↑	56↑	55↑	54↑	58↑	61↑	50↑
		2005	52↑	53↑	51↑	53↑	43↑	57↑	63↑	49↑

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 27.
Navy: Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment/Discrimination

			KEY:							
			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Senior leadership of my Service	Yes	2017	74	77	70	77	61	77	72	70
		2013	70	75	63▼	75	59	69	61	61
		2009	65▼	69▼	58▼	69▼	56	62▼	55▼	63
		2005	71	76	63▼	76	58	66▼	66	67
	No	2017	7	6	9	6	8	11	9	8
		2013	10	8	12	8	13	11	12	13
		2009	12▲	10▲	14▲	10▲	17▲	9	15	15
		2005	10▲	8	13	8	15▲	12	10	13
	Don't know	2017	19	17	21	17	31	12	19	22
		2013	20	17	25	17	28	20	27	26
		2009	23▲	21	27▲	21	27	29▲	30▲	23
		2005	19	16	24	16	27	22▲	24	20
Senior leadership of my installation/ship	Yes	2017	76	81	69	81	63	75	71	68
		2013	70▼	75	64	75	61	69	60▼	64
		2009	65▼	69▼	58▼	69▼	55	61▼	54▼	63
		2005	71▼	75	64▼	75	59	68	65	67
	No	2017	7	5	10	5	9	11	9	9
		2013	11▲	10	13	10	14	12	13	11
		2009	12▲	10▲	15▲	10▲	17▲	10	15	16
		2005	11▲	9▲	14▲	9▲	16▲	12	11	15
	Don't know	2017	17	14	21	14	28	14	20	23
		2013	19	16	23	16	25	19	28	25
		2009	23▲	21▲	27▲	21▲	27	29▲	30▲	22
		2005	18	15	22	15	25	20	24	18
My immediate supervisor	Yes	2017	75	80	70	80	63	77	69	68
		2013	69▼	74	63▼	74	59	69	58	64
		2009	64▼	68▼	58▼	68▼	55	63▼	54▼	59
		2005	71▼	75	65	75	61	68	67	67
	No	2017	9	7	12	7	10	14	11	12
		2013	13	10	16	10	18▲	15	14	17
		2009	14▲	11▲	17▲	11▲	18▲	14	19	20
		2005	12▲	10	14	10	15	13	14	17
	Don't know	2017	16	14	18	14	26	9	20	20
		2013	18	16	21	16	23	17	28	19
		2009	22▲	21▲	25▲	21▲	26	23▲	27	21
		2005	17	15	21	15	24	19▲	19	16

Margins of error range from ±1% to ±12%
 Percent of all active duty members

Table 28.
Navy: Attention to Racial/Ethnic Harassment/Discrimination

			KEY:							
			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
The military	Too much attention	2017	23	29	15	29	7	19	12	23
		2013	19	24	13	24	4	18	9	29
		2009	22	29	10	29	5	12	10	25
		2005	21	29	9▼	29	3	14	9	18
	The right amount of attention	2017	64	65	63	65	56	67	73	61
		2013	69	68	71▲	68	75▲	69	73	64
		2009	61	60	62	60	59	63	72	56
		2005	62	62	62	62	59	65	70	59
	Too little attention	2017	13	6	22	6	37	14	14	16
		2013	11	8	16▼	8	21▼	13	18	7
		2009	17▲	10	28▲	10	36	25▲	18	19
		2005	17▲	9	29▲	9	38	21	21	23
Your immediate supervisor	Too much attention	2017	5	6	4	6	2	6	5	6
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	The right amount of attention	2017	85	88	81	88	78	82	80	84
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Too little attention	2017	10	6	15	6	20	12	15	9
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±10%
Percent of all active duty members

Table 29.
Navy: Received Training on Racial/Ethnic Harassment and Discrimination in Past 12 Months

		KEY:							
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Had training on topics related to racial/ethnic harassment and discrimination	2017	87	91	82	91	77	84	85	82
	2013	87	88	86	88	84	89	84	88
	2009	82▼	85▼	78	85▼	76	78	81	80
	2005	77▼	80▼	72▼	80▼	71	74▼	72▼	72

Margins of error range from ±2% to ±9%
Percent of all active duty members

Table 30.
Navy: Training Received Was Effective in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

		KEY:							
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Training received was effective	2017	92	91	94	91	95	94	95	92
	2013	94	93	95	93	98	95	96	86
	2009	92	91	95	91	95	95	97	92
	2005	95▲	95▲	95	95▲	94	97	99	93

Margins of error range from ±1% to ±15%
Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 31.
Navy: Effectiveness of Training Received in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Effectiveness of training received in reducing/preventing racial/ethnic harassment/discrimination	Not at all effective	2017	8	9	6	9	5	6	5	8
		2013	6	7	5	7	2	5	4	14
		2009	8	9	5	9	5	5	3	8
		2005	5▼	5▼	5	5▼	6	3	1	7
	Slightly effective	2017	18	21	14	21	12	13	10	23
		2013	13▼	11▼	15	11▼	15	16	11	18
		2009	18	19	17	19	18	15	15	16
		2005	15	16	14	16	14	16	12	15
	Moderately effective	2017	42	41	44	41	45	43	50	42
		2013	43	45	39	45	43	37	44	33
		2009	46	47	45	47	42	47	46	50
		2005	45	46	42	46	40	41	46	42
	Very effective	2017	32	29	36	29	38	39	35	27
		2013	38▲	37	40	37	40	42	42	36
		2009	28	25	33	25	35	33	36	27
		2005	36	33	39	33	40	40	41	36

Margins of error range from ±1% to ±15%

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 32.
Navy: Racial/Ethnic Harassment/Discrimination Training Received Conveyed Relevant Information

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Taught that racial/ethnic harassment/discrimination reduces cohesion/effectiveness of the military	Agree	89	89	89	89	88	90
	Neither agree nor disagree	11	11	11	11	11	9	10	13
	Disagree	<1	<1	1	<1	1	<1	<1	1
Explained the process for reporting racial/ethnic harassment and discrimination	Agree	87	86	87	86	89	85	88	84
	Neither agree nor disagree	12	13	12	13	11	12	9	15
	Disagree	1	1	2	1	<1	4	2	1
Identified racial/ethnic behaviors that are offensive to others and should not be tolerated	Agree	87	88	85	88	88	84	89	80
	Neither agree nor disagree	12	11	13	11	9	14	10	18
	Disagree	1	1	2	1	2	2	<1	3
Provided information about policies/procedures/consequences racial/ethnic harassment/discrimination	Agree	87	88	86	88	89	86	84	83
	Neither agree nor disagree	12	12	12	12	8	12	14	16
	Disagree	1	1	2	1	3	2	1	1
Provided a good understanding of what words and actions are racial/ethnic harassment/discrimination	Agree	86	86	87	86	88	88	89	85
	Neither agree nor disagree	12	12	11	12	11	10	10	12
	Disagree	2	2	2	2	1	2	1	3

Table 32. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Provided information on Service's policies on participation in racist/extremist organizations	Agree	85	86	84	86	88	84	85	79
	Neither agree nor disagree	12	12	13	12	9	13	14	18
	Disagree	2	2	3	2	3	3	1	3
Gave useful tools for dealing with racial/ethnic harassment and discrimination	Agree	84	85	83	85	84	84	86	80
	Neither agree nor disagree	14	14	14	14	14	13	12	16
	Disagree	2	2	3	2	2	4	2	4
Made me feel it is safe to report offensive racial/ethnic situations	Agree	83	85	80	85	79	85	84	72
	Neither agree nor disagree	14	13	16	13	18	13	14	21
	Disagree	3	2	4	2	4	3	2	6
Promoted cross-cultural awareness	Agree	83	84	82	84	88	82	85	67
	Neither agree nor disagree	14	13	15	13	8	14	14	27
	Disagree	3	3	4	3	4	3	1	5
Promoted religious tolerance	Agree	81	83	79	83	79	79	83	74
	Neither agree nor disagree	16	15	19	15	19	18	16	23
	Disagree	3	3	3	3	2	3	1	3

Margins of error range from $\pm 1\%$ to $\pm 11\%$

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months and training covered the topic

Table 33.
Navy: Perceptions of Reporting Processes for Racial/Ethnic Harassment/Discrimination

		KEY:							
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Would you know how to report experiences of racial/ethnic harassment?	2017	92	94	89	94	90	90	87	89
	2013	91	93	88	93	88	90	86	87
	2009	89	90	87	90	87	88	88	87
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Would you know how to report experiences of racial/ethnic discrimination?	2017	92	94	90	94	90	90	87	89
	2013	90	93	87	93	88	86	85	87
	2009	89▼	90▼	87	90▼	87	88	89	85
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Is the availability of reporting hotlines publicized enough?	2017	81	83	78	83	73	82	79	80
	2013	80	83	76	83	75	76	74	77
	2009	74▼	78	70▼	78	69	70▼	71	70
	2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±13%
 Percent of all active duty members

Table 34.
Navy: Perceptions of Unit Reporting Climate for Racial/Ethnic Harassment/Discrimination

			KEY:								
			Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Members feel free to report without fear of negative reactions		Large extent	2017	58	67	47	67	39	53	44	48
			2013	56	63	46	63	42	49	45	48
			2009	52↓	59↓	43	59↓	39	44	46	49
			2005	57	63	47	63	45	48	49	51
		Small/Moderate extent	2017	30	23	40	23	50	30	43	39
			2013	34	29	42	29	49	38	43	36
			2009	38↑	33↑	45	33↑	49	41↑	44	39
			2005	32	28	39	28	38↓	40↑	42	37
		Not at all	2017	11	10	14	10	11	17	13	13
			2013	10	8	12	8	9	13	12	17
			2009	10	8	13	8	12	14	10	12
			2005	11	9	13	9	16	11	9	12
Complaints about racial/ethnic harassment/discrimination would be taken seriously		Large extent	2017	69	76	59	76	60	60	58	57
			2013	67	74	58	74	55	58	55	68
			2009	62↓	68↓	54	68↓	51	57	54	60
			2005	69	75	61	75	58	63	62	63
		Small/Moderate extent	2017	24	17	32	17	33	29	32	34
			2013	26	21	34	21	38	34	36	24
			2009	30↑	27↑	36	27↑	39	32	38	31
			2005	24	19	32	19	33	31	32	29
		Not at all	2017	8	7	9	7	7	11	10	8
			2013	6	6	7	6	7	7	9	9
			2009	7	5	10	5	10	11	8	10
			2005	7	6	8	6	9	6	6	9
People would be stopped from getting away with racial/ethnic harassment/discrimination		Large extent	2017	65	71	57	71	54	60	52	60
			2013	66	69	61	69	56	64	61	67
			2009	67	70	62	70	58	69	59	63
			2005	71↑	75	65↑	75	63	67	64↑	72
		Small/Moderate extent	2017	26	21	32	21	37	26	35	29
			2013	27	23	33	23	39	29	33	26
			2009	28	26	32	26	36	25	36	29
			2005	24	19	30	19	31	29	33	25
		Not at all	2017	9	8	12	8	9	15	13	11
			2013	7	8	6↓	8	6	7	6↓	7
			2009	5↓	5	6↓	5	5	6↓	5↓	8
			2005	5↓	6	5↓	6	7	4↓	3↓	3↓

Table 34. (continued)

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017				Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Policies forbidding racial/ethnic harassment/discrimination are publicized	Large extent	2017	64	70	56	70	54	61	51	57	
		2013	56▼	61	50▼	61	45	52	46	60	
		2009	54▼	60▼	45▼	60▼	42▼	48▼	43	47	
		2005	59▼	64▼	51	64▼	51	49▼	51	53	
	Small/Moderate extent	2017	27	23	33	23	39	26	39	32	
		2013	34▲	31	39	31	42	39▲	41	30	
		2009	35▲	31▲	41▲	31▲	42	38▲	45	39	
		2005	31	28	36	28	33	39▲	37	35	
	Not at all	2017	9	7	10	7	7	13	10	11	
		2013	10	8	11	8	12	10	14	11	
		2009	11	9	15▲	9	16▲	14	13	14	
		2005	10	8	14	8	16▲	12	11	12	

Margins of error range from ±1% to ±12%
Percent of all active duty members

Table 35.
Navy: Chances of Promotion if Someone Reported Racial/Ethnic Harassment/Discrimination

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017				Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Chances of promotion if someone reported racial/ethnic harassment/discrimination	Better	2017	7	8	5	8	2	5	8	9	
		2013	4	4	5	4	5	5	5	6	
		2009	5	6	5	6	5	2	9	6	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	
	The same	2017	77	82	69	82	65	74	70	66	
		2013	79	82	75▲	82	74	78	78	69	
		2009	76	81	69	81	68	72	69	69	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	
	Worse	2017	17	10	26	10	34	21	22	25	
		2013	16	14	20▼	14	22▼	17	17	25	
		2009	18	13	26	13	27	26	22	25	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	

Margins of error range from ±2% to ±10%
Percent of all active duty members

Table 36.
Navy: Reported the One Situation to a DoD Authority

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Reported to at least one DoD authority	30	26	33	26	40	27	22	38
Reported to your or alleged offender(s)'s chain of command	25	18	31	18	37	24	17	NR
Someone in your chain of command	23	16	28	16	33	23	15	32
Someone in the chain of command of the offender	19	11	25	11	28	21	13	NR
Reported to any DoD office responsible for handling complaints	16	15	18	15	20	16	8	NR
Other person or office with responsibility for follow-up	11	12	11	12	11	12	4	NR
Special military office responsible for handling these kinds of reports	9	5	12	5	15	9	6	NR

Margins of error range from $\pm 5\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 37.
Navy: Reasons for Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
To make your chain of command situationally aware	89	90	89	90	NR	NR	NR	NR
To make your work environment a better place	84	NR	85	NR	NR	NR	NR	NR
To prevent it from happening again	84	NR	92	NR	NR	NR	NR	NR
To prevent it from happening to someone else	81	NR	90	NR	NR	NR	NR	NR
To reduce any impact on your evaluation or promotion	31	NR	38	NR	NR	NR	NR	NR
To punish the person	23	NR	26	NR	NR	NR	NR	NR
To transfer yourself or the offender out of your unit	17	<1	27	<1	NR	NR	NR	NR
Other reason	11	NR	12	NR	NR	NR	NR	NR

Margins of error range from $\pm 1\%$ to $\pm 15\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 38.
Navy: Satisfaction With Aspects of Reporting the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response									
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Availability of information about how to follow-up on a report	Satisfied	33	NR	33	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	44	NR	38	NR	NR	NR	NR	NR
	Dissatisfied	23	NR	29	NR	NR	NR	NR	NR
Treatment by personnel handling your report	Satisfied	33	NR	30	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	36	NR	34	NR	NR	NR	NR	NR
	Dissatisfied	32	NR	36	NR	NR	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	29	NR	32	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	40	NR	36	NR	NR	NR	NR	NR
	Dissatisfied	30	NR	32	NR	NR	NR	NR	NR
Degree to which your privacy was/is being protected	Satisfied	28	NR	25	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	48	NR	43	NR	NR	NR	NR	NR
	Dissatisfied	24	NR	32	NR	NR	NR	NR	NR
Amount of time it took/is taking to resolve your report	Satisfied	28	NR	29	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	41	NR	39	NR	NR	NR	NR	NR
	Dissatisfied	31	NR	33	NR	NR	NR	NR	NR
The reporting process overall	Satisfied	28	NR	29	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	35	NR	37	NR	NR	NR	NR	NR
	Dissatisfied	37	NR	34	NR	NR	NR	NR	NR

Margins of error range from ±11% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 39.
Navy: Official Action Taken in Response to Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response										
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Against one or more of the person(s) who bothered you	Yes	16	NR	20	NR	NR	NR	NR	NR	
	No	53	NR	52	NR	NR	NR	NR	NR	
	Don't know	30	NR	29	NR	NR	NR	NR	NR	
Against you	Yes	8	NR	12	NR	NR	NR	NR	NR	
	No	75	NR	72	NR	NR	NR	NR	NR	
	Don't know	17	NR	16	NR	NR	NR	NR	NR	

Margins of error range from $\pm 9\%$ to $\pm 14\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 40.
Navy: Reported One Situation and Perceived Any Type of Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response										
		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Reported one situation and experienced any type of retaliation as a result of the one situation		42	NR	44	NR	NR	NR	NR	NR	

Margins of error range from $\pm 12\%$ to $\pm 14\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 41.
Navy: Reported One Situation and Perceived Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Social retaliation	Yes	38	NR	39	NR	NR	NR
	No	50	NR	45	NR	NR	NR	NR	NR
	Don't know	13	NR	17	NR	11	NR	NR	NR
Professional retaliation	Yes	25	NR	22	NR	NR	NR	NR	NR
	No	61	NR	58	NR	NR	NR	NR	NR
	Don't know	14	1	20	1	NR	NR	NR	NR

Margins of error range from ±5% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 42.
Navy: Reported the One Situation and It Was Corrected

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Reported the one situation and it was corrected	35	NR	39	NR	NR	NR	NR

Margins of error range from ±12% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 43.
Navy: Knew the Outcome of Report

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Knew the outcome of report	40	NR	45	NR	NR	NR	NR

Margins of error range from ±12% to ±14%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to DoD authority

Table 44.
Navy: One Situation Reported Was Substantiated

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Report was found to be substantiated	63	NR	NR	NR	NR	NR	NR

Margins of error do not exceed ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 45.
Navy: Satisfied With Outcome of Report

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		How satisfied were you with the outcome of your report?	Satisfied	22	NR	17	NR	NR	NR
Neither satisfied nor dissatisfied	34		NR	NR	NR	NR	NR	NR	NR
Dissatisfied	NR		NR	38	NR	NR	NR	NR	NR

Margins of error range from ±14% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 46.
Navy: Reasons for Not Reporting the One Situation to a DoD Authority

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Navy	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
You thought it was not important enough to report	51	47	55	47	48	71	NR	35
You thought it would make your work situation unpleasant	50	50	51	50	45	NR	NR	NR
You took care of the problem yourself	46	46	45	46	46	NR	NR	28
You did not think anything would be done	41	34	47	34	37	NR	38	NR
You thought reporting would take too much time and effort	38	43	34	43	24	NR	33	23
You felt uncomfortable making the report	37	39	35	39	27	NR	33	NR
You thought you would be labeled a troublemaker	37	33	41	33	31	NR	43	NR
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	30	24	35	24	25	NR	35	29
You were afraid of retaliation/reprisals from your chain of command	27	25	29	25	20	NR	40	24
You thought your performance evaluation or chance for promotion would suffer	24	14	32	14	21	NR	37	NR
You thought you would not be believed	18	14	22	14	NR	NR	32	NR
You did not know how to file a report	13	8	16	8	8	NR	16	9
You did not know the identity of the person(s) who did it	7	3	10	3	7	NR	4	3
Situation only involved civilian(s) off an installation	4	3	NR	3	1	NR	NR	1
You were encouraged to withdraw your report	4	<1	6	<1	NR	NR	2	3
Other reason(s)	25	22	26	22	32	NR	NR	NR

Margins of error range from ±1% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and did not indicate reporting to a DoD authority

Appendix E. Marine Corps Results

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Marine Corps Results

Introduction

The purpose of this appendix is to present the results and trends for the Marine Corps from the *2017 Workplace and Equal Opportunity Survey of Active Duty Members (2017 WEOA)*. All uses and interpretations of the *2017 WEOA* Marine Corps data presented should be made in light of the methodological information contained in the main report. As a reminder, the results from the *2017 WEOA* are based on self-reported experiences. The use of results presented is limited to data that may inform policy and does not constitute actual knowledge of specific offenses by the Marine Corps or its officials. Allegations of racial/ethnic harassment and discrimination must be reported and investigated through established channels before allegations are substantiated.

The Marine Corps sample consisted of 17,207 Marine Corps active duty members drawn from the sample frame of 179,531 eligible members using DMDC's Active Duty Master File (ADMF). Completed surveys were received from 1,868 Marine Corps eligible respondents. The overall weighted response rate for Marine Corps eligible members, corrected for nonproportional sampling, was 11.5%. OPA scientifically weighted the *2017 WEOA* Marine Corps respondent data to be generalizable to the entire active duty Marine Corps population using the methods described in the main report.

Results and trends presented within this appendix should be interpreted in light of the methodology presented in the main report. The *2017 WEOA* Marine Corps survey results are compared to the weighted average of all other Services, and then analyzed within the Marine Corps by race/ethnicity. The definitions for racial/ethnic categories compared within the Marine Corps are describe below.

- **White:** Marine Corps members who identify as only White and not Spanish/Hispanic/Latino.
- **Total Minority:** Marine Corps members who identify as one (other than White) or more of the races and/or identify as Spanish/Hispanic/Latino.
- **Black:** Marine Corps members who identify as only Black with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Hispanic:** Marine Corps members who identify as Spanish/Hispanic/Latino regardless of what racial group they may also identify as.
- **Asian:** Marine Corps members who identify as only Asian with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Other Race/Ethnicity:** Marine Corps members who identify either American Indicate/Alaska Native (AIAN), Native Hawaiian/Pacific Islander (NHPI), or as more than one race and who do not identify as Spanish/Hispanic/Latino. Data from these

diverse racial/ethnic groups were combined due to low statistical power to analyze these groups separately.

In the tables, colors on the “Marine Corps” category signify significant differences when comparing Marine Corps results to the weighted average of all other Services combined. Otherwise, tables should be interpreted in the same manner described in the main report. All Marine Corps results are presented in the data tables though not exhaustively described in this appendix. Only significant differences between the Marine Corps and the other Services, and within racial/ethnic groups for the Marine Corps are discussed where applicable. Additionally, results from trend testing are noted where applicable.

Marine Corps Topline Findings

Abbreviated topline findings for Marine Corps are organized and presented in accordance to the three Congressional requirements outlined in Title 10 USC §481.

Indicators of Positive and Negative Trends for Professional and Personal Relationships Among Members of All Racial and Ethnic Groups

The 2017 WEOA contains several content blocks geared towards understanding trends for professional and personal relationships among military members of all racial/ethnic groups, including estimated past year racial/ethnic harassment and discrimination rates, details about the one situation of racial/ethnic harassment/discrimination with the greatest effect, and the overall diversity and inclusion climate for race/ethnicity.

Estimated Past Year Racial/Ethnic Harassment and Discrimination Among Marine Corps Members

- 2017 Estimated Past Year Racial/Ethnic **Harassment** Rate in the Marine Corps: 11.9%
 - To be included in this rate, Marine Corps members had to indicate that in the past 12 months they perceived experiencing at least one of the inappropriate racial/ethnic-related behaviors by someone from work (i.e., the respondent indicated being “uncomfortable, angry or upset” by a behavior).
 - Marine Corps members were less likely to indicate experiencing *Racial/Ethnic Harassment* compared to the other Services.
 - Black (30.9%) Marine Corps members were more likely to indicate experiencing *Racial/Ethnic Harassment* compared to other Marine Corps members, whereas White (7.4%) Marine Corps members were less likely. Total Minority (17.7%) Marine Corps members were also more likely to indicate experiencing *Racial/Ethnic Harassment* compared to White Marine Corps members.

- 2017 Estimated Past Year Racial/Ethnic **Discrimination** Rate in the Marine Corps: 2.6%
 - To be included in this rate, Marine Corps members had to indicate that they perceived experiencing at least one type of differential treatment as a result of their race/ethnicity in the past 12 months.

- Marine Corps members were less likely to indicate experiencing *Racial/Ethnic Discrimination* compared to the other Services.
 - Black (10.6%) Marine Corps members were more likely to indicate experiencing *Racial/Ethnic Discrimination* than other Marine Corps members, whereas White (1.0%) Marine Corps members were less likely. Total Minority (4.8%) Marine Corps members were also more likely to indicate experiencing *Racial/Ethnic Discrimination* than White Marine Corps members.
- 2017 Estimated Past Year Racial/Ethnic **Harassment/Discrimination** Rate in the Marine Corps: 12.4%
 - To be included in this rate, Marine Corps members had to perceive experiencing at least one of the inappropriate racial/ethnic-related workplace behaviors (*Harassment* behaviors) or differential treatment in personnel actions and/or benefits/services (*Discrimination* behaviors) based on their race/ethnicity in the past 12 months.
 - Marine Corps members were less likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* compared to the other Services.
 - Black (32.0%) Marine Corps members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than other Marine Corps members, whereas White (7.8%) Marine Corps members were less likely. Total Minority (18.6%) Marine Corps members were also more likely to indicate experiencing *Racial/Ethnic Harassment/ Discrimination* than White Marine Corps members.

One Situation of Racial/Ethnic Harassment/Discrimination With the Greatest Effect for Marine Corps

- The characteristics of the one situation for Marine Corps members largely mirrored results for the DoD overall.
 - 81% were referring to *racial/ethnic harassment only* when providing details about the one situation.
 - 68% of members indicated the behavior occurred *more one time*.
 - The top contexts in which the behavior occurred include *at a military installation* (85%), *in a military context* (85%), *at their place of work* (75%), and *during duty hours* (73%).
 - Marine Corps members were more likely to indicate the one situation occurred *at a non-work location* (39%) when compared to the other Services.
- The characteristics of the alleged offenders within the Marine Corps largely mirrored results for the DoD overall as well.
 - The majority (74%) indicated that at least one alleged offender was *a member of the DoD workforce* and 39% identified at least one alleged offender as *leadership*.

- The top employment statuses of the alleged offender(s) were *coworker* (46%), *in their chain of command* (29%), *their subordinates* (28%), and *other person(s) not in their chain of command of higher rank/grade* (24%).
- 48% indicated at least one alleged offender was of a *different race/ethnicity than them*, 28% *a mix of same and different race/ethnicities*, 6% *the same as them*, and 18% *did not know the alleged offender(s) race/ethnicity*. The top two race/ethnicities of the alleged offender(s) were White (60%) and Black or African American (39%).
- The endorsed outcomes of the one situation for Marine Corps members also largely mirrored results for DoD overall.
 - 22% of members indicated they *thought about getting out of their Service* and 5% indicated they *requested a transfer*. Black (36%) Marine Corps members were more likely to indicate they *thought about getting out of their Service* than other Marine Corps members, whereas White (8%) Marine Corps members were less likely. Additionally, Total Minority (29%) Marine Corps members were also more likely to indicate they *thought about getting out of their Service* than White Marine Corps members.
 - Collectively, 8% indicated experiencing behaviors in line with *at least one type of retaliation* as a result of the one situation, with 4% indicated experiencing behaviors in line with *professional retaliation* and 8% indicated experiencing behaviors in line with *social retaliation* as a result of the one situation. Total Minority Marine Corps members were more likely to endorse experiencing behaviors in line with retaliation. Overall, however, Marine Corps members were less likely than members in the other Services to endorse experiencing behaviors in line with retaliation.
 - 62% indicated the one situation was *corrected*. White (78%) Marine Corps members were more likely to indicate the one situation was *corrected* when compared to Total Minority (53%) Marine Corps members. Overall, however, Marine Corps members were more likely than members in the other Services to indicate the one situation was *corrected*.

Diversity and Inclusion Climate for Race/Ethnicity Within the Marine Corps

The Marine Corps is committed to providing a work environment comprised of dignity and respect.

- Similar to the DoD results, the majority of members endorsed support for diversity in the Marine Corps. However, Marine Corps members overall were less likely to endorse support for diversity than members of the other Services.

- Less than half to approximately two-thirds of Marine Corps members indicated diversity is *important to building a quality force* (71%), *benefits everyone* (70%), *will unify personnel* (67%), and *will not lower their Service's standards* (43%).
- Additionally, 74% agreed they support *the Marine Corps' diversity efforts* and that *diversity initiatives positively affect the Marine Corps* (64%).
- Only 43% indicated they were *actively involved in the Marine Corps' diversity efforts* and were *personally committed to diversity* (59%).
- In general, minimal differences were observed across racial/ethnic groups within the Marine Corps.
- Similar to the DoD results, variability was observed regarding Marine Corps members' comfort in interacting and forming relationships with diverse personnel.
 - Most Marine Corps members indicated to a large extent they feel comfortable *interacting with people from different racial/ethnic groups* (85%) and *interacting with people with different religious beliefs than them* (83%), though fewer indicated *being open about their religious beliefs with other military members* (71%).
 - The majority of Marine Corps members indicated they do not at all feel *pressure from military members to avoid socializing with members with different religious beliefs* (88%) or *pressure from military members not to socialize with members of other racial/ethnic groups* (89%).
 - Over half of Marine Corps members indicated they do not at all feel *the need to watch what they say when interacting with people from different racial/ethnic groups* (60%) or *the need to watch their behavior when interacting with people from different racial/ethnic groups* (68%).
 - Minimal differences were observed across racial/ethnic groups within the Marine Corps.
 - Trend analyses generally revealed increased levels of perceived comfort in forming relationships and interacting with diverse personnel in 2017 than in 2013, 2009, and 2005.
- Similar to DoD results, the majority of Marine Corps members endorsed positive perceptions of leadership.
 - The majority of Marine Corps members agreed that their immediate supervisor *evaluates their performance fairly* (77%), *ensures all personnel are treated fairly* (77%), *assigns work fairly in their workgroup* (76%), and *has very little conflict with the people who report to him or her* (72%).

- Additionally, 78% agreed they *trust their immediate supervisor* and 70% indicated they were *satisfied with the direction/supervision they receive*.
- 61% of Marine Corps members agreed they *were encouraged by their immediate supervisor to participate in a command climate survey* and 61% agreed *their unit commander briefed them on command climate survey outcomes, and the way forward*.
- Minimal differences were observed across racial/ethnic groups within the Marine Corps or overtime.
- Similar to DoD results, the majority of Marine Corps members endorsed having an inclusive unit climate.
 - Marine Corps members agreed that workgroup members are *treated as valued members of the team without losing their unique identities* (76%), *empowered to make work-related decisions on their own* (67%), and *have outcomes fairly distributed among them* (67%).
 - Marine Corps members indicated they *can use their chain of command to address concerns about discrimination without fear of retaliation or reprisal* (75%) and *are encouraged to offer ideas on how to improve operations* (68%).
 - About half of Marine Corps members disagreed when asked if *racial slurs/comments/jokes are used in their workplace* (50%), *feeling excluded because of being different* (59%), and *sexist slurs/comments/jokes are used in their workplace* (50%).
 - 66% indicated *the decision-making processes that impact their workgroup are fair*.
- As with the DoD, the majority of Marine Corps members endorsed positive perceptions of their coworkers, though many also endorsed experiencing at least one hostile workplace behavior from workers or leaders in the past 12 months.
 - The majority of Marine Corps members agreed *the people in their work group are willing to help each other* (73%), *the people in their workgroup get along* (75%), *they are satisfied with their relationships with their coworkers* (69%), *their coworkers put in the effort required for their jobs* (65%), and *there is very little conflict among their coworkers* (63%).
 - Over half of Marine Corps members indicated experiencing situations in which coworkers or supervisors *did not provide them with information or assistance when needed* (65%) and *gossiped/talked about them* (53%) in the past 12 months, while fewer indicated coworkers or supervisors *yelled when angry with them* (47%), *took credit for their work or ideas* (45%), *were excessively harsh in criticism of their work performance* (44%), or *used insults/sarcasm/gestures to humiliate them* (38%).

- Minimal differences were observed across race/ethnicity or trend years within the Marine Corps.
- Additional influences on unit climate, including the duty station, local community surrounding the duty station, and the military and nation overall were explored for Marine Corps as well, with minimal differences emerging when compared to the other Services.
 - Similar to the DoD results, the majority of Marine Corps members denied problems with *hate crimes* (90%), *gangs* (90%), and *racist/extremist organizations* (87%) at their duty station.
 - Similar to the DoD results, the majority of Marine Corps members also denied problems with *hate crimes* (75%), *racist/extremist organizations* (74%), and *gangs* (71%) in the local community surrounding their duty station.
 - 40% of Marine Corps members indicated racial/ethnic relations in the military are *better today*, 52% indicate *about the same as five years ago*, and 7% indicated *worse today*.
 - 25% of Marine Corps members indicated racial/ethnic relations in the nation are *better today*, 26% indicate *about the same as five years ago*, and 49% indicated *worse today*.
 - Minimal differences were observed across race/ethnicity in the Marine Corps.
 - Trend analyses reveal some improvements in problems at their duty station and the community surrounding it, especially when compared to 2005, though perceptions that racial/ethnic relations in the military and nation have worsened for Marine Corps members over time.

Effectiveness of Marine Corps Policies Designed to Improve Relationships Among All Racial and Ethnic Groups

In the military, each Service is responsible for designing and implementing Equal Opportunity policy in accordance with DoD Military Equal Opportunity policy. The 2017 WEOA assesses perceptions of leadership and training received in order to evaluate current policies to improve relationships among racial and ethnic groups. Core to these policies are the role of leaders and training.

- Similar to DoD results, the majority of Marine Corps members indicate all levels of leadership make honest and reasonable efforts to stop racial/ethnic harassment and discrimination.
 - 73% indicated such for their *immediate supervisors*, 71% for *senior leadership of their Service*, and 69% for *senior leadership of their installation/ship*.

- Minimal differences were observed across race/ethnicity in the Marine Corps or trend years.
- Similar to DoD results, the majority of Marine Corps members indicate their *immediate supervisor* (92%) pays the right amount of attention to racial/ethnic harassment/ discrimination, though less indicated so about the *military* overall (69%).
- A large majority of Marine Corps members (88%) indicated they received *training on topics related to racial/ethnic harassment/discrimination in the past 12 months*.
 - Of those who received training, the large majority (94%) indicated that the training was *slightly to very effective* in actually reducing and/or preventing racial/ethnic harassment/discrimination, and only 6% indicated that the training was *not at all* effective.
 - The majority of Marine Corps members who received such training agreed the training covered relevant content.
 - Few significant differences were observed by race/ethnicity or for trend years.

The Effectiveness of Current Processes for Complaints of and Investigations into Racial/Ethnic Harassment/Discrimination in the Marine Corps

The 2017 WEOA contains several question blocks to evaluate current processes for complaints and investigations. Some of these questions were asked of all military members and some were asked only to those who indicated experiencing racial/ethnic harassment/discrimination in the past year.

- As found with DoD overall, most Marine Corps members have knowledge of reporting processes, with a little over half to two-thirds endorsing positive perceptions of the reporting climate.
 - 92% *would know how to report experiences of racial/ethnic discrimination*, 93% *would know how to report experiences of racial/ethnic harassment*, and 87% indicated *the availability of reporting hotlines is publicized enough*.
 - Over half of Marine Corps members indicated to a large extent that *complaints about racial/ethnic harassment and discrimination would be taken seriously* (67%), *policies forbidding racial/ethnic harassment and discrimination are publicized* (64%), *people would be stopped from getting away with racial/ethnic harassment and discrimination* (63%), and *members of their workgroup would feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors* (57%).
 - The majority of Marine Corps members indicated chances of promotion *would be the same* after reporting (85%), though 7% indicated they *would be better* and 9% indicated they *would be worse*. Marine Corps members were more likely to

indicate the chances of promotion *would be the same* after reporting than other Service members.

- White Marine Corps members endorsed more positive perceptions of the reporting climate than other Marine Corps members, whereas Black, Hispanic, and Asian Marine Corps members endorsed less positive perceptions. Total Minority Marine Corps members also endorsed less positive perceptions. Trend analyses reveals modest improvements in perceptions of reporting climate in the Marine Corps over time.
- Of Marine Corps members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, only 17% reported the behaviors to a *DoD authority* and variability was observed for reporting outcomes. Marine Corps results are generally similar to DoD results, though Marine Corps members were less likely to use some reporting options when compared to the other Services.
 - 14% indicated reporting to *someone in the chain of command* (11% to *someone in their chain of command* and 11% to *someone in the chain of command of the alleged offender*), 8% to *a special military office responsible for handling reports*, and 5% to *other person or office with responsibility for follow up*. Hispanic Marine Corps members were less likely to utilize various reporting options than other Marine Corps members.
 - Of Marine Corps members who reported, the majority indicated they did so *to prevent it from happening to someone else* (94%), *to prevent it from happening again* (90%), and *to make their work environment a better place* (87%).
 - A small portion (16%) of those who reported endorsed experiencing behaviors in line with *any type of retaliation as a result*. In particular, 10% endorsed experiencing behaviors in line with *professional retaliation* and 16% *social retaliation* as a result of reporting. Marine Corps members who reported were less likely to endorse experiencing behaviors in line with retaliation.
 - Approximately two-thirds (69%) of those who reported indicated the one situation was *corrected*. Marine Corps members who reported were more likely to indicate the one situation was *corrected* than other Service members.
 - Satisfaction with the reporting process and outcomes of reporting were not reportable for Marine Corps.
 - Among Marine Corps members who did not report to a DoD authority, the top three reasons they indicated for not reporting include they *thought it was not important enough to report* (53%), *took care of the problem themselves* (53%), and *thought it would make their work situation unpleasant* (38%).

Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating racial/ethnic harassment/discrimination among its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2017 WEOA* performs a critical surveillance function by providing insights regarding the prevalence of racial/ethnic harassment/discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The purpose of this appendix was to present the results and trends for Marine Corps for the *2017 WEOA*. While the introductory section provides an overview of topline findings, all results for Marine Corps are presented in the tables that follow. All uses and interpretations of the *2017 WEOA* data should be made in light of the methodological information contained in the main report.

As found with the DoD overall, results of the *2017 WEOA* for Marine Corps suggest that, although some progress has been made to improve racial/ethnic relations, further work remains to be done to ensure members of all race/ethnicity experience improvement. In particular, the majority of Marine Corps members endorsed positive perceptions of the climate for diversity and inclusion in the Marine Corps, and did not indicate experiencing racial/ethnic harassment or discrimination in the past year. Improvements have also been seen in forming relationships with diverse personnel, relationships with coworkers and leaders, and leadership efforts to eradicate racial/ethnic harassment/ discrimination over time. However, there is a sizeable portion of Marine Corps members who experienced racial/ethnic harassment and discrimination in the past year and a much larger portion who experienced less severe forms of workplace incivility, suggesting there is still work to be done. Moreover, results strongly suggest that perceptions and experiences vary by race/ethnicity, though less so than seen in the DoD overall results. In these cases, White Marine Corps members experience the Marine Corps differently than members of other races/ethnicities. They endorse more positive perceptions of the diversity and inclusion climate, and are less likely to experience racial/ethnic harassment or discrimination. Conversely, minority Marine Corps members, and Black Marine Corps members in particular, endorse less positive perceptions and are more likely to experience racial/ethnic harassment and discrimination. Indeed, approximately 1 in 5 minority Marine Corps members experienced racial/ethnic harassment or discrimination in the past year, which signals there is much work to be done to ensure the Marine Corps provides an equal opportunity climate for all its members to ensure they are able to advance in their careers based on their talent and aspirations. Further, those who experienced racial/ethnic harassment or discrimination were unlikely to report, but when they did report, the situation was often corrected. This presents another opportunity for the Marine Corps to encourage members to report as reporting is an effective tool to correct the behavior for members who experience racial/ethnic harassment and discrimination.

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Table 1.**Marine Corps: Estimated Past Year Racial/Ethnic Harassment/Discrimination Rates**

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Estimated Past Year Racial/Ethnic Harassment/ Discrimination Rate	12.4	7.8	18.6	7.8	32.0	14.0	20.9
Estimated Past Year Racial/Ethnic Harassment Rate	11.9	7.4	17.7	7.4	30.9	13.4	18.1	15.3
Estimated Past Year Racial/Ethnic Discrimination Rate	2.6	1.0	4.8	1.0	10.6	2.4	7.9	4.5

Margins of error range from $\pm 1.0\%$ to $\pm 7.0\%$
Percent of all active duty members

Table 2.
Marine Corps: Experienced Racial/Ethnic-Related Harassment Behavior in the Past 12 Months by Someone From Work

	KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Used an offensive racial/ethnic term	7.1	4.8	10.1	4.8	16.8	7.9	11.2	8.4
Told racial/ethnic jokes	6.8	3.5	11.3	3.5	19.6	9.1	11.0	7.9
Used a stereotype about your racial/ethnic group	5.4	2.4	9.5	2.4	17.7	6.5	11.4	8.4
Insulted your racial/ethnic group	4.1	1.3	7.7	1.3	11.8	6.2	9.5	6.9
Made a comment about the way people in your racial/ethnic group talk	4.1	1.7	7.2	1.7	12.3	4.8	8.5	8.6
Claimed that his/her race/ethnicity is better than others	3.3	2.2	4.7	2.2	6.5	3.6	5.5	6.3
Made a comment about a physical characteristic of your racial/ethnic group	3.0	0.9	5.8	0.9	9.7	4.1	9.2	5.5
Showed you a lack of respect because of your race/ethnicity	3.0	0.7	5.9	0.7	14.1	2.3	7.1	7.8
Directed an offensive action or comment at another person because of his/her race/ethnicity	2.5	1.3	4.2	1.3	4.7	4.1	6.3	2.6
Displayed something that threatens or insults a racial/ethnic group	2.4	1.0	4.3	1.0	9.5	2.8	3.1	3.0
Excluded you from an activity because of your race/ethnicity	1.0	0.2	2.1	0.2	4.0	1.0	4.1	2.5
Threatened or physically assaulted you because of your race/ethnicity	0.4	<0.1	1.0	<0.1	1.1	0.5	3.1	1.4

Margins of error range from ±0.4% to ±6.8%
 Percent of all active duty members

Table 3.
Marine Corps: Experienced Racial/Ethnic-Related Discrimination Behavior in Past 12 Months

	KEY:							
	<i>Within Year Group Differences</i>							
	■ Higher Response		■ Lower Response					
	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Someone from work made it harder for you to get a military award	1.2	0.5	2.2	0.5	4.3	1.5	2.4	2.0
Someone from the military punished you unfairly	1.0	<0.1	2.3	<0.1	6.8	0.4	3.8	2.6
Someone from work made it harder for you to get a military promotion	1.0	0.2	2.0	0.2	1.6	1.9	2.3	2.5
Someone from work gave you a lower military performance evaluation	0.8	0.1	1.8	0.1	2.3	1.2	4.6	2.2
Someone from work gave you an unfair military training evaluation or rating	0.7	<0.1	1.6	<0.1	2.5	1.0	2.7	2.1
Someone from work made it difficult or impossible for you to get a military training opportunity	0.7	<0.1	1.6	<0.1	3.4	0.9	2.9	1.3
Received worse service/fewer benefits by someone employed to administer service/benefits	0.6	0.2	1.1	0.2	1.6	0.6	3.4	1.4
Someone from work assigned you to either an undesirable or unimportant military task	0.5	<0.1	1.1	<0.1	1.2	0.4	4.0	2.8
Someone from the military made it difficult/impossible to go into preferred military occupation	0.4	<0.1	1.0	<0.1	1.1	0.4	1.8	2.6
Someone from work assigned you to an undesirable military unit/installation/country	0.4	<0.1	1.0	<0.1	1.2	0.5	2.2	2.2
Someone from the military restricted your options for scheduling your military requirements	0.3	<0.1	0.7	<0.1	0.5	0.4	1.5	1.5
Someone from work denied your military leave, pass, or liberty request	0.2	<0.1	0.5	<0.1	<0.1	0.3	1.3	1.6

Margins of error range from $\pm 0.1\%$ to $\pm 7.1\%$

Percent of all active duty members

Table 4.
Marine Corps: Type of Most Bothersome Experience Discussed in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Most bothersome behavior or set of related events experienced and discussed in the one situation	Harassment only	81	NR	76	NR	70	83	NR	76
	Discrimination only	5	5	5	5	4	4	NR	5
	Both	11	1	16	1	24	8	NR	17
	Did not identify	4	NR	3	NR	2	5	NR	2

Margins of error range from ±3% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 5.
Marine Corps: Behavior(s) Experienced in the One Situation Occurred More Than Once

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Behavior(s) experienced in the one situation occurred more than once		68	NR	68	NR	73	NR	69	78

Margins of error range from ±9% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 6.
Marine Corps: Frequency of Behavior(s) Experienced in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
How often did the behavior(s) occur?	Once	32	NR	32	NR	27	NR	31	22
	Occasionally	53	NR	51	NR	56	NR	NR	NR
	Frequently	9	NR	11	NR	10	9	NR	NR
	Still occurring	5	NR	6	NR	6	5	8	NR

Margins of error range from ±5% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 7.
Marine Corps: One Situation Occurred at a Military Installation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
One situation occurred at a military installation		85	NR	84	NR	86	79	92	91

Margins of error range from ±8% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 8.
Marine Corps: Circumstances in Which the One Situation Occurred

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	In a military context	85	91	82	91	86	77	89
At your work	75	83	71	83	70	69	79	77
During duty hours	73	NR	66	NR	70	NR	77	69
In a work environment where members of your racial/ethnic background are uncommon	39	NR	45	NR	53	32	64	NR
While you were deployed	19	NR	16	NR	12	NR	NR	NR
At a non-work location	39	NR	40	NR	36	NR	NR	NR
Online on social media or via other electronic communications	15	NR	14	NR	11	NR	22	NR

Margins of error range from ±7% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 9.
Marine Corps: Affiliation of the Alleged Offender(s) in the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	At least one alleged offender in the one situation was member of DoD workforce	74	NR	72	NR	74	65	79
At least one alleged offender in the one situation was leadership	39	NR	43	NR	49	30	NR	66
Someone in your chain of command	29	NR	30	NR	41	17	36	NR
Other person(s), not in your chain of command, of higher rank/grade	24	NR	28	NR	33	19	NR	NR
Your coworker(s)	46	NR	50	NR	51	NR	41	69
Your subordinate(s)	28	NR	21	NR	19	18	21	NR
DoD/DHS civilian employee(s)	6	10	4	10	4	NR	5	15
DoD/DHS civilian contractor(s)	1	<1	2	<1	3	NR	3	NR
A civilian from the local community	11	NR	7	NR	NR	1	8	NR
Other person(s)	20	NR	20	NR	26	NR	21	NR
Unknown person(s)	18	NR	15	NR	18	14	20	8

Margins of error range from ±1% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 10.
Marine Corps: Racial/Ethnic Group of Alleged Offender(s) in the One Situation Compared to Member

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Racial/ethnic group of alleged offender(s) compared to member	Same as member	6	14	1	14	2	NR	4	<1
	Different than member	48	NR	51	NR	59	NR	61	NR
	A mix of same and different	28	NR	28	NR	22	32	20	NR
	Unknown	18	NR	20	NR	17	28	15	9

Margins of error range from $\pm 3\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 11.
Marine Corps: Racial/Ethnic Group of Alleged Offender(s) in the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
White		60	NR	69	NR	74	64	61	76
Black or African American		39	NR	30	NR	24	29	35	NR
Spanish/Hispanic/Latino		34	NR	33	NR	31	32	42	36
Multiracial/ethnic individual(s)		26	NR	26	NR	20	27	31	NR
Asian		17	NR	15	NR	11	17	24	NR
Native Hawaiian or other Pacific Islander		15	NR	14	NR	8	NR	NR	NR
American Indian or Alaska Native		11	NR	10	NR	6	NR	NR	NR
Unknown race/ethnicity		24	NR	19	NR	17	18	17	25

Margins of error range from $\pm 7\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 12.
Marine Corps: Work Impact of the One Situation

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Thought about getting out of your Service	22	8	29	8	36	20	NR	35
Requested a transfer	5	NR	7	NR	7	3	NR	NR

Margins of error range from ±4% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 13.
Perceived Retaliation as Result of the One Situation

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Social retaliation	Yes	8	NR	12	NR	15	NR	24	NR
	No	78	NR	74	NR	72	82	NR	70
	Don't know	14	NR	14	NR	13	13	26	14
Professional retaliation	Yes	4	NR	6	NR	6	NR	NR	NR
	No	85	98	78	98	74	83	71	74
	Don't know	12	2	17	2	19	15	13	18

Margins of error range from ±3% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 14.
Marine Corps: Perceiving Experiencing Any Type of Retaliation as a Result of the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Experienced any type of retaliation as a result of the one situation	8	NR	12	NR	15	4	28

Margins of error range from ±6% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 15.
Marine Corps: One Situation Was Corrected

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	One situation was corrected	62	78	53	78	50	NR	NR

Margins of error range from ±9% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 16.
Marine Corps: Agreement With Statements About Diversity

		KEY:		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
		Within Year Group Differences										
		■ Higher Response	■ Lower Response									
I support my Service’s diversity efforts.	Agree	74		73	74	73	76	76	81	60		
	Neither agree nor disagree	22		22	22	22	22	20	18	34		
	Disagree	4		5	3	5	2	3	2	6		
Diversity is important to building a quality force.	Agree	71		70	72	70	74	71	78	68		
	Neither agree nor disagree	24		22	25	22	25	25	19	29		
	Disagree	6		7	3	7	1	4	3	4		
Diversity will benefit everyone.	Agree	70		68	73	68	77	74	77	57		
	Neither agree nor disagree	25		26	24	26	22	23	20	32		
	Disagree	5		7	4	7	1	3	3	NR		
Diversity will unify personnel.	Agree	67		67	69	67	73	69	74	55		
	Neither agree nor disagree	27		26	28	26	25	27	21	38		
	Disagree	6		8	4	8	2	4	4	7		
Diversity initiatives positively affect my Service.	Agree	64		63	67	63	68	68	75	60		
	Neither agree nor disagree	29		29	29	29	30	28	21	35		
	Disagree	7		9	4	9	2	4	3	5		
I am personally committed to diversity.	Agree	59		54	65	54	69	66	70	56		
	Neither agree nor disagree	37		41	31	41	30	30	27	40		
	Disagree	5		5	4	5	2	5	3	4		

Table 16. (continued)

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
		Diversity is the same as Military Equal Opportunity policy.		Agree	53	51	56	51	56	56
Neither agree nor disagree	38			39	35	39	34	36	24	36
Disagree	10			10	9	10	10	8	8	10
I actively am involved and/or provide input in support of my Service's diversity efforts.		Agree	43	39	48	39	51	48	55	39
		Neither agree nor disagree	48	50	44	50	42	45	37	47
		Disagree	10	11	8	11	8	7	8	14
Diversity will lower my Service's standards.		Agree	28	26	31	26	28	32	33	29
		Neither agree nor disagree	29	29	27	29	28	24	24	39
		Disagree	43	44	42	44	44	44	43	32

Margins of error range from $\pm 2\%$ to $\pm 16\%$
 Percent of all active duty members

Table 17.
Marine Corps: Comfort With Diversity

			KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017							
			Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Interacting with people from different racial/ethnic groups	Large extent	2017	85	90	78	90	74	80	78	80
		2013	76▼	77▼	76	77▼	71	78	71	76
		2009	77▼	79▼	71	79▼	69	73	70	70
		2005	69▼	70▼	65▼	70▼	58▼	71	63▼	66
	Small/Moderate extent	2017	12	9	16	9	22	14	17	17
		2013	19▲	18▲	20	18▲	24	18	22	19
		2009	19▲	17▲	23	17▲	24	21	22	26
		2005	9	8	11	8	10▼	10	12	15
	Not at all	2017	3	1	5	1	4	7	4	3
		2013	5	5	5	5	5	4	8	6
		2009	5	4▲	6	4▲	6	7	8	3
		2005	22▲	21▲	24▲	21▲	32▲	19▲	26▲	18▲
Interacting with people with different religious beliefs than you	Large extent	2017	83	88	77	88	74	78	76	79
		2013	65▼	68▼	59▼	68▼	60▼	60▼	59▼	51▼
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	14	11	18	11	21	16	20	19
		2013	25▲	24▲	28▲	24▲	29	28▲	30	25
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	3	1	5	1	4	6	4	3
		2013	10▲	8▲	13▲	8▲	11▲	12	11▲	23▲
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Being open about your religious beliefs with other military members	Large extent	2017	71	74	66	74	61	68	66	61
		2013	54▼	55▼	52▼	55▼	49	54▼	54	45
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	23	21	27	21	31	25	27	33
		2013	36▲	36▲	36▲	36▲	39	35	34	31
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	6	5	7	5	8	7	7	6
		2013	10▲	9	13	9	12	11	12	24▲
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±18%
Percent of all active duty members

Table 18.
Marine Corps: Feelings About Interactions With Diverse Members

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Feel pressure from military members not to socialize with members of other racial/ethnic groups	Large extent	2017	1	1	1	1	2	1	2	1
		2013	8▲	8▲	8▲	8▲	10▲	8▲	6▲	4
		2009	6▲	6▲	6▲	6▲	8▲	6▲	5	3
		2005	1	1	1	1	1	2	1	1
	Small/Moderate extent	2017	10	6	15	6	21	13	17	10
		2013	21▲	19▲	25▲	19▲	27	25▲	24	22
		2009	23▲	23▲	24▲	23▲	29	23	22	21
		2005	11	10	13	10	15	12	13	NR
	Not at all	2017	89	92	84	92	77	86	82	89
		2013	71▼	73▼	67▼	73▼	64▼	67▼	70	74▼
		2009	71▼	72▼	70▼	72▼	63▼	71▼	73	76
		2005	88	89	86	89	84	87	86	86
Feel the need to watch what you say when with people from different racial/ethnic groups	Large extent	2017	8	9	7	9	10	5	11	7
		2013	13▲	13	11▲	13	19▲	9	11	6
		2009	8	8	9	8	12	9	6	4
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	32	31	34	31	40	34	35	25
		2013	44▲	43▲	47▲	43▲	46	48▲	44	43▲
		2009	35	35	35	35	39	34	35	30
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	60	60	59	60	50	61	54	67
		2013	43▼	44▼	42▼	44▼	36▼	43▼	45	51
		2009	57	57	56	57	49	57	59	66
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Feel the need to watch behavior when interacting with people from different racial/ethnic groups	Large extent	2017	7	7	7	7	10	6	7	8
		2013	10	11	10	11	18	7	9	7
		2009	7	7	8	7	10	8	6	3
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	25	22	28	22	37	26	36	18
		2013	40▲	40▲	41▲	40▲	41	42▲	39	36▲
		2009	31	30	32	30	38	30	33	29
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	68	70	65	70	53	68	57	74
		2013	49▼	49▼	49▼	49▼	41	50▼	52	57▼
		2009	62	64	60	64	52	63	61	68
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Table 18. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Feel pressure from members to avoid socializing with members with different religious beliefs	Large extent	2017	1	2	1	2	1	1	2	3
		2013	5▲	6	5▲	6	8▲	4	5▲	2
		2009	NA	NA	NA	NA	NA	NA	NA	NA
			2005	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	11	8	15	8	22	14	18	11
		2013	23▲	21▲	26▲	21▲	27	26▲	27	24
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	88	91	83	91	77	85	80	86
		2013	72▼	73▼	69▼	73▼	65	71▼	68	74
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±17%
 Percent of all active duty members

Table 19.
Marine Corps: Agreement With Statements About Immediate Supervisor

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
You trust your supervisor.	Agree	2017	78	78	77	78	73	79	82	74
		2013	73	74	72	74	67	72	76	80
		2009	71▼	70	72	70	67	75	77	71
		2005	77	78	75	78	75	76	80	69
	Neither agree nor disagree	2017	11	10	13	10	18	12	13	11
		2013	13	11	17	11	22	16	15	13
		2009	15	14	16	14	20	14	14	15
		2005	14	14	16	14	16	14	16	22
	Disagree	2017	11	12	9	12	9	9	5	15
		2013	13	15	11	15	11	12	9	7
		2009	15	16	12	16	12	11	10	14
		2005	8	8	9	8	9	9	4	8
Your supervisor ensures that all assigned personnel are treated fairly.	Agree	2017	77	78	74	78	75	74	81	75
		2013	73	72	73	72	69	74	75	74
		2009	70▼	69	72	69	72	74	78	64
		2005	77	78	77	78	78	78	76	70
	Neither agree nor disagree	2017	14	11	18	11	16	20	13	16
		2013	16	15	18	15	21	16	17	21
		2009	15	14	17	14	20	15	14	18
		2005	12	11	13	11	13	12	15	15
	Disagree	2017	10	11	8	11	10	7	6	10
		2013	12	13	10	13	11	10	9	6
		2009	15▲	17	11	17	7	12	9	19
		2005	11	11	10	11	9	10	9	NR
There is very little conflict between your supervisor and the people who report to him/her.	Agree	2017	72	74	70	74	73	70	77	66
		2013	71	73	68	73	64	67	69	75
		2009	67	65	70	65	66	74	71	60
		2005	71	72	70	72	71	70	71	66
	Neither agree nor disagree	2017	16	14	20	14	18	20	16	23
		2013	15	14	18	14	19	17	22	15
		2009	19	20	19	20	21	15	21	26
		2005	16	15	17	15	17	16	19	14
	Disagree	2017	11	12	10	12	9	10	7	11
		2013	14	13	15	13	16	16	9	10
		2009	14	15	12	15	12	11	8	14
		2005	13	13	13	13	11	13	10	20

Table 19. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Your supervisor evaluates your work performance fairly.	Agree	2017	77	78	76	78	72	76	79	78
		2013	70	70	70	70	66	70	69	77
		2009	70▼	69	72	69	69	74	76	67
		2005	76	77	75	77	74	77	76	65
	Neither agree nor disagree	2017	14	12	17	12	22	17	15	13
		2013	18	17	20	17	20	21	20	16
		2009	19	18	20	18	23	17	16	27
		2005	14	13	16	13	16	15	17	16
	Disagree	2017	9	10	7	10	7	7	6	8
		2013	12	13	10	13	14	9	11	7
		2009	12	13	9	13	8	10	7	7
		2005	10	9	10	9	10	8	7	NR
Your supervisor assigns work fairly in your work group.	Agree	2017	76	77	74	77	71	76	81	70
		2013	69	70	69	70	67	67	73	75
		2009	69▼	68	71	68	69	74	72	61
		2005	74	74	74	74	75	76	74	60
	Neither agree nor disagree	2017	16	15	19	15	21	18	14	18
		2013	18	17	19	17	24	17	18	17
		2009	19	18	21	18	23	17	18	32
		2005	16	15	16	15	17	14	18	18
	Disagree	2017	8	9	7	9	8	6	5	11
		2013	13▲	14	12	14	9	15▲	9	8
		2009	12	14	9	14	8	9	9	6
		2005	10	10	10	10	8	9	7	21
You are satisfied with the direction/supervision you receive.	Agree	2017	70	70	69	70	66	69	75	70
		2013	68	69	66	69	64	66	66	70
		2009	64	62	68	62	64	73	71	54
		2005	69	69	69	69	66	72	72	60
	Neither agree nor disagree	2017	16	14	20	14	21	20	18	18
		2013	18	17	19	17	19	19	19	20
		2009	19	19	18	19	23	14	18	26
		2005	17	17	18	17	19	17	18	23
	Disagree	2017	14	16	12	16	13	12	7	13
		2013	14	14	14	14	17	15	15	10
		2009	17	19	14	19	13	13	11	20
		2005	14	15	13	15	15	11	9	17

Table 19. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
You were encouraged by your supervisor to participate in a command climate survey.	Agree	2017	61	62	60	62	59	62	62	53
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Neither agree nor disagree	2017	25	23	27	23	27	25	28	38
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2017	14	14	13	14	14	14	10	9
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Your unit commander briefed you on command climate survey outcomes and the way forward.	Agree	2017	61	60	61	60	60	63	67	51
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Neither agree nor disagree	2017	24	25	22	25	25	20	23	28
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2017	15	15	16	15	15	17	10	21
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±18%
 Percent of all active duty members

Table 20.
Marine Corps: Agreement With Statements About Inclusion in the Workplace

<p>KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response</p>		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Coworkers are treated as valued members of the team without losing their unique identities.	Agree	76	77	75	77	74	74	81	79
	Neither agree nor disagree	18	18	19	18	23	20	16	14
	Disagree	6	6	6	6	4	6	3	6
I believe I can use my chain of command to address concerns about discrimination without fear	Agree	75	78	71	78	69	70	74	76
	Neither agree nor disagree	20	18	24	18	25	25	22	15
	Disagree	4	3	5	3	6	5	4	8
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	Agree	68	67	69	67	69	70	74	67
	Neither agree nor disagree	25	24	25	24	28	25	22	26
	Disagree	7	8	5	8	3	6	4	6
Members in my workgroup are empowered to make work-related decisions on their own.	Agree	67	68	66	68	64	65	73	70
	Neither agree nor disagree	26	25	28	25	31	29	24	21
	Disagree	6	7	6	7	4	6	3	9
Outcomes are fairly distributed among members of my workgroup.	Agree	67	68	66	68	61	67	70	70
	Neither agree nor disagree	24	23	25	23	33	24	25	19
	Disagree	9	9	9	9	5	9	5	11

Table 20. (continued)

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
The decision-making processes that impact my workgroup are fair.	Agree	66	67	64	67	64	63	70	68
	Neither agree nor disagree	26	25	26	25	29	26	24	23
	Disagree	8	7	10	7	7	11	6	9
Racial slurs, comments, and/or jokes are used in my workplace.	Agree	23	22	24	22	24	25	20	21
	Neither agree nor disagree	27	27	28	27	32	28	29	17
	Disagree	50	51	49	51	44	47	51	62
Sexist slurs, comments, and/or jokes are used in my workplace.	Agree	22	22	22	22	24	22	19	22
	Neither agree nor disagree	27	27	29	27	32	30	30	18
	Disagree	50	51	49	51	44	49	52	60
I feel excluded by my workgroup because I am different.	Agree	18	17	19	17	24	17	16	18
	Neither agree nor disagree	24	24	24	24	28	22	26	22
	Disagree	59	59	58	59	48	61	58	60

Margins of error range from $\pm 3\%$ to $\pm 16\%$
Percent of all active duty members

Table 21.
Marine Corps: Agreement With Statements About People in the Workplace

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
There is very little conflict among your coworkers.	Agree	2017	63	65	62	65	61	63	60	60
		2013	60	60	60	60	54	62	65	59
		2009	57	57	56	57	62	58	51	41
		2005	61	63	58	63	60	60	55	41
	Neither agree nor disagree	2017	21	21	21	21	19	23	24	18
		2013	21	21	21	21	22	19	22	23
		2009	21	20	24	20	19	24	32	28
		2005	21	22	18	22	17	19	23	14
	Disagree	2017	16	15	17	15	20	14	16	22
		2013	19	19	19	19	23	19	14	18
		2009	22 ▲	23	20	23	19	18	17	30
		2005	18	15	24 ▲	15	23	21	22	44
Your coworkers put in the effort required for their jobs.	Agree	2017	65	64	67	64	70	65	71	66
		2013	65	63	68	63	70	69	66	67
		2009	66	65	70	65	72	71	68	63
		2005	65	64	66	64	73	66	66	47
	Neither agree nor disagree	2017	19	19	19	19	20	19	22	15
		2013	21	22	20	22	22	18	20	24
		2009	19	19	18	19	18	17	20	22
		2005	20	21	19	21	14	20	22	25
	Disagree	2017	16	17	14	17	10	16	6	19
		2013	14	15	12	15	9	13	15	9
		2009	15	16	12	16	10	13	13	15
		2005	15	16	15	16	13	14	12	28
The people in your work group tend to get along.	Agree	2017	75	76	72	76	70	74	72	68
		2013	74	75	73	75	69	76	73	67
		2009	74	73	76	73	74	78	75	69
		2005	75	76	73	76	77	73	70	61
	Neither agree nor disagree	2017	18	17	20	17	18	20	20	25
		2013	17	16	18	16	20	16	17	27
		2009	17	17	17	17	17	15	16	21
		2005	18	18	16	18	13	19	21	13
	Disagree	2017	7	6	8	6	12	7	8	6
		2013	9	9	9	9	11	8	10	5
		2009	9	10	8	10	9	6	9	NR
		2005	7	5	11	5	10	8	10	25

Table 21. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
The people in your work group are willing to help each other.	Agree	2017	73	72	74	72	74	75	76	71
		2013	76	76	75	76	73	76	76	73
		2009	73	72	75	72	75	76	79	66
		2005	74	75	73	75	75	74	72	63
	Neither agree nor disagree	2017	18	19	18	19	17	18	18	22
		2013	16	14	18	14	15	18	16	21
		2009	19	20	16	20	17	15	15	22
		2005	17	16	18	16	17	18	20	16
	Disagree	2017	8	9	8	9	9	7	6	7
		2013	9	10	8	10	12	6	9	6
		2009	8	8	9	8	7	9	5	12
		2005	9	9	9	9	8	8	8	21
You are satisfied with the relationships you have with your coworkers.	Agree	2017	69	68	71	68	68	72	71	70
		2013	71	71	72	71	68	73	73	74
		2009	72	70	74	70	74	78	67	63
		2005	75	76	74	76	78	76	69	52
	Neither agree nor disagree	2017	18	17	20	17	20	19	22	18
		2013	19	18	20	18	24	18	19	20
		2009	18	19	18	19	16	16	21	26
		2005	15	14	17	14	16	15	20	29
	Disagree	2017	13	15	10	15	12	9	7	NR
		2013	10	11	8	11	8	9	8	6
		2009	10	11	9	11	10	7	12	11
		2005	10	10	9	10	6	9	11	18

Margins of error range from ±2% to ±18%
 Percent of all active duty members

Table 22.
Marine Corps: Experienced Behavior(s) in Line With Workplace Hostility From Coworkers or Supervisors During the Past 12 Months

KEY: Higher Response Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Did not provide you with information or assistance when needed	65	64	67	64	65	67	70
Gossiped/talked about you	53	54	52	54	56	51	57	47
Yelled when they were angry with you	47	47	47	47	46	45	45	54
Took credit for your work or ideas	45	45	45	45	44	46	45	38
Were excessively harsh in their criticism of your work performance	44	42	46	42	43	46	50	49
Used insults, sarcasm, or gestures to humiliate you	38	38	38	38	39	37	41	35

Margins of error range from ±5% to ±14%
 Percent of all active duty members

Table 23.
Marine Corps: Problems At Duty Station

			KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
			Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Racist/extremist organizations or individuals	Large extent	2017	4	4	3	4	2	3	4	2	
		2013	2	2	2	2	2	2	4	2	
		2009	2	2	2	2	2	1	2	2	
		2005	4	3	5	3	4	5	6	2	
	Small/Moderate extent	2017	9	6	12	6	22	9	13	12	
		2013	9	8	10	8	15	8	15	5	
		2009	12	10	16	10	20	12	12	19	
		2005	19▲	18▲	21▲	18▲	23	18▲	23	NR	
	Not at all	2017	87	89	85	89	76	87	84	86	
		2013	89	89	88	89	83	89	82	93	
		2009	87	88	83	88	77	86	86	79	
		2005	77▼	79▼	75▼	79▼	73	77▼	71	NR	
Hate crimes	Large extent	2017	2	3	2	3	4	1	3	1	
		2013	2	2	2	2	2	2	4	2	
		2009	1	1	2	1	2	1	2	2	
		2005	3	3	4▲	3	4	5▲	3	2	
	Small/Moderate extent	2017	8	6	11	6	13	10	11	13	
		2013	8	9	8	9	11	6	13	4	
		2009	8	7	12	7	16	9	10	14	
		2005	18▲	16▲	21▲	16▲	24▲	16	21	NR	
	Not at all	2017	90	91	87	91	84	89	85	86	
		2013	89	89	90	89	87	91	83	94	
		2009	90	92	87	92	82	89	88	84	
		2005	79▼	82▼	75▼	82▼	73▼	79▼	76	NR	
Gangs	Large extent	2017	3	3	3	3	4	3	3	1	
		2013	2	2	3	2	2	2	4	3	
		2009	2	2	2	2	4	1	2	2	
		2005	3	3	3	3	2	4	3	4	
	Small/Moderate extent	2017	8	7	9	7	10	7	11	12	
		2013	9	10	8	10	16	5	13	5	
		2009	12	10	14	10	17	13	11	12	
		2005	21▲	20▲	23▲	20▲	24▲	20▲	19	NR	
	Not at all	2017	90	90	89	90	86	91	86	86	
		2013	89	89	89	89	82	92	83	92	
		2009	86	87	84	87	79	85	87	86	
		2005	76▼	77▼	73▼	77▼	73▼	76▼	78	NR	

Margins of error range from ±1% to ±16%
Percent of all active duty members

Table 24.
Marine Corps: Problems in the Local Community Around Duty Station

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Racist/extremist organizations or individuals	Large extent	2017	3	3	4	3	4	4	2	5
		2013	2	1	3	1	2	3	4	2
		2009	2	3	2	3	2	1	2	3
		2005	3	3	3	3	2	4	1	2
	Small/Moderate extent	2017	23	24	21	24	27	17	26	23
		2013	18	20	14▼	20	23	10	16	13
		2009	25	26	22	26	25	20	20	26
		2005	28	28	29▲	28	30	24	30	52▲
	Not at all	2017	74	72	75	72	69	79	73	73
		2013	81	79	83▲	79	75	87	79	84
		2009	73	71	76	71	72	79	77	71
		2005	68	69	68▼	69	67	72	69	47▼
Hate crimes	Large extent	2017	3	2	3	2	2	5	2	2
		2013	2	2	2	2	2	3	4	2
		2009	3	3	2	3	3	1	1	NR
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	22	25	18	25	23	14	24	26
		2013	16▼	18	12▼	18	13▼	11	15	11▼
		2009	24	26	20	26	22	17	21	21
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	75	73	78	73	75	81	75	72
		2013	82▲	80	86▲	80	85▲	86	82	88▲
		2009	74	71	78	71	75	82	78	71
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Gangs	Large extent	2017	4	3	5	3	2	7	2	2
		2013	4	4	5	4	7	4	4	5
		2009	7▲	8▲	6	8▲	8▲	4	6	NR
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	26	29	21	29	23	20	24	26
		2013	22	27	14▼	27	19	12	16	13
		2009	30	33	24	33	25	23	21	27
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	71	69	74	69	75	73	74	72
		2013	74	70	81▲	70	74	84	79	82
		2009	63▼	59	70	59	67	73	73	62
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±17%
Percent of all active duty members

Table 25.
Marine Corps: Perceptions of Racial/Ethnic Relations in the Military During Last 5 Years

			KEY:								
			Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Perceptions of race/ethnic relations in our military during the last five years		Worse today	2017	7	7	9	7	20	4	4	NR
			2013	3↓	2	4	2	4↓	4	3	3
			2009	2↓	2	3↓	2	5	1	2	3
			2005	2↓	1↓	3↓	1↓	5↓	2	1	<1
		About the same as five years ago	2017	52	51	53	51	51	53	49	59
			2013	44	42	49	42	52	49	48	44
			2009	40↓	41	37↓	41	39	32↓	33	NR
			2005	35↓	35↓	35↓	35↓	36↓	32↓	27↓	NR
		Better today	2017	40	42	38	42	29	43	47	31
			2013	53↑	56↑	47	56↑	44↑	48	49	53
			2009	58↑	56↑	60↑	56↑	56↑	67↑	65	43
			2005	63↑	64↑	62↑	64↑	59↑	66↑	72↑	NR

Margins of error range from ±1% to ±17%
Percent of active duty members who completed 5 years or more in active duty service

Table 26.
Marine Corps: Perceptions of Racial/Ethnic Relations in the Nation During Last 5 Years

			KEY:								
			Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Perceptions of race/ethnic relations in our nation during the last five years		Worse today	2017	49	53	44	53	55	38	39	53
			2013	13↓	14↓	12↓	14↓	13↓	11↓	13↓	16↓
			2009	9↓	10↓	6↓	10↓	8↓	5↓	5↓	9↓
			2005	7↓	6↓	9↓	6↓	10↓	7↓	8↓	9↓
		About the same as five years ago	2017	26	23	30	23	24	34	29	24
			2013	45↑	45↑	45↑	45↑	49↑	43	45	45↑
			2009	36↑	36↑	37	36↑	39↑	32	38	50↑
			2005	35↑	34↑	37	34↑	40↑	34	31	NR
		Better today	2017	25	24	26	24	21	27	32	23
			2013	42↑	41↑	43↑	41↑	38↑	46↑	43	39
			2009	55↑	54↑	57↑	54↑	53↑	63↑	58↑	41
			2005	58↑	59↑	55↑	59↑	50↑	59↑	60↑	46

Margins of error range from ±2% to ±16%
Percent of all active duty members

Table 28.
Marine Corps: Attention to Racial/Ethnic Harassment/Discrimination

			KEY:							
			Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
The military	Too much attention	2017	25	33	14	33	5	15	15	25
		2013	24	29	15	29	6	15	25	28
		2009	28	35	14	35	5	17	20	18
		2005	29	36	13	36	6	17	13	22
	The right amount of attention	2017	69	65	73	65	62	78	78	67
		2013	67	65	71	65	66	76	61	62
		2009	61▼	59	65▼	59	65	66▼	63▼	59
		2005	61▼	58	67	58	64	69	69	69
	Too little attention	2017	6	2	12	2	33	6	7	9
		2013	9	6	14	6	29	9	13▲	10
		2009	12▲	7▲	21▲	7▲	30	17▲	17▲	22
		2005	11▲	6▲	19▲	6▲	30	15▲	18▲	9
Your immediate supervisor	Too much attention	2017	4	4	4	4	2	6	4	2
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	The right amount of attention	2017	92	95	89	95	82	92	91	92
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Too little attention	2017	3	1	6	1	16	3	5	6
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±18%
Percent of all active duty members

Table 29.
Marine Corps: Received Training on Racial/Ethnic Harassment and Discrimination in Past 12 Months

		KEY:							
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Had training on topics related to racial/ethnic harassment and discrimination	2017	88	90	85	90	84	84	89	92
	2013	90	91	88	91	83	89	88	91
	2009	85	88	80	88	79	81	81	77
	2005	75▼	78▼	70▼	78▼	68▼	70▼	66▼	NR

Margins of error range from ±3% to ±16%
Percent of all active duty members

Table 30.
Marine Corps: Training Received Was Effective in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

		KEY:							
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Training received was effective	2017	94	94	93	94	95	93	94	88
	2013	93	92	95	92	95	97	96	NR
	2009	92	91	94	91	95	95	89	NR
	2005	96	96	96	96	95	97	93	98

Margins of error range from ±2% to ±12%
Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 31.
Marine Corps: Effectiveness of Training Received in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Effectiveness of training received in reducing/preventing racial/ethnic harassment/discrimination	Not at all effective	2017	6	6	7	6	5	7	6	12
		2013	7	8	5	8	5	3	4	NR
		2009	8	9	6	9	5	5	11	NR
		2005	4	4	4	4	5	3	7	2
	Slightly effective	2017	18	21	13	21	15	13	12	13
		2013	14	14	14	14	15	13	16	16
		2009	18	19	14	19	16	12	15	NR
		2005	13	13	13	13	14	9	14	NR
	Moderately effective	2017	40	37	45	37	49	44	52	38
		2013	38	38	38	38	41	38	43	30
		2009	42	41	45	41	45	44	39	NR
		2005	46	47	46	47	41	50	49	39
	Very effective	2017	36	36	35	36	31	37	29	37
		2013	41	39	43	39	38	46	37	43
		2009	32	30	35	30	34	39	35	21
		2005	37	36	37	36	39	38	31	NR

Margins of error range from $\pm 2\%$ to $\pm 17\%$

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 32.
Marine Corps: Racial/Ethnic Harassment/Discrimination Training Received Conveyed Relevant Information

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Taught that racial/ethnic harassment/discrimination reduces cohesion/effectiveness of the military	Agree	86	87	86	87	82	87	89	86	
	Neither agree nor disagree	13	13	13	13	17	13	11	12	
	Disagree	<1	<1	1	<1	1	<1	<1	1	
Provided a good understanding of what words and actions are racial/ethnic harassment/discrimination	Agree	85	85	85	85	80	86	89	86	
	Neither agree nor disagree	14	14	14	14	18	14	11	14	
	Disagree	1	1	1	1	2	<1	<1	1	
Identified racial/ethnic behaviors that are offensive to others and should not be tolerated	Agree	85	84	86	84	81	88	90	87	
	Neither agree nor disagree	14	15	13	15	17	12	10	11	
	Disagree	1	<1	1	<1	2	<1	<1	1	
Provided information about policies/procedures/consequences racial/ethnic harassment/discrimination	Agree	84	84	85	84	81	86	87	85	
	Neither agree nor disagree	16	16	15	16	18	14	13	14	
	Disagree	<1	<1	<1	<1	<1	<1	<1	2	
Provided information on Service's policies on participation in racist/extremist organizations	Agree	83	83	85	83	80	86	87	86	
	Neither agree nor disagree	16	17	14	17	18	14	12	12	
	Disagree	1	1	1	1	1	<1	<1	2	

Table 32. (continued)

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Explained the process for reporting racial/ethnic harassment and discrimination	Agree	83	83	84	83	82	86	88	80
	Neither agree nor disagree	15	15	15	15	18	14	12	19
	Disagree	1	2	<1	2	<1	<1	<1	1
Made me feel it is safe to report offensive racial/ethnic situations	Agree	82	83	80	83	72	82	81	83
	Neither agree nor disagree	18	17	19	17	25	18	17	14
	Disagree	1	<1	1	<1	3	<1	1	3
Gave useful tools for dealing with racial/ethnic harassment and discrimination	Agree	82	81	84	81	78	86	87	84
	Neither agree nor disagree	17	18	15	18	21	13	12	15
	Disagree	<1	<1	1	<1	1	1	1	2
Promoted religious tolerance	Agree	81	81	80	81	74	83	84	78
	Neither agree nor disagree	18	17	17	17	24	16	14	17
	Disagree	2	2	2	2	2	1	2	6
Promoted cross-cultural awareness	Agree	79	79	80	79	73	82	80	78
	Neither agree nor disagree	18	17	18	17	23	16	18	15
	Disagree	4	4	3	4	4	1	2	7

Margins of error range from $\pm 1\%$ to $\pm 16\%$

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months and training covered the topic

Table 33.
**Marine Corps: Perceptions of Reporting Processes for Racial/Ethnic Harassment/
 Discrimination**

		KEY:							
		Within Year Group Differences				Trend Year Differences			
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Would you know how to report experiences of racial/ethnic harassment?	2017	93	95	90	95	93	88	90	94
	2013	91	90	91	90	89	91	90	93
	2009	91	91	90	91	89	93	90	80
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Would you know how to report experiences of racial/ethnic discrimination?	2017	92	93	90	93	93	88	91	93
	2013	91	91	92	91	88	93	91	93
	2009	91	91	90	91	90	93	90	80
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Is the availability of reporting hotlines publicized enough?	2017	87	90	84	90	82	84	86	88
	2013	84	85	82	85	77	84	72	87
	2009	78 ↓	81 ↓	72 ↓	81 ↓	71 ↓	75	77 ↓	62 ↓
	2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±3% to ±18%
 Percent of all active duty members

Table 34.
**Marine Corps: Perceptions of Unit Reporting Climate for Racial/Ethnic Harassment/
 Discrimination**

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Members feel free to report without fear of negative reactions	Large extent	2017	57	66	44	66	38	44	40	60
		2013	55	61	46	61	43	46	45	49
		2009	52	56	43	56	43	48	42	29▼
		2005	60	63	53▲	63	51▲	56▲	45	46
	Small/Moderate extent	2017	32	25	41	25	51	41	45	27
		2013	33	30	39	30	41	37	41	40
		2009	37	34	44	34	46	40	41	57▲
		2005	31	28	36	28	35▼	35	42	42
	Not at all	2017	11	9	14	9	11	16	15	12
		2013	12	9	16	9	16	17	15	10
		2009	11	10	13	10	12	12	17	14
		2005	10	9	11	9	14	9	14	12
Complaints about racial/ethnic harassment/discrimination would be taken seriously	Large extent	2017	67	75	55	75	54	52	62	69
		2013	64	68	56	68	58	55	59	59
		2009	63	68	53	68	52	55	54	44▼
		2005	73	77	65▲	77	65	68▲	56	55
	Small/Moderate extent	2017	23	16	34	16	39	36	29	22
		2013	28	25	33	25	33	33	30	35
		2009	28	24	36	24	38	34	31	39
		2005	21	19	27▼	19	24▼	26	30	NR
	Not at all	2017	10	9	11	9	8	12	10	NR
		2013	9	7	11	7	10	12	11	7
		2009	9	8	12	8	10	10	15	NR
		2005	6	4	9	4	11	6	14	10
People would be stopped from getting away with racial/ethnic harassment/discrimination	Large extent	2017	63	70	52	70	51	51	49	62
		2013	64	66	61▲	66	56	62	66▲	61
		2009	66	68	62▲	68	59	62	67▲	64
		2005	75▲	78	70▲	78	67▲	72▲	62	74
	Small/Moderate extent	2017	26	20	35	20	41	35	36	23
		2013	28	26	31	26	32	30	29	33
		2009	27	24	32	24	34	33	28	27
		2005	20	18	25▼	18	25▼	24▼	32	24
	Not at all	2017	11	10	13	10	9	14	15	15
		2013	8	8	8	8	12	7	5	7
		2009	7	8	6▼	8	6	6▼	6	9
		2005	4▼	4	6▼	4	8	4▼	6	1

Table 34. (continued)

			KEY:							
			Within Year Group Differences				Trend Year Differences			
			■ Higher Response		■ Lower Response		▲ Higher Than 2017		▼ Lower Than 2017	
			Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Policies forbidding racial/ethnic harassment/discrimination are publicized	Large extent	2017	64	72	52	72	53	48	55	66
		2013	57	62	47	62	50	46	40	44▼
		2009	56	61	47	61	48	48	45	43
		2005	61	64	54	64	55	54	44	58
	Small/Moderate extent	2017	27	21	36	21	38	38	35	23
		2013	31	28	36	28	31	35	45	44▲
		2009	33	30	37	30	40	33	38	48▲
		2005	29	27	32	27	30	34	35	27
	Not at all	2017	9	8	12	8	9	13	10	NR
		2013	13	10	17	10	18	19	15	12
		2009	11	9	16	9	12	19	17	10
		2005	11	9	15	9	15	13	21	15

Margins of error range from ±3% to ±16%
Percent of all active duty members

Table 35.
Marine Corps: Chances of Promotion if Someone Reported Racial/Ethnic Harassment/Discrimination

			KEY:							
			Within Year Group Differences				Trend Year Differences			
			■ Higher Response		■ Lower Response		▲ Higher Than 2017		▼ Lower Than 2017	
			Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Chances of promotion if someone reported racial/ethnic harassment/discrimination	Better	2017	7	6	7	6	5	8	3	5
		2013	5	6	4	6	5	3	5	7
		2009	6	6	5	6	5	6	5	5
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	The same	2017	85	88	80	88	71	84	82	77
		2013	80	83	74	83	66	76	80	78
		2009	79▼	79▼	78	79▼	73	79	79	83
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Worse	2017	9	6	13	6	24	8	15	18
		2013	15▲	12	21▲	12	29	21▲	15	14
		2009	16▲	15▲	17	15▲	23	15▲	16	12
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±16%
Percent of all active duty members

Table 36.
Marine Corps: Reported the One Situation to a DoD Authority

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Reported to at least one DoD authority	17	NR	15	NR	23	4	22
Reported to your or alleged offender(s)'s chain of command	14	NR	12	NR	19	2	20	23
Someone in the chain of command of the offender	11	NR	8	NR	10	2	NR	20
Someone in your chain of command	11	11	11	11	16	2	20	18
Reported to any DoD office responsible for handling complaints	11	13	10	13	14	4	NR	NR
Special military office responsible for handling these kinds of reports	8	11	6	11	6	4	NR	NR
Other person or office with responsibility for follow-up	5	2	6	2	9	1	NR	8

Margins of error range from $\pm 4\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 37.
Marine Corps: Reasons for Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	To prevent it from happening to someone else	94	NR	90	NR	NR	NR	NR
To prevent it from happening again	90	NR	82	NR	NR	NR	NR	NR
To make your work environment a better place	87	NR	NR	NR	NR	NR	NR	NR
To reduce any impact on your evaluation or promotion	20	NR	NR	NR	NR	NR	NR	NR
To transfer yourself or the offender out of your unit	19	NR	25	NR	NR	NR	NR	NR
To make your chain of command situationally aware	NR	NR	89	NR	NR	NR	NR	NR
To punish the person	NR	NR	14	NR	NR	NR	NR	NR
Other reason	13	NR	23	NR	11	NR	NR	NR

Margins of error range from $\pm 7\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 38.
Marine Corps: Satisfaction With Aspects of Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
The reporting process overall	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	NR	NR	31	NR	NR	NR	NR	NR
	Dissatisfied	8	NR	15	NR	NR	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	NR	NR	25	NR	NR	NR	NR	NR
	Dissatisfied	12	NR	21	NR	NR	NR	NR	NR
Amount of time it took/is taking to resolve your report	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	NR	NR	24	NR	NR	NR	NR	NR
	Dissatisfied	12	NR	21	NR	NR	NR	NR	NR
Degree to which your privacy was/is being protected	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	9	NR	NR	NR	NR	NR
Availability of information about how to follow-up on a report	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	NR	NR	35	NR	NR	NR	NR	NR
	Dissatisfied	7	NR	9	NR	NR	NR	NR	NR
Treatment by personnel handling your report	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	NR	NR	28	NR	NR	NR	NR	NR
	Dissatisfied	10	NR	17	NR	NR	NR	NR	NR

Margins of error range from ±9% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 39.
Marine Corps: Official Action Taken in Response to Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Against you	Yes	NR	<1	<1	<1	<1	NR	<1	<1
	No	88	NR	84	NR	NR	NR	NR	NR
	Don't know	12	NR	16	NR	NR	NR	NR	NR
Against one or more of the person(s) who bothered you	Yes	NR	NR	NR	NR	NR	NR	NR	NR
	No	NR	NR	NR	NR	NR	NR	NR	NR
	Don't know	NR	NR	30	NR	NR	NR	NR	NR

Margins of error range from $\pm 13\%$ to $\pm 17\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 40.
Marine Corps: Reported One Situation and Perceived Any Type of Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Reported one situation and experienced any type of retaliation as a result of the one situation		16	NR	25	NR	NR	NR	NR	NR

Margins of error range from $\pm 14\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 41.
Marine Corps: Reported One Situation and Perceived Retaliation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Social retaliation	Yes	16	NR	25	NR	NR	NR
No	NR		NR	NR	NR	NR	NR	NR	NR
Don't know	NR		NR	14	NR	NR	NR	NR	NR
Professional retaliation	Yes	10	NR	NR	NR	NR	NR	NR	NR
	No	81	NR	70	NR	NR	NR	NR	NR
	Don't know	9	NR	12	NR	NR	NR	NR	NR

Margins of error range from ±11% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 42.
Marine Corps: Reported the One Situation and It Was Corrected

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Reported the one situation and it was corrected		69	NR	NR	NR	NR	NR

Margins of error do not exceed ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 43.
Marine Corps: Knew the Outcome of Report

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Knew the outcome of report	NR	NR	NR	NR	NR	NR	NR

Margins of error cannot be determined

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to DoD authority

Table 44.
Marine Corps: One Situation Reported Was Substantiated

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Report found to be substantiated	NR	NR	NR	NR	NR	NR	NR

Margins of error cannot be determined

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 45.
Marine Corps: Satisfied With Outcome of Report

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		How satisfied were you with the outcome of your report?	Satisfied	NR	NR	NR	NR	NR	NR
Neither satisfied nor dissatisfied	NR		NR	NR	NR	NR	NR	NR	NR
Dissatisfied	5		NR	9	NR	NR	NR	NR	NR

Margins of error range from ±7% to ±11%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 46.
Marine Corps: Reasons for Not Reporting the One Situation to a DoD Authority

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Marine Corps	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
You thought it was not important enough to report	53	NR	53	NR	51	NR	77	NR
You took care of the problem yourself	53	NR	52	NR	59	NR	NR	NR
You thought it would make your work situation unpleasant	38	NR	39	NR	51	31	NR	NR
You did not think anything would be done	26	NR	29	NR	39	17	37	NR
You thought reporting would take too much time and effort	22	5	30	5	27	NR	NR	NR
You thought you would be labeled a troublemaker	21	NR	26	NR	31	21	NR	NR
You felt uncomfortable making the report	20	NR	26	NR	30	19	NR	NR
You thought your performance evaluation or chance for promotion would suffer	17	4	23	4	29	17	34	NR
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	17	NR	20	NR	23	18	29	NR
You thought you would not be believed	16	1	22	1	36	9	23	NR
You were afraid of retaliation/reprisals from your chain of command	14	NR	19	NR	23	15	NR	NR
You did not know how to file a report	9	NR	11	NR	13	9	NR	9
You did not know the identity of the person(s) who did it	9	NR	12	NR	10	15	NR	NR
You were encouraged to withdraw your report	4	NR	6	NR	8	NR	NR	NR
Situation only involved civilian(s) off an installation	3	NR	4	NR	3	NR	NR	NR
Other reason(s)	15	NR	18	NR	NR	14	21	13

Margins of error range from ±5% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and did not indicate reporting to a DoD authority

Appendix F. Air Force Results

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Air Force Results

Introduction

The purpose of this appendix is to present the results and trends for the Air Force from the *2017 Workplace and Equal Opportunity Survey of Active Duty Members (2017 WEOA)*. All uses and interpretations of the *2017 WEOA* Air Force data presented should be made in light of the methodological information contained in the main report. As a reminder, the results from the *2017 WEOA* are based on self-reported experiences. The use of results presented is limited to data that may inform policy and does not constitute actual knowledge of specific offenses by the Air Force or its officials. Allegations of racial/ethnic harassment and discrimination must be reported and investigated through established channels before allegations are substantiated.

The Air Force sample consisted of 12,147 Air Force active duty members drawn from the sample frame of 317,414 eligible members using DMDC's Active Duty Master File (ADMF). Completed surveys were received from 2,912 Air Force eligible respondents. The overall weighted response rate for Air Force eligible members, corrected for nonproportional sampling, was 25.6%. OPA scientifically weighted the *2017 WEOA* Air Force respondent data to be generalizable to the entire active duty Air Force population using the methods described in the main report.

Results and trends presented within this appendix should be interpreted in light of the methodology presented in the main report. The *2017 WEOA* Air Force survey results are compared to the weighted average of all other Services, and then analyzed within the Air Force by race/ethnicity. The definitions for racial/ethnic categories compared within the Air Force are describe below.

- **White:** Air Force members who identify as only White and not Spanish/Hispanic/Latino.
- **Total Minority:** Air Force members who identify as one (other than White) or more of the races and/or identify as Spanish/Hispanic/Latino.
- **Black:** Air Force members who identify as only Black with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Hispanic:** Air Force members who identify as Spanish/Hispanic/Latino regardless of what racial group they may also identify as.
- **Asian:** Air Force members who identify as only Asian with regards to race and who do not identify as Spanish/Hispanic/Latino.
- **Other Race/Ethnicity:** Air Force members who identify either American Indicate/Alaska Native (AIAN), Native Hawaiian/Pacific Islander (NHPI), or as more than one race and who do not identify as Spanish/Hispanic/Latino. Data from these diverse racial/ethnic groups were combined due to low statistical power to analyze these groups separately.

In the tables, colors on the “Air Force” category signify significant differences when comparing Air Force results to the weighted average of all other Services combined. Otherwise, tables should be interpreted in the same manner described in the main report. All Air Force results are presented in the data tables though not exhaustively described in this appendix. Only significant differences between the Air Force and the other Services, and within racial/ethnic groups for the Air Force are discussed where applicable. Additionally, results from trend testing are noted where applicable.

Air Force Topline Findings

Abbreviated topline findings for Air Force are organized and presented in accordance to the three Congressional requirements outlined in Title 10 USC §481.

Indicators of Positive and Negative Trends for Professional and Personal Relationships Among Members of All Racial and Ethnic Groups

The 2017 WEOA contains several content blocks geared towards understanding trends for professional and personal relationships among military members of all racial/ethnic groups, including estimated past year racial/ethnic harassment and discrimination rates, details about the one situation of racial/ethnic harassment/discrimination with the greatest effect, and the overall diversity and inclusion climate for race/ethnicity.

Estimated Past Year Racial/Ethnic Harassment and Discrimination Among Air Force Members

- 2017 Estimated Past Year Racial/Ethnic **Harassment** Rate in the Air Force: 12.7%
 - To be included in this rate, Air Force members had to indicate that in the past 12 months they perceived experiencing at least one of the inappropriate racial/ethnic-related behaviors by someone from work (i.e., the respondent indicated being “uncomfortable, angry or upset” by a behavior).
 - Air Force members were less likely to indicate experiencing *Racial/Ethnic Harassment* compared to the other Services.
 - Black (24.5%) Air Force members were more likely to indicate experiencing *Racial/Ethnic Harassment* compared to other Air Force members, whereas White (9.8%) Air Force members were less likely. Total Minority (17.3%) Air Force members were also more likely to indicate experiencing *Racial/Ethnic Harassment* compared to White Air Force members.

- 2017 Estimated Past Year Racial/Ethnic **Discrimination** Rate in the Air Force: 3.4%
 - To be included in this rate, Air Force members had to indicate that they perceived experiencing at least one type of differential treatment as a result of their race/ethnicity in the past 12 months.
 - Air Force members were less likely to indicate experiencing *Racial/Ethnic Discrimination* compared to the other Services.
 - Black (7.0%) Air Force members were more likely to indicate experiencing *Racial/Ethnic Discrimination* than other Air Force members.

- 2017 Estimated Past Year Racial/Ethnic **Harassment/Discrimination** Rate in the Air Force: 13.8%
 - To be included in this rate, Air Force members had to perceive experiencing at least one of the inappropriate racial/ethnic-related workplace behaviors (*Harassment* behaviors) or differential treatment in personnel actions and/or benefits/services (*Discrimination* behaviors) based on their race/ethnicity in the past 12 months.
 - Air Force members were less likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* compared to the other Services.
 - Black (25.6%) Air Force members were more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than other Air Force members, whereas White (11.0%) Air Force members were less likely. Total Minority (18.1%) Air Force members were also more likely to indicate experiencing *Racial/Ethnic Harassment/Discrimination* than White Air Force members.

One Situation of Racial/Ethnic Harassment/Discrimination With the Greatest Effect for Air Force

- The characteristics of the one situation for Air Force members largely mirrored results for the DoD overall.
 - 77% were referring to *racial/ethnic harassment only* when providing details about the one situation.
 - 67% of members indicated the behavior occurred *more one time*.
 - The top contexts in which the behavior occurred include *at a military installation* (94%), *in a military context* (88%), *during duty hours* (85%), and *at their place of work* (81%).
 - Air Force members were less likely to indicate the one situation occurred *while they were deployed* (10%) when compared to the other Services.
- The characteristics of the alleged offenders within the Air Force largely mirrored results for the DoD overall as well.
 - The majority (86%) indicated that at least one alleged offender was *a member of the DoD workforce* and 50% identified at least one alleged offender as *leadership*.
 - The top employment statuses of the alleged offender(s) were *coworker* (70%), *in their chain of command* (33%), and *other person(s) not in their chain of command of higher rank/grade* (34%). Air Force members were more likely to indicate at least one alleged offender was a *coworker* compared to the other Services.
 - 45% indicated at least one alleged offender was of a *different race/ethnicity than them*, 30% *a mix of same and different race/ethnicities*, 12% *the same as them*, and 13% *did not know the alleged offender(s) race/ethnicity*. White (19%) Air Force members were more likely than other Air Force members to indicate at

least one alleged offender was the *same race/ethnicity*. Conversely, Asian (68%) Air Force members were more likely to indicate at least one alleged offender was of a *different race/ethnicity*. Total Minority (59%) Air Force members were more likely to indicate at least one alleged offender was of a *different race/ethnicity* as well. The top two race/ethnicities of the alleged offender(s) were White (65%) and Black or African American (45%).

- The endorsed outcomes of the one situation for Air Force members also largely mirrored results for DoD overall.
 - 28% of members indicated they *thought about getting out of their Service* and 6% indicated they *requested a transfer*.
 - Collectively, 19% indicated experiencing behaviors in line with *at least one type of retaliation* as a result of the one situation, with 9% indicated experiencing behaviors in line with *professional retaliation* and 16% indicated experiencing behaviors in line with *social retaliation* as a result of the one situation.
 - 39% indicated the one situation was *corrected*.

Diversity and Inclusion Climate for Race/Ethnicity Within the Air Force

The Air Force is committed to providing a work environment comprised of dignity and respect.

- Similar to the DoD results, the majority of members endorsed support for diversity in the Air Force.
 - Most Air Force members indicated diversity is *important to building a quality force* (85%), *benefits everyone* (82%), *will unify personnel* (77%), and *will not lower their Service's standards* (56%).
 - Additionally, 84% agreed they support *the Air Force's diversity efforts* and that *diversity initiatives positively affect the Air Force* (77%).
 - Moreover, 54% indicated they were *actively involved in the Air Force's diversity efforts* and were *personally committed to diversity* (76%).
 - In general, White Air Force members endorsed less positive perceptions of diversity compared to other Air Force members.
- Similar to the DoD results, variability was observed regarding Air Force members' comfort in interacting and forming relationships with diverse personnel.
 - Most Air Force members indicated to a large extent they feel comfortable *interacting with people from different racial/ethnic groups* (90%) and *interacting with people with different religious beliefs than them* (88%), though fewer indicated *being open about their religious beliefs with other military members* (61%).

- The majority of Air Force members indicated they do not at all feel *pressure from military members to avoid socializing with members with different religious beliefs* (92%) or *pressure from military members not to socialize with members of other racial/ethnic groups* (93%).
- Over half of Air Force members indicated they do not at all feel *the need to watch what they say when interacting with people from different racial/ethnic groups* (55%) or *the need to watch their behavior when interacting with people from different racial/ethnic groups* (63%).
- Minimal differences were observed across racial/ethnic groups within the Air Force.
- Trend analyses generally revealed modest improvements in levels of perceived comfort in forming relationships and interacting with diverse personnel in 2017 than in 2013, 2009, and 2005.
- Similar to DoD results, the majority of Air Force members endorsed positive perceptions of leadership.
 - The majority of Air Force members agreed that their immediate supervisor *evaluates their performance fairly* (79%), *ensures all personnel are treated fairly* (80%), *assigns work fairly in their workgroup* (78%), and *has very little conflict with the people who report to him or her* (79%).
 - Additionally, 80% agreed they *trust their immediate supervisor* and 72% indicated they were *satisfied with the direction/supervision they receive*.
 - 54% of Air Force members agreed they *were encouraged by their immediate supervisor to participate in a command climate survey* and 59% agreed *their unit commander briefed them on command climate survey outcomes, and the way forward*.
 - No differences were observed across racial/ethnic groups within the Air Force and minimal differences were observed over time. Air Force members, however, endorsed more positive perceptions of their supervisor when compared to the other Services and were less likely to endorse the use of command climate surveys.
- Similar to DoD results, the majority of Air Force members endorsed having an inclusive unit climate.
 - Air Force members agreed that workgroup members are *treated as valued members of the team without losing their unique identities* (82%), *empowered to make work-related decisions on their own* (74%), and *have outcomes fairly distributed among them* (70%).

- Air Force members indicated they *can use their chain of command to address concerns about discrimination without fear of retaliation or reprisal* (79%) and *are encouraged to offer ideas on how to improve operations* (78%).
- The majority of Air Force members disagreed when asked if *racial slurs/comments/jokes are used in their workplace* (69%), *feeling excluded because of being different* (69%), and *sexist slurs/comments/jokes are used in their workplace* (69%), though White Air Force members were more likely to disagree and Total Minority and Hispanic Air Force members were less likely to disagree. Air Force members were more likely to disagree with these statements when compared to the other Services.
- 72% indicated *the decision-making processes that impact their workgroup are fair*.
- As with the DoD, the majority of Air Force members endorsed positive perceptions of their coworkers, though many also endorsed experiencing at least one hostile workplace behavior from workers or leaders in the past 12 months.
 - The majority of Air Force members agreed *the people in their work group are willing to help each other* (78%), *the people in their workgroup get along* (78%), *they are satisfied with their relationships with their coworkers* (74%), *their coworkers put in the effort required for their jobs* (71%), and *there is very little conflict among their coworkers* (65%).
 - Over half of Air Force members indicated experiencing situations in which coworkers or supervisors *did not provide them with information or assistance when needed* (61%) in the past 12 months, while fewer indicated coworkers or supervisors *gossiped/talked about them* (43%), *took credit for their work or ideas* (36%), *were excessively harsh in criticism of their work performance* (34%), *yelled when angry with them* (22%) or *used insults/sarcasm/gestures to humiliate them* (24%).
 - Minimal differences were observed across race/ethnicity or trend years within the Air Force, though Air Force members generally endorsed more positive perceptions of their coworkers and were less likely to indicate experiencing hostile workplace behaviors when compared to the other Services.
- Additional influences on unit climate, including the duty station, local community surrounding the duty station, and the military and nation overall were explored for Air Force as well, with some differences emerging when compared to the other Services.
 - Similar to the DoD results, the majority of Air Force members denied problems with *hate crimes* (94%), *gangs* (94%), and *racist/extremist organizations* (91%) at their duty station. Air Force members were more likely to deny these problems at their duty station when compared to other Service members.

- Similar to the DoD results, the majority of Air Force members also denied problems with *hate crimes* (71%), *racist/extremist organizations* (68%), and *gangs* (63%) in the local community surrounding their duty station.
- 34% of Air Force members indicated racial/ethnic relations in the military are *better today*, 55% indicate *about the same as five years ago*, and 11% indicated *worse today*. White (37%) Air Force members were more likely to indicate racial/ethnic relations in the military are *better today*, whereas Black (24%) Air Force members were more likely to indicate they are *worse today*. Total Minority (16%) Air Force members were also more likely to indicate they are *worse today*.
- 19% of Air Force members indicated racial/ethnic relations in the nation are *better today*, 28% indicate *about the same as five years ago*, and 53% indicated *worse today*.
- Trend analyses reveal some improvements in problems at their duty station and the community surrounding it over time, though perceptions that racial/ethnic relations in the military and nation have worsened for Air Force members over time.

Effectiveness of Air Force Policies Designed to Improve Relationships Among All Racial and Ethnic Groups

In the military, each Service is responsible for designing and implementing Equal Opportunity policy in accordance with DoD Military Equal Opportunity policy. The 2017 WEOA assesses perceptions of leadership and training received in order to evaluate current policies to improve relationships among racial and ethnic groups. Core to these policies are the role of leaders and training.

- Similar to DoD results, the majority of Air Force members indicate all levels of leadership make honest and reasonable efforts to stop racial/ethnic harassment and discrimination.
 - 75% indicated such for their *immediate supervisors*, 75% for *senior leadership of their Service*, and 74% for *senior leadership of their installation/ship*.
 - In general, White Air Force members were more likely to indicate leaders make honest and reasonable efforts to stop racial/ethnic harassment and discrimination compared to other Air Force members, whereas Black Air Force members were less likely. Total Minority Air Force members were also less likely to indicate leaders make honest and reasonable efforts to stop racial/ethnic harassment and discrimination compared to White Air Force members.
 - Minimal differences were observed in perceptions of leadership over time.

- Similar to DoD results, the majority of Air Force members indicate their *immediate supervisor* (92%) pays the right amount of attention to racial/ethnic harassment/discrimination, though less indicated so about the *military* overall (67%).
- A large majority of Air Force members (83%) indicated they received *training on topics related to racial/ethnic harassment/discrimination in the past 12 months*.
 - Of those who received training, the large majority (91%) indicated that the training was *slightly to very effective* in actually reducing and/or preventing racial/ethnic harassment/discrimination, and only 9% indicated that the training was *not at all* effective.
 - The majority of Air Force members who received such training agreed the training covered relevant content. In many cases, Air Force members were more likely to agree training covered relevant content when compared to other Service members.
 - Few significant differences were observed by race/ethnicity or for trend years, though White (86%) Air Force members were more likely to indicate receiving training whereas Total Minority (79%) Air Force members were less likely. Black (71%) Air Force members were also less likely to indicate receiving training when compared to other Air Force members. Overall, Air Force members were less likely to indicate receiving such training compared to other Service members.

The Effectiveness of Current Processes for Complaints of and Investigations into Racial/Ethnic Harassment/Discrimination in the Air Force

The 2017 WEOA contains several question blocks to evaluate current processes for complaints and investigations. Some of these questions were asked of all military members and some were asked only to those who indicated experiencing racial/ethnic harassment/discrimination in the past year.

- As found with DoD overall, most Air Force members have knowledge of reporting processes, with a little over half to two-thirds endorsing positive perceptions of the reporting climate.
 - 93% *would know how to report experiences of racial/ethnic discrimination*, 93% *would know how to report experiences of racial/ethnic harassment*, and 81% indicated *the availability of reporting hotlines is publicized enough*. White Air Force members endorsed greater reporting knowledge than Total Minority Air Force members.
 - Approximately two-thirds of Air Force members indicated to a large extent that *complaints about racial/ethnic harassment and discrimination would be taken seriously* (73%), *policies forbidding racial/ethnic harassment and discrimination are publicized* (64%), *people would be stopped from getting away with*

racial/ethnic harassment and discrimination (69%), and members of their workgroup would feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors (64%).

- The majority of Air Force members indicated chances of promotion *would be the same* after reporting (81%), though 6% indicated they *would be better* and 12% indicated they *would be worse*.
- White Air Force members endorsed more positive perceptions of the reporting climate than other Air Force members, whereas Black and Asian Air Force members endorsed less positive perceptions. Total Minority Air Force members also endorsed less favorable views. Overall, Air Force members also endorsed more positive perceptions of the reporting climate than other Service members. Trend analyses reveal minimal differences in perceptions of reporting climate in the Air Force over time.
- Of Air Force members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, only 32% reported the behaviors to a *DoD authority* and variability was observed for reporting outcomes. Air Force results are similar to DoD results.
 - 28% indicated reporting to *someone in the chain of command* (23% to *someone in their chain of command* and 20% to *someone in the chain of command of the alleged offender*), 4% to *a special military office responsible for handling reports*, and 9% to *other person or office with responsibility for follow up*.
 - Of Air Force members who reported, the majority indicated they did so *to prevent it from happening again* (84%), *to make their work environment a better place* (83%), *to make their chain of command situationally aware* (81%), and *to prevent it from happening to someone else* (80%).
 - In general, low levels of satisfaction were observed for Air Force members who reported.
 - Approximately one-third (36%) of those who reported endorsed experiencing behaviors in line with *any type of retaliation as a result*. In particular, 16% endorsed experiencing behaviors in line with *professional retaliation* and 32% *social retaliation* as a result of reporting.
 - Only 37% of those who reported indicated the one situation was *corrected*.
 - Only 34% indicated they *knew the outcome of their report* and less than a quarter (22%) were satisfied with the outcome of their report.
 - Among Air Force members who did not report to a DoD authority, the top five reasons they indicated for not reporting include they *thought it was not important enough to report* (58%), *thought it would make their work situation unpleasant*

(54%), *did not think anything would be done* (44%), *took care of the problem themselves* (40%), and *felt uncomfortable making the report* (40%).

Conclusion

The DoD continues to diligently pursue policies and programs that support its goal of eliminating racial/ethnic harassment/discrimination among its ranks. These efforts focus on strategies to achieve prevention (a reduction in the prevalence of these behaviors) as well as strategies to improve response for victims of these behaviors. To this end, the *2017 WEOA* performs a critical surveillance function by providing insights regarding the prevalence of racial/ethnic harassment/discrimination, the characteristics of these offenses, experiences with reporting or decisions not to report these offenses, and descriptions of the culture and climate of the organizations in which Service members operate.

The purpose of this appendix was to present the results and trends for Air Force for the *2017 WEOA*. While the introductory section provides an overview of topline findings, all results for Air Force are presented in the tables that follow. All uses and interpretations of the *2017 WEOA* data should be made in light of the methodological information contained in the main report.

As found with the DoD overall, results of the *2017 WEOA* for Air Force suggest that, although some progress has been made to improve racial/ethnic relations, further work remains to be done to ensure members of all race/ethnicity experience improvement. In particular, the majority of Air Force members endorsed positive perceptions of the climate for diversity and inclusion in the Air Force, and did not indicate experiencing racial/ethnic harassment or discrimination in the past year. Improvements have also been seen in forming relationships with diverse personnel, relationships with coworkers and leaders, and leadership efforts to eradicate racial/ethnic harassment/ discrimination over time. Indeed, Air Force members endorsed more favorable perceptions of coworkers and leaders compared to the other Services. However, there is a sizeable portion of Air Force members who experienced racial/ethnic harassment and discrimination in the past year and a much larger portion who experienced less severe forms of workplace incivility, suggesting there is still work to be done. Moreover, results strongly suggest that perceptions and experiences vary by race/ethnicity, though less so than seen in the DoD overall results. In these cases, White Air Force members experience the Air Force differently than members of other races/ethnicities. They endorse more positive perceptions of the diversity and inclusion climate, and are less likely to experience racial/ethnic harassment or discrimination. Conversely, minority Air Force members, and Black Air Force members in particular, endorse less positive perceptions and are more likely to experience racial/ethnic harassment and discrimination. Indeed, approximately 1 in 5 minority Air Force members experienced racial/ethnic harassment or discrimination in the past year, which signals there is much work to be done to ensure the Air Force provides an equal opportunity climate for all its members to ensure they are able to advance in their careers based on their talent and aspirations. Further, despite overall assessment of a positive reporting climate compared to the other Services, those who experienced racial/ethnic harassment or discrimination were unlikely to report, and when they did report, they were often dissatisfied with the process and outcomes of reporting. This presents another opportunity for the Air Force to examine the reporting process and identify ways to enhance support for Air Force members who experience racial/ethnic harassment or discrimination.

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Table 1.***Air Force: Estimated Past Year Racial/Ethnic Harassment/Discrimination Rates***

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Estimated Past Year Racial/Ethnic Harassment/ Discrimination Rate	13.8	11.0	18.1	11.0	25.6	14.6	14.1
Estimated Past Year Racial/Ethnic Harassment Rate	12.7	9.8	17.3	9.8	24.5	13.8	14.0	13.6
Estimated Past Year Racial/Ethnic Discrimination Rate	3.4	2.7	4.6	2.7	7.0	4.0	3.1	2.8

Margins of error range from $\pm 1.8\%$ to $\pm 5.7\%$
Percent of all active duty members

Table 2.
Air Force: Experienced Racial/Ethnic-Related Harassment Behavior in the Past 12 Months by Someone From Work

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Used a stereotype about your racial/ethnic group	6.1	3.6	10.2	3.6	13.7	9.1	7.2
Used an offensive racial/ethnic term	5.9	4.8	7.5	4.8	10.8	6.7	5.6	4.6
Told racial/ethnic jokes	5.7	3.4	9.4	3.4	12.9	8.0	6.4	7.7
Insulted your racial/ethnic group	4.3	2.8	6.6	2.8	7.8	7.2	3.6	5.3
Showed you a lack of respect because of your race/ethnicity	4.0	2.6	6.3	2.6	8.6	5.3	5.2	4.8
Made a comment about the way people in your racial/ethnic group talk	3.4	1.8	5.9	1.8	8.4	4.4	5.4	4.8
Claimed that his/her race/ethnicity is better than others	3.3	2.7	4.1	2.7	2.7	5.3	2.3	5.3
Made a comment about a physical characteristic of your racial/ethnic group	3.0	1.8	4.8	1.8	6.7	3.9	4.1	3.5
Directed an offensive action or comment at another person because of his/her race/ethnicity	2.6	2.1	3.5	2.1	4.0	4.0	1.7	2.7
Displayed something that threatens or insults a racial/ethnic group	2.0	1.5	2.8	1.5	3.7	3.1	1.2	1.4
Excluded you from an activity because of your race/ethnicity	1.4	1.1	1.8	1.1	2.2	1.8	1.3	1.5
Threatened or physically assaulted you because of your race/ethnicity	0.1	0.1	0.2	0.1	0.4	0.2	<0.1	<0.1

Margins of error range from ±0.3% to ±4.8%
 Percent of all active duty members

Table 3.
Air Force: Experienced Racial/Ethnic-Related Discrimination Behavior in the Past 12 Months

	KEY:							
	<i>Within Year Group Differences</i>							
	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Someone from work made it harder for you to get a military award	1.4	1.1	1.8	1.1	2.1	1.8	2.0	1.3
Someone from work made it harder for you to get a military promotion	1.4	1.2	1.8	1.2	2.3	1.4	2.4	1.5
Someone from the military punished you unfairly	1.2	0.5	2.3	0.5	3.4	2.0	0.6	1.9
Someone from work gave you a lower military performance evaluation	1.0	0.3	2.1	0.3	3.0	1.9	1.4	1.2
Someone from work gave you an unfair military training evaluation or rating	0.8	0.4	1.4	0.4	1.8	1.3	1.5	1.1
Received worse service/fewer benefits by someone employed to administer service/benefits	0.5	0.4	0.6	0.4	0.6	0.8	0.9	0.3
Someone from work made it difficult or impossible for you to get a military training opportunity	0.5	0.3	0.8	0.3	0.7	1.4	0.2	0.2
Someone from the military made it difficult/impossible to go into preferred military occupation	0.4	0.4	0.4	0.4	0.5	0.5	0.5	0.2
Someone from work assigned you to either an undesirable or unimportant military task	0.4	0.2	0.9	0.2	1.1	1.1	0.4	0.3
Someone from work denied your military leave, pass, or liberty request	0.2	0.1	0.4	0.1	0.2	0.9	<0.1	0.1
Someone from work assigned you to an undesirable military unit/installation/country	0.1	0.1	0.2	0.1	0.4	0.3	<0.1	<0.1
Someone from the military restricted your options for scheduling your military requirements	<0.1	<0.1	0.1	<0.1	<0.1	0.3	<0.1	<0.1

Margins of error range from $\pm 0.2\%$ to $\pm 4.8\%$

Percent of all active duty members

Table 4.
Air Force: Type of Most Bothersome Experience Discussed in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Most bothersome behavior or set of related events experienced and discussed in the one situation	Harassment only	77	79	76	79	74	75
Discrimination only	9		11	7	11	10	6	1	4
Both	13		10	15	10	15	16	NR	13
Did not identify	1		NR	2	NR	1	4	NR	2

Margins of error range from ±2% to ±15%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 5.
Air Force: Behavior(s) Experienced in the One Situation Occurred More Than Once

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Behavior(s) experienced in the one situation occurred more than once		67	70	63	70	61	61

Margins of error range from ±7% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 6.
Air Force: Frequency of Behavior(s) Experienced in the One Situation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		How often did the behavior(s) occur?	Once	33	30	37	30	39	39
Occasionally	48		49	48	49	46	44	41	NR
Frequently	9		12	7	12	5	10	10	5
Still occurring	9		10	9	10	10	7	6	8

Margins of error range from ±5% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 7.
Air Force: One Situation Occurred at a Military Installation

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		One situation occurred at a military installation		94	95	92	95	89	97

Margins of error range from ±5% to ±12%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 8.
Air Force: Circumstances in Which the One Situation Occurred

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	In a military context	88	88	88	88	83	94	88
During duty hours	85	84	85	84	82	90	87	NR
At your work	81	80	82	80	75	90	87	NR
In a work environment where members of your racial/ethnic background are uncommon	33	18	47	18	36	53	61	NR
While you were deployed	10	11	10	11	5	11	11	NR
At a non-work location	26	28	24	28	23	20	24	NR
Online on social media or via other electronic communications	14	12	16	12	10	22	9	NR

Margins of error range from ±6% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 9.
Air Force: Affiliation of the Alleged Offender(s) in the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	At least one alleged offender in the one situation was member of DoD workforce	86	86	86	86	83	90	80
At least one alleged offender in the one situation was leadership	50	49	51	49	46	61	45	NR
Other person(s), not in your chain of command, of higher rank/grade	34	32	36	32	34	NR	22	NR
Someone in your chain of command	33	35	31	35	24	39	30	NR
Your coworker(s)	70	72	68	72	64	74	49	78
Your subordinate(s)	20	21	18	21	19	13	21	NR
DoD/DHS civilian employee(s)	14	18	11	18	7	20	11	6
DoD/DHS civilian contractor(s)	7	9	5	9	5	5	8	2
A civilian from the local community	8	7	10	7	12	13	NR	NR
Other person(s)	29	33	26	33	18	NR	20	NR
Unknown person(s)	12	9	14	9	17	13	4	NR

Margins of error range from ±5% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 10.
Air Force: Racial/Ethnic Group of Alleged Offender(s) in the One Situation Compared to Member

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Racial/ethnic group of alleged offender(s) compared to member	Same as member	12	19	4	19	5	NR
Different than member	45		33	59	33	57	59	68	NR
A mix of same and different	30		35	25	35	25	27	17	NR
Unknown	13		13	13	13	13	11	13	NR

Margins of error range from ±6% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 11.
Air Force: Racial/Ethnic Group of Alleged Offender(s) in the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		White	65	54	75	54	73	82	70
Black or African American	45	55	35	55	30	40	27	NR	
Multiracial/ethnic individual(s)	22	25	20	25	15	21	23	NR	
Spanish/Hispanic/Latino	20	18	23	18	13	30	22	NR	
Asian	14	11	17	11	15	17	20	NR	
American Indian or Alaska Native	6	4	8	4	3	7	8	NR	
Native Hawaiian or other Pacific Islander	6	5	6	5	3	7	10	NR	
Unknown race/ethnicity	20	22	18	22	9	25	23	NR	

Margins of error range from ±4% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 12.
Air Force: Work Impact of the One Situation

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Thought about getting out of your Service	28	30	27	30	23	32	30	28
Requested a transfer	6	5	8	5	7	12	9	2

Margins of error range from ±3% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 13.
Perceived Retaliation as a Result of the One Situation

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Social retaliation	Yes	16	17	15	17	12	15	12	NR
	No	71	71	72	71	73	73	64	NR
	Don't know	13	12	13	12	15	13	24	5
Professional retaliation	Yes	9	9	8	9	5	8	NR	NR
	No	80	81	79	81	84	79	64	NR
	Don't know	12	10	13	10	11	13	22	NR

Margins of error range from ±5% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 14.
Air Force: Perceiving Experiencing Any Type of Retaliation as a Result of the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Experienced any type of retaliation as a result of the one situation	19	20	19	20	14	21	NR

Margins of error range from ±6% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 15.
Air Force: One Situation Was Corrected

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	One situation was corrected	39	40	37	40	44	33	46

Margins of error range from ±7% to ±16%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 16.
Air Force: Agreement With Statements About Diversity

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Diversity is important to building a quality force.	Agree	85	84	88	84	92	87	89	82
	Neither agree nor disagree	11	12	11	12	7	12	9	14
	Disagree	3	4	2	4	1	2	1	4
I support my Service’s diversity efforts.	Agree	84	83	85	83	86	88	87	78
	Neither agree nor disagree	14	14	13	14	12	11	12	17
	Disagree	3	3	2	3	1	2	1	4
Diversity will benefit everyone.	Agree	82	80	86	80	89	86	88	79
	Neither agree nor disagree	13	14	12	14	10	12	11	16
	Disagree	4	6	2	6	1	2	2	5
Diversity will unify personnel.	Agree	77	74	81	74	83	83	85	74
	Neither agree nor disagree	18	19	16	19	15	15	13	19
	Disagree	6	7	3	7	2	3	2	7
Diversity initiatives positively affect my Service.	Agree	77	75	80	75	78	84	85	74
	Neither agree nor disagree	18	19	16	19	19	13	13	19
	Disagree	5	6	4	6	3	3	2	7
I am personally committed to diversity.	Agree	76	73	80	73	83	81	83	72
	Neither agree nor disagree	22	24	18	24	16	18	15	24
	Disagree	3	3	2	3	1	2	1	4

Table 16. (continued)

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		I actively am involved and/or provide input in support of my Service's diversity efforts.	Agree	54	52	58	52	63	58
Neither agree nor disagree	36		36	35	36	30	37	31	42
Disagree	10		12	7	12	7	5	5	12
Diversity is the same as Military Equal Opportunity policy.	Agree	50	45	58	45	54	65	69	45
	Neither agree nor disagree	36	37	33	37	35	30	26	40
	Disagree	14	18	9	18	11	5	5	16
Diversity will lower my Service's standards.	Agree	28	27	30	27	30	32	37	24
	Neither agree nor disagree	16	17	15	17	10	14	15	25
	Disagree	56	56	55	56	60	54	48	52

Margins of error range from $\pm 2\%$ to $\pm 8\%$
Percent of all active duty members

Table 17.
Air Force: Comfort with Diversity

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Interacting with people from different racial/ethnic groups	Large extent	2017	90	91	89	91	89	90	85	88
		2013	89	90	85	90	86	82	82	89
		2009	87▼	89	83▼	89	79▼	87	79	90
		2005	74▼	75▼	70▼	75▼	66▼	73▼	70▼	77▼
	Small/Moderate extent	2017	7	6	9	6	9	7	12	10
		2013	9	8	12	8	10	14	14	10
		2009	10▲	9	13▲	9	17▲	10	16	6
		2005	8	8	9	8	10	7	10	7
	Not at all	2017	3	3	2	3	2	3	3	2
		2013	2	2	3	2	4	4	4	1
		2009	3	2	4	2	4	3	5	4
		2005	18▲	16▲	21▲	16▲	23▲	20▲	20▲	16▲
Interacting with people with different religious beliefs than you	Large extent	2017	88	88	86	88	86	88	82	86
		2013	76▼	78▼	71▼	78▼	69▼	73▼	69▼	75
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	10	9	11	9	13	9	14	12
		2013	17▲	15▲	21▲	15▲	20	21▲	23▲	20
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	3	2	3	2	2	3	3	2
		2013	7▲	6▲	8▲	6▲	11▲	6	8▲	5
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Being open about your religious beliefs with other military members	Large extent	2017	61	60	64	60	69	64	63	56
		2013	56▼	55	58	55	57▼	61	51▼	55
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	28	29	27	29	24	27	30	32
		2013	34▲	34	32	34	31	29	39	33
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	10	11	9	11	7	9	7	11
		2013	11	11	11	11	12	9	9	12
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 18.
Air Force: Feelings About Interactions With Diverse Members

		KEY:								
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017								
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Feel pressure from military members not to socialize with members of other racial/ethnic groups	Large extent	2017	1	1	1	1	1	<1	1	1
		2013	6▲	6▲	7▲	6▲	7▲	5	7▲	8▲
		2009	5▲	4▲	5▲	4▲	4	6▲	6▲	4▲
		2005	1	<1	1	<1	1	1	2	1
	Small/Moderate extent	2017	6	5	8	5	9	7	11	6
		2013	12▲	10▲	14▲	10▲	14	14	17▲	12
		2009	12▲	11▲	16▲	11▲	19▲	13	21▲	10
		2005	8▲	7	12▲	7	15	10	10	8
	Not at all	2017	93	94	91	94	89	93	88	93
		2013	82▼	84▼	80▼	84▼	79▼	81▼	76▼	80▼
		2009	83▼	85▼	79▼	85▼	77▼	81▼	73▼	86▼
		2005	91	93	87▼	93	84	89	89	91
Feel the need to watch what you say when with people from different racial/ethnic groups	Large extent	2017	13	12	15	12	19	13	14	13
		2013	14	12	17	12	19	15	20	16
		2009	7▼	6▼	10▼	6▼	12	9	10	6▼
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	32	32	33	32	33	29	41	36
		2013	40▲	41▲	37	41▲	37	34	43	41
		2009	29	29	30	29	33	28	34	24▼
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	55	56	52	56	48	58	45	50
		2013	47▼	47▼	46	47▼	44	51	37	43
		2009	64▲	66▲	60▲	66▲	55	63	56▲	70▲
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Table 18. (continued)

		KEY:								
		Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017								
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Feel the need to watch behavior when interacting with people from different racial/ethnic groups	Large extent	2017	11	10	14	10	16	12	13	13
		2013	12	10	15	10	18	11	19	16
		2009	6▼	5▼	9▼	5▼	11	8	9	5▼
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	25	24	27	24	30	23	34	27
		2013	34▲	33▲	35▲	33▲	37	34	40	32
		2009	23	21	27	21	32	24	31	20
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	63	66	59	66	54	65	53	60
		2013	54▼	57▼	49▼	57▼	45	54	42▼	52
		2009	71▲	74▲	64	74▲	57	68	60	74▲
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Feel pressure from members to avoid socializing with members with different religious beliefs	Large extent	2017	1	1	1	1	1	1	2	2
		2013	4▲	4▲	5▲	4▲	5▲	3	6▲	7
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	7	6	9	6	10	8	11	9
		2013	15▲	14▲	16▲	14▲	17	16	21▲	12
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	92	93	89	93	88	91	86	89
		2013	81▼	83▼	79▼	83▼	78▼	81	74▼	80
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 19.
Air Force: Agreement With Statements About Immediate Supervisor

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
You trust your supervisor.	Agree	2017	80	81	78	81	74	79	85	78
		2013	77	78	76	78	70	78	77	81
		2009	76▼	78	71▼	78	69	71	78	73
		2005	79	81	74	81	70	78	81	75
	Neither agree nor disagree	2017	11	10	13	10	17	12	9	13
		2013	13	11	15	11	17	14	16	12
		2009	14	12	17	12	17	17	15	15
		2005	12	11	15	11	17	14	12	12
	Disagree	2017	9	9	9	9	8	9	6	9
		2013	11	11	9	11	13	8	7	7
		2009	10	9	13▲	9	14▲	13	7	12
		2005	9	8	11	8	13	8	7	12
Your supervisor ensures that all assigned personnel are treated fairly.	Agree	2017	80	81	79	81	76	81	85	76
		2013	77	77	78	77	74	81	76	81
		2009	74▼	76	70▼	76	70	70▼	73▼	70
		2005	78	79	75	79	73	77	79	71
	Neither agree nor disagree	2017	12	11	13	11	15	12	8	15
		2013	14	15	14	15	16	12	18▲	11
		2009	16▲	15▲	19▲	15▲	20	18	19▲	18
		2005	13	12	15	12	16	14	15▲	15
	Disagree	2017	9	9	8	9	9	7	7	10
		2013	9	9	8	9	10	7	5	9
		2009	9	9	10	9	10	11	8	12
		2005	9	9	10	9	11	9	6	14
There is very little conflict between your supervisor and the people who report to him/her.	Agree	2017	79	80	77	80	74	78	81	78
		2013	76	76	77	76	74	79	73	81
		2009	73▼	75▼	69▼	75▼	70	69	71▼	66
		2005	76	78	73▼	78	72	75	69▼	72
	Neither agree nor disagree	2017	13	12	14	12	16	13	14	12
		2013	14	14	14	14	15	12	21	10
		2009	17▲	16	19▲	16	18	18	20	22
		2005	13	12	15	12	16	15	18	13
	Disagree	2017	8	8	9	8	10	8	5	10
		2013	10	10	10	10	11	10	6	9
		2009	10	10	12	10	12	13	10	12
		2005	11▲	10	12▲	10	12	10	12▲	15

Table 19. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		<i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Your supervisor evaluates your work performance fairly.	Agree	2017	79	80	79	80	75	82	82	82	76		
		2013	79	78	80	78	77	82	77	84			
		2009	77	79	73▼	79	71	73▼	80	74			
		2005	80	82	77	82	76	79	78	77			
	Neither agree nor disagree	2017	15	15	15	15	17	13	11	18			
		2013	16	16	15	16	16	13	18	13			
		2009	16	15	19	15	21	17	16	20			
		2005	14	13	16	13	16	14	18	14			
	Disagree	2017	6	5	6	5	8	5	7	6			
		2013	6	6	6	6	8	5	5	3			
		2009	7	6	8	6	8	9	5	7			
		2005	6	6	7	6	7	7	4	9			
Your supervisor assigns work fairly in your work group.	Agree	2017	78	78	77	78	76	79	79	73			
		2013	75	75	75	75	72	76	69	81			
		2009	72▼	74	70▼	74	68	70▼	77	67			
		2005	76	78	73	78	73	74	75	69			
	Neither agree nor disagree	2017	15	14	16	14	17	14	14	20			
		2013	15	15	17	15	18	17	24▲	11▼			
		2009	19▲	17	22▲	17	22	21	16	24			
		2005	15	15	17	15	16	17	19	18			
	Disagree	2017	8	8	7	8	7	7	7	7			
		2013	10	10	8	10	10	7	7	8			
		2009	9	9	9	9	10	9	7	8			
		2005	9	8	10▲	8	11	10	6	13			
You are satisfied with the direction/supervision you receive.	Agree	2017	72	73	71	73	69	71	76	70			
		2013	71	71	71	71	69	73	68	76			
		2009	68	70	66	70	66	66	75	63			
		2005	73	74	69	74	69	70	74	67			
	Neither agree nor disagree	2017	15	14	17	14	17	16	14	17			
		2013	16	16	17	16	18	16	22	13			
		2009	17	16	20	16	20	19	14	24			
		2005	15	14	16	14	16	16	17	15			
	Disagree	2017	13	13	13	13	13	13	10	13			
		2013	13	13	12	13	13	11	10	11			
		2009	14	14	14	14	14	16	11	13			
		2005	13	12	14	12	15	13	9	17			

Table 19. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
You were encouraged by your supervisor to participate in a command climate survey.	Agree	2017	▼ 54	54	52	54	50	53	60	51	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	
	Neither agree nor disagree	2017	▲ 32	31	33	31	35	32	28	31	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	
	Disagree	2017	15	14	15	14	15	14	12	17	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	
Your unit commander briefed you on command climate survey outcomes and the way forward.	Agree	2017	59	61	56	61	51	57	65	56	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	
	Neither agree nor disagree	2017	▲ 28	26	30	26	33	30	25	28	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	
	Disagree	2017	▼ 13	13	14	13	15	12	10	16	
		2013	NA	NA	NA	NA	NA	NA	NA	NA	
		2009	NA	NA	NA	NA	NA	NA	NA	NA	
		2005	NA	NA	NA	NA	NA	NA	NA	NA	

Margins of error range from ±1% to ±9%
Percent of all active duty members

Table 20.
Air Force: Agreement With Statements About Inclusion in the Workplace

		KEY: Within Year Group Differences							
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Coworkers are treated as valued members of the team without losing their unique identities.	Agree	82	84	79	84	76	79	83	80
	Neither agree nor disagree	12	11	15	11	17	15	12	12
	Disagree	5	5	6	5	7	5	5	8
I believe I can use my chain of command to address concerns about discrimination without fear	Agree	79	82	75	82	70	76	82	75
	Neither agree nor disagree	14	12	17	12	20	16	15	15
	Disagree	7	6	8	6	9	8	3	10
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	Agree	78	80	75	80	76	76	77	70
	Neither agree nor disagree	15	13	19	13	20	18	20	20
	Disagree	7	8	6	8	5	6	4	10
Members in my workgroup are empowered to make work-related decisions on their own.	Agree	74	76	70	76	72	69	74	69
	Neither agree nor disagree	17	15	21	15	22	22	18	18
	Disagree	9	9	9	9	7	9	8	12
The decision-making processes that impact my workgroup are fair.	Agree	72	74	69	74	66	70	73	67
	Neither agree nor disagree	18	16	21	16	24	20	18	21
	Disagree	10	10	10	10	10	10	9	12

Table 20. (continued)

		KEY: Within Year Group Differences ■ Higher Response ■ Lower Response							
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Outcomes are fairly distributed among members of my workgroup.	Agree	70	73	66	73	63	68	70	65
	Neither agree nor disagree	18	16	22	16	25	22	19	19
	Disagree	12	12	12	12	12	9	11	16
Sexist slurs, comments, and/or jokes are used in my workplace.	Agree	15	14	16	14	18	17	12	14
	Neither agree nor disagree	17	15	19	15	17	22	21	17
	Disagree	69	72	64	72	65	61	67	68
I feel excluded by my workgroup because I am different.	Agree	15	14	16	14	17	16	17	15
	Neither agree nor disagree	16	15	18	15	19	20	21	14
	Disagree	69	71	66	71	65	64	63	71
Racial slurs, comments, and/or jokes are used in my workplace.	Agree	14	13	17	13	18	18	15	15
	Neither agree nor disagree	16	15	19	15	17	23	21	15
	Disagree	69	73	64	73	64	59	64	69

Margins of error range from $\pm 2\%$ to $\pm 8\%$
Percent of all active duty members

Table 21.
Air Force: Agreement With Statements About People in the Workplace

			KEY:							
			Within Year Group Differences				Trend Year Differences			
			■ Higher Response ■ Lower Response							
			▲ Higher Than 2017 ▼ Lower Than 2017							
			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
There is very little conflict among your coworkers.	Agree	2017	65	66	65	66	63	66	64	66
		2013	63	64	62	64	63	60	57	67
		2009	61▼	63	57▼	63	58	57	51▼	58
		2005	61▼	63	58▼	63	61	56▼	55	50▼
	Neither agree nor disagree	2017	17	15	19	15	18	20	20	18
		2013	20	19	21	19	21	23	28	16
		2009	20	19	22	19	21	20	29	24
		2005	17	17	16	17	15	16	21	20
	Disagree	2017	18	19	16	19	19	14	15	16
		2013	17	17	17	17	16	17	15	17
		2009	19	18	21▲	18	21	23▲	20	18
		2005	22▲	20	26▲	20	24	28▲	24	30▲
Your coworkers put in the effort required for their jobs.	Agree	2017	71	70	71	70	68	76	70	67
		2013	70	68	74	68	74	74	73	73
		2009	71	71	71	71	72	70	66	71
		2005	64▼	65▼	63▼	65▼	67	59▼	63	55▼
	Neither agree nor disagree	2017	16	16	16	16	20	13	16	15
		2013	18	19	17	19	16	19	17	14
		2009	17	17	17	17	18	14	22	18
		2005	18	18	17	18	14	20▲	20	18
	Disagree	2017	14	14	13	14	12	11	13	17
		2013	11	12	10	12	9	8	9	14
		2009	12	12	12	12	10	15	12	11
		2005	18▲	17	20▲	17	18▲	20▲	17	27
The people in your work group tend to get along.	Agree	2017	78	79	77	79	77	76	77	78
		2013	77	77	77	77	76	75	78	81
		2009	76	78	74	78	74	73	71	78
		2005	76	78	72	78	75	70	74	66▼
	Neither agree nor disagree	2017	14	14	15	14	14	16	14	13
		2013	15	13	17	13	16	19	16	13
		2009	16	15	18	15	17	17	23	16
		2005	15	14	17	14	15	17	15	24▲
	Disagree	2017	7	6	9	6	9	8	9	9
		2013	8	9	6	9	7	6	6	6
		2009	8	7	8	7	9	9	6	6
		2005	9	8	11	8	9	13	11	11

Table 21. (continued)

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			The people in your work group are willing to help each other.	Agree	2017	78	78	78	78	78
2013	76	76			77	76	77	78	78	74
2009	76	76			76	76	77	74	72	81
2005	73▼	75			69▼	75	71	68▼	70	61▼
Neither agree nor disagree	2017	13		14	13	14	16	12	13	12
	2013	16		16	16	16	16	18	16	16
	2009	16		17	16	17	16	15	22▲	13
	2005	17▲		16	18▲	16	17	18▲	20▲	23▲
Disagree	2017	9		9	8	9	6	9	9	10
	2013	8		8	7	8	7	4▼	6	11
	2009	7		7	8	7	7	11	7	6
	2005	10		9	13▲	9	12▲	14	10	16
You are satisfied with the relationships you have with your coworkers.	Agree	2017	74	75	73	75	69	77	71	75
		2013	75	74	77	74	75	80	77	76
		2009	75	76	73	76	73	73	71	77
		2005	76	77	72	77	73	72	73	66
	Neither agree nor disagree	2017	17	16	18	16	23	15	21	11
		2013	16	17	15	17	16	11	17	17
		2009	17	17	19	17	18	19	23	16
		2005	15	14	18	14	16	18	19	20▲
	Disagree	2017	9	9	9	9	8	8	8	14
		2013	9	10	8	10	9	9	6	7
		2009	8	7	8	7	9	8	6	8
		2005	9	8	11	8	10	10	8	14

Margins of error range from ±1% to ±9%
Percent of all active duty members

Table 22.
Air Force: Experienced Behavior(s) in Line With Workplace Hostility From Coworkers or Supervisors During the Past 12 Months

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Did not provide you with information or assistance when needed	61	62	59	62	61	56	56	65
Gossiped/talked about you	43	43	42	43	46	39	39	44
Took credit for your work or ideas	36	37	34	37	35	30	32	39
Were excessively harsh in their criticism of your work performance	34	35	32	35	37	30	35	28
Used insults, sarcasm, or gestures to humiliate you	24	23	26	23	26	26	25	26
Yelled when they were angry with you	22	22	22	22	22	20	21	26

Margins of error range from ±3% to ±7%
 Percent of all active duty members

Table 23.
Air Force: Problems At Duty Station

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Racist/extremist organizations or individuals	Large extent	2017	2	1	3	1	5	2	3	2
		2013	1	1	1▼	1	1	<1	2	<1
		2009	<1▼	<1	1▼	<1	1▼	<1	2	<1
		2005	4▲	4▲	5	4▲	5	5	4	2
	Small/Moderate extent	2017	8	6	11	6	15	7	11	10
		2013	4▼	4	5▼	4	8▼	2	5▼	6
		2009	7	6	9	6	12	8	14	4
		2005	18▲	16▲	22▲	16▲	23	21▲	25▲	22▲
	Not at all	2017	91	93	86	93	80	91	85	89
		2013	94▲	95	94▲	95	91▲	97▲	93▲	94
		2009	93	94	90	94	87	92	84	95▲
		2005	78▼	80▼	73▼	80▼	73	74▼	71▼	76▼
Hate crimes	Large extent	2017	1	1	2	1	3	2	3	1
		2013	1	1	1▼	1	1	<1	2	<1
		2009	<1▼	<1	1	<1	1	<1	2	<1
		2005	3▲	3▲	3	3▲	3	4	6	1
	Small/Moderate extent	2017	4	4	6	4	8	4	6	4
		2013	3	3	4	3	6	3	4	4
		2009	6	5	7	5	7	7	10	2
		2005	16▲	15▲	20▲	15▲	20▲	19▲	21▲	19▲
	Not at all	2017	94	96	92	96	89	94	90	95
		2013	96	96	95▲	96	94	97	94	95
		2009	94	95	93	95	92	93	88	97
		2005	81▼	83▼	77▼	83▼	77▼	77▼	73▼	80▼
Gangs	Large extent	2017	1	1	2	1	3	1	3	1
		2013	1	1	1	1	2	2	2	<1
		2009	1	1	2	1	2	1	2	<1
		2005	2▲	2▲	3	2▲	3	3	5	4
	Small/Moderate extent	2017	5	4	6	4	8	6	7	5
		2013	4	4	4	4	5	3	6	4
		2009	8▲	7	10▲	7	11	10	11	5
		2005	23▲	22▲	24▲	22▲	24▲	24▲	21▲	23▲
	Not at all	2017	94	95	92	95	89	93	91	93
		2013	95	95	94	95	93	96	92	96
		2009	91	93	89	93	87	89	86	94
		2005	75▼	76▼	73▼	76▼	73▼	73▼	74▼	73▼

Margins of error range from ±1% to ±8%
Percent of all active duty members

Table 24.
Air Force: Problems in the Local Community Around Duty Station

			KEY:							
			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
Racist/extremist organizations or individuals	Large extent	2017	3	3	3	3	4	3	3	4
		2013	2	3	2	3	2	3	2	2
		2009	3	3	2	3	2	2	3	3
		2005	4	3	4	3	4	4	4	4
	Small/Moderate extent	2017	28	28	29	28	29	25	25	36
		2013	26	28	21▼	28	20	18	23	25
		2009	29	30	26	30	28	25	21	26
		2005	33▲	33	33	33	33	31	35	33
	Not at all	2017	68	68	68	68	67	73	72	60
		2013	72	69	77▲	69	78▲	80	75	73
		2009	69	67	72	67	70	72	75	71
		2005	64▼	64	63	64	63	65	61▼	62
Hate crimes	Large extent	2017	3	3	3	3	3	2	3	3
		2013	2	2	2	2	1	4	2	2
		2009	2	3	2	3	1	1	3	4
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	26	27	24	27	25	21	21	29
		2013	22	25	17▼	25	18	15	16	22
		2009	27	28	25	28	25	26	21	27
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	71	70	73	70	72	77	76	68
		2013	76	73	80▲	73	81	82	81	76
		2009	71	70	73	70	74	73	76	70
		2005	NA	NA	NA	NA	NA	NA	NA	NA
Gangs	Large extent	2017	6	6	5	6	5	5	5	5
		2013	6	7	4	7	4	5	5	3
		2009	8	8	6	8	5	5	8	9
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Small/Moderate extent	2017	31	33	27	33	24	28	21	35
		2013	28	30	24	30	24	23	20	30
		2009	33	34	30	34	31	30	22	34
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Not at all	2017	63	61	68	61	72	67	74	60
		2013	66	63	72	63	72	72	75	68
		2009	59	58	63	58	64	64	70	57
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 25.
Air Force: Perceptions of Racial/Ethnic Relations in the Military During Last 5 Years

			KEY:									
			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity		
Perceptions of race/ethnic relations in our military during the last five years		Worse today	2017	11	8	16	8	24	7	9	19	
			2013	3↓	2↓	4↓	2↓	5↓	1↓	4	5↓	
			2009	2↓	2↓	2↓	2↓	2↓	2	1↓	1↓	
		About the same as five years ago	2017	55	54	56	54	58	56	51	56	
			2013	52	51	53	51	63	47	40	52	
			2009	45↓	44↓	47↓	44↓	48	45	47	45	
		Better today	2017	34	37	28	37	18	37	40	26	
			2013	46↑	47↑	43↑	47↑	32↑	52	56↑	43	
			2009	53↑	54↑	51↑	54↑	50↑	53↑	52	53↑	
				2005	56↑	57↑	53↑	57↑	47↑	65↑	55↑	51↑

Margins of error range from ±1% to ±12%
Percent of active duty members who completed 5 years or more in active duty service

Table 26.
Air Force: Perceptions of Racial/Ethnic Relations in the Nation During Last 5 Years

			KEY:									
			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity		
Perceptions of race/ethnic relations in our nation during the last five years		Worse today	2017	53	52	55	52	59	49	40	63	
			2013	15↓	15↓	14↓	15↓	20↓	11↓	10↓	11↓	
			2009	7↓	7↓	7↓	7↓	7↓	6↓	6↓	9↓	
		About the same as five years ago	2017	28	28	27	28	28	30	35	19	
			2013	52↑	51↑	56↑	51↑	55↑	56↑	52↑	58↑	
			2009	39↑	38↑	40↑	38↑	43↑	38	33	38↑	
		Better today	2017	19	20	18	20	13	21	24	17	
			2013	33↑	34↑	30↑	34↑	25↑	32	38↑	31↑	
			2009	54↑	55↑	53↑	55↑	49↑	56↑	60↑	53↑	
				2005	50↑	52↑	45↑	52↑	38↑	54↑	53↑	41↑

Margins of error range from ±1% to ±10%
Percent of all active duty members

Table 27.
Air Force: Leadership Makes Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment/Discrimination

			KEY:							
			Within Year Group Differences				Trend Year Differences			
			■ Higher Response ■ Lower Response				▲ Higher Than 2017 ▼ Lower Than 2017			
			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Senior leadership of my Service	Yes	2017	75	79	69	79	66	73	68	69
		2013	74	76	69	76	64	71	68	76
		2009	73	77	66	77	60	72	64	69
		2005	72	76	64	76	60	70	70	63
	No	2017	5	4	6	4	5	6	8	8
		2013	6	5	8	5	10▲	8	8	7
		2009	6	5	8	5	10▲	7	6	5
		2005	7▲	5	11▲	5	11▲	10	10	9
	Don't know	2017	20	17	24	17	29	22	24	23
		2013	20	18	23	18	26	21	24	18
		2009	21	19	26	19	30	21	30	26
		2005	21	19	25	19	29	19	20	28
Senior leadership of my installation/ship	Yes	2017	74	78	68	78	62	72	71	68
		2013	75	78	71	78	65	74	68	78
		2009	73	77	65	77	59	73	63	69
		2005	73	77	65	77	61	71	69	65
	No	2017	5	4	7	4	6	6	7	8
		2013	6	5	9	5	10	8	9	7
		2009	6	6	8	6	10	7	7	5
		2005	7	5	10▲	5	11	9	9	9
	Don't know	2017	21	18	26	18	32	22	22	23
		2013	19	17	21	17	25	18	23	15
		2009	21	18	27	18	31	21	30	26
		2005	20	18	25	18	28	20	22	26
My immediate supervisor	Yes	2017	75	78	71	78	69	72	72	72
		2013	78	80	73	80	69	76	70	79
		2009	74	77	68	77	66	72	65	70
		2005	76	79	70	79	67	75	72	65
	No	2017	6	6	7	6	7	6	8	10
		2013	7	6	9	6	12	8	9	7
		2009	7	6	9	6	10	8	7	10
		2005	7	6	10	6	10	9	9	10
	Don't know	2017	18	16	22	16	25	22	20	18
		2013	15	14	17	14	19	16	21	14
		2009	19	17	22	17	24	19	27	20
		2005	17	16	21	16	23	16	19	25

Margins of error range from ±1% to ±10%
 Percent of all active duty members

Table 28.
Air Force: Attention to Racial/Ethnic Harassment/Discrimination

			KEY:							
			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
			Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017							
The military	Too much attention	2017	24	30	12	30	3	14	14	23
		2013	19▼	24	8	24	4	10	11	13▼
		2009	22	28	10	28	4	15	14	15
		2005	24	30	9	30	3	15	12	17
	The right amount of attention	2017	67	66	70	66	68	75	75	64
		2013	74▲	73▲	77▲	73▲	72	82	80	76
		2009	68	67	70	67	66	72	74	71
		2005	66	66	66	66	63	71	74	63
	Too little attention	2017	9	4	17	4	29	11	11	12
		2013	7	4	15	4	24	8	9	11
		2009	10	5	20	5	30	13	12	14
		2005	10	4	24▲	4	34	15	13	20
Your immediate supervisor	Too much attention	2017	3	3	2	3	<1	3	2	2
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	The right amount of attention	2017	92	93	89	93	89	88	89	90
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Too little attention	2017	6	4	9	4	11	9	9	8
		2013	NA	NA	NA	NA	NA	NA	NA	NA
		2009	NA	NA	NA	NA	NA	NA	NA	NA
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±8%
Percent of all active duty members

Table 29.
Air Force: Received Training on Racial/Ethnic Harassment and Discrimination in Past 12 Months

	KEY:								
	Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017								
	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Had training on topics related to racial/ethnic harassment and discrimination	2017	83	86	79	86	71	82	79	85
	2013	87▲	89	82	89	77	85	84	86
	2009	80	83	74	83	73	73▼	70	83
	2005	75▼	78▼	69▼	78▼	70	65▼	72	73▼

Margins of error range from ±2% to ±8%
Percent of all active duty members

Table 30.
Air Force: Training Received Was Effective in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

	KEY:								
	Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ▲ Higher Than 2017 ▼ Lower Than 2017								
	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Training received was effective	2017	91	89	93	89	92	97	96	86
	2013	96▲	95▲	97▲	95▲	96	98	98	97▲
	2009	95▲	95▲	96	95▲	96	95	98	98▲
	2005	96▲	96▲	97▲	96▲	97	97	98	96▲

Margins of error range from ±1% to ±8%
Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 31.
Air Force: Effectiveness of Training Received in Reducing/Preventing Racial/Ethnic Harassment/Discrimination

			KEY:								
			Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Effectiveness of training received in reducing/preventing racial/ethnic harassment/discrimination		Not at all effective	2017	9	11	7	11	8	3	4	14
			2013	4 ↓	5 ↓	3 ↓	5 ↓	4	2	2	3 ↓
			2009	5 ↓	5 ↓	4	5 ↓	4	5	2	2 ↓
			2005	4 ↓	4 ↓	3 ↓	4 ↓	3	3	2	4 ↓
		Slightly effective	2017	17	17	17	17	18	17	17	17
			2013	15	16	13	16	17	8	13	12
			2009	15	15	14	15	12	15	11	18
			2005	13 ↓	13	12 ↓	13	13	10	12	12
		Moderately effective	2017	40	39	42	39	37	43	52	40
			2013	42	43	41	43	40	46	44	32
			2009	43	43	42	43	45	38	46	41
			2005	46 ↑	46 ↑	44	46 ↑	43	43	46	48
		Very effective	2017	34	34	34	34	37	37	27	29
			2013	38	36	44 ↑	36	40	44	41 ↑	53 ↑
			2009	38	37	40	37	39	43	40 ↑	39
			2005	38	37	41 ↑	37	41	44	41 ↑	36

Margins of error range from ±1% to ±11%

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months

Table 32.
Air Force: Racial/Ethnic Harassment/Discrimination Training Received Conveyed Relevant Information

		KEY:							
		Within Year Group Differences							
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Taught that racial/ethnic harassment/discrimination reduces cohesion/effectiveness of the military	Agree	92	93	89	93	85	91	91	89
	Neither agree nor disagree	8	6	10	6	15	8	8	10
	Disagree	<1	<1	<1	<1	<1	<1	1	1
Identified racial/ethnic behaviors that are offensive to others and should not be tolerated	Agree	90	91	87	91	82	89	90	88
	Neither agree nor disagree	9	8	12	8	16	9	9	12
	Disagree	1	2	1	2	2	1	1	1
Explained the process for reporting racial/ethnic harassment and discrimination	Agree	90	92	87	92	81	89	89	89
	Neither agree nor disagree	9	7	12	7	19	9	9	9
	Disagree	1	1	1	1	<1	2	2	2
Provided information on Service's policies on participation in racist/extremist organizations	Agree	89	90	86	90	82	89	88	83
	Neither agree nor disagree	10	9	12	9	15	10	10	14
	Disagree	1	1	2	1	3	2	1	3
Provided information about policies/procedures/consequences racial/ethnic harassment/discrimination	Agree	89	91	86	91	84	88	90	83
	Neither agree nor disagree	10	8	12	8	16	11	9	13
	Disagree	1	1	2	1	<1	1	2	4

Table 32. (continued)

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Provided a good understanding of what words and actions are racial/ethnic harassment/discrimination	Agree	89	90	87	90	82	91
	Neither agree nor disagree	10	9	11	9	16	8	10	11
	Disagree	1	1	1	1	2	<1	1	2
Gave useful tools for dealing with racial/ethnic harassment and discrimination	Agree	88	89	86	89	81	89	88	85
	Neither agree nor disagree	11	10	12	10	16	10	11	12
	Disagree	2	2	2	2	3	2	2	3
Promoted cross-cultural awareness	Agree	87	88	85	88	84	88	84	82
	Neither agree nor disagree	11	10	12	10	15	10	13	13
	Disagree	2	2	3	2	2	2	3	5
Promoted religious tolerance	Agree	86	87	84	87	84	87	84	80
	Neither agree nor disagree	11	10	13	10	14	11	15	14
	Disagree	3	3	3	3	2	2	1	6
Made me feel it is safe to report offensive racial/ethnic situations	Agree	85	87	82	87	79	83	88	83
	Neither agree nor disagree	13	11	16	11	19	15	10	15
	Disagree	2	2	2	2	2	2	2	2

Margins of error range from ±1% to ±8%

Percent of active duty members who received training on racial/ethnic harassment/discrimination in the past 12 months and training covered the topic

Table 33.
Air Force: Perceptions of Reporting Processes for Racial/Ethnic Harassment/Discrimination

		KEY:							
		Within Year Group Differences				Trend Year Differences			
		■ Higher Response		■ Lower Response		▲ Higher Than 2017		▼ Lower Than 2017	
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Would you know how to report experiences of racial/ethnic harassment?	2017	93	94	91	94	91	90	89	93
	2013	95	96	94	96	94	95	89	95
	2009	93	94	91	94	91	92	90	92
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Would you know how to report experiences of racial/ethnic discrimination?	2017	93	94	90	94	90	89	88	93
	2013	95▲	96	94▲	96	94	95	89	95
	2009	93	94	92	94	92	92	90	93
	2005	NA	NA	NA	NA	NA	NA	NA	NA
Is the availability of reporting hotlines publicized enough?	2017	81	86	74	86	72	76	76	75
	2013	83	86	78	86	78	76	76	85
	2009	83	86	77	86	74	79	76	80
	2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±2% to ±10%
 Percent of all active duty members

Table 34.
***Air Force: Perceptions of Unit Reporting Climate for Racial/Ethnic Harassment/
 Discrimination***

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			↑ Higher Than 2017 ↓ Lower Than 2017					
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Members feel free to report without fear of negative reactions	Large extent	2017	64	70	52	70	50	54	50	55
		2013	68	74	57	74	52	57	58	64
		2009	64	69	53	69	48	55	52	64
		2005	66	71	56	71	54	57	54	61
	Small/Moderate extent	2017	29	22	39	22	44	37	40	35
		2013	23↓	19	32↓	19	36	30	34	25
		2009	28	24	37	24	41	36	37	27
		2005	27	24	36	24	37	36	39	32
	Not at all	2017	8	7	9	7	7	10	10	10
		2013	9	7	12	7	11	13	8	11
		2009	8	7	10	7	10	9	11	9
		2005	6	5	8	5	9	7	7	7
Complaints about racial/ethnic harassment/discrimination would be taken seriously	Large extent	2017	73	78	65	78	60	69	64	69
		2013	77	81	69	81	64	73	66	74
		2009	74	79	63	79	60	64	60	72
		2005	77↑	81	66	81	62	70	68	72
	Small/Moderate extent	2017	20	16	28	16	34	23	29	26
		2013	17	14	24	14	28	20	28	21
		2009	21	16	29	16	34	27	33	20
		2005	19	15	29	15	32	27	28	26
	Not at all	2017	6	6	7	6	6	8	7	6
		2013	6	5	7	5	8	7	6	6
		2009	6	5	8	5	7	9	7	7
		2005	4↓	3	5	3	6	4	4	3

Table 34. (continued)

		KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ▲ Higher Than 2017 ▼ Lower Than 2017								
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
People would be stopped from getting away with racial/ethnic harassment/discrimination	Large extent	2017	69	75	60	75	55	63	53	66
		2013	70	72	67▲	72	64	70	62	71
		2009	71	73	67▲	73	63	70	62	74
		2005	76▲	80▲	68▲	80▲	67▲	68	69▲	75
	Small/Moderate extent	2017	23	18	30	18	36	27	34	24
		2013	20	18	24▼	18	27	22	29	21
		2009	20	17	26	17	30	23	30	21
		2005	18▼	15	26	15	27▼	27	27	20
	Not at all	2017	8	7	10	7	9	10	13	10
		2013	10	11	9	11	9	9	9	8
		2009	9	9	7▼	9	7	7	8	6
		2005	6▼	6	6▼	6	7	5	4▼	5
Policies forbidding racial/ethnic harassment/discrimination are publicized	Large extent	2017	64	69	56	69	51	57	52	64
		2013	65	70	56	70	55	55	49	63
		2009	64	68	55	68	53	57	45	63
		2005	66	69	57	69	57	59	53	59
	Small/Moderate extent	2017	27	22	34	22	37	34	36	28
		2013	27	24	32	24	36	28	39	27
		2009	27	23	34	23	36	33	42	27
		2005	27	24	34	24	33	33	41	35
	Not at all	2017	9	8	10	8	12	9	12	8
		2013	8	6	12	6	9	17	11	11
		2009	9	9	11	9	11	11	12	10
		2005	7	7	9	7	10	8	7	6

Margins of error range from ±1% to ±10%
 Percent of all active duty members

Table 35.
Air Force: Chances of Promotion if Someone Reported Racial/Ethnic Harassment/Discrimination

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Chances of promotion if someone reported racial/ethnic harassment/discrimination	Better	2017	6	7	5	7	6	5	3	7
		2013	4	5	3	5	2	4	6	1▼
		2009	4▼	4	3	4	3	4	4	3
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	The same	2017	81	85	75	85	67	79	81	78
		2013	84	86	81▲	86	78▲	84	78	82
		2009	82	86	75	86	74	75	76	79
		2005	NA	NA	NA	NA	NA	NA	NA	NA
	Worse	2017	12	8	19	8	27	17	16	14
		2013	12	10	16	10	21	12	16	17
		2009	14	11	21	11	23	21	20	18
		2005	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±11%
Percent of all active duty members

Table 36.
Air Force: Reported the One Situation to a DoD Authority

		KEY:								
		Within Year Group Differences			Trend Year Differences					
		■ Higher Response ■ Lower Response			▲ Higher Than 2017 ▼ Lower Than 2017					
		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity	
Reported to at least one DoD authority		32	39	24	39	28	19	11	NR	
Reported to your or alleged offender(s)'s chain of command		28	37	19	37	23	15	10	21	
Someone in your chain of command		23	27	18	27	22	15	10	21	
Someone in the chain of command of the offender		20	27	12	27	14	8	7	17	
Reported to any DoD office responsible for handling complaints		10	7	14	7	17	12	4	NR	
Other person or office with responsibility for follow-up		9	7	12	7	14	11	3	NR	
Special military office responsible for handling these kinds of reports		4	4	5	4	6	5	NR	NR	

Margins of error range from ±4% to ±17%
Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months

Table 37.
Air Force: Reasons for Reporting the One Situation

	KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response							
	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
To prevent it from happening again	84	NR	84	NR	NR	NR	NR	NR
To make your work environment a better place	83	NR	82	NR	NR	NR	NR	NR
To make your chain of command situationally aware	81	NR	81	NR	NR	NR	NR	NR
To prevent it from happening to someone else	80	NR	81	NR	NR	NR	NR	NR
To punish the person	23	20	27	20	NR	NR	NR	NR
To reduce any impact on your evaluation or promotion	14	14	16	14	NR	NR	NR	NR
To transfer yourself or the offender out of your unit	14	8	25	8	NR	NR	NR	NR
Other reason	16	11	25	11	NR	NR	NR	NR

Margins of error range from ±10% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 38.
Air Force: Satisfaction With Aspects of Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Degree to which your privacy was/is being protected	Satisfied	40	NR	34	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	30	NR	29	NR	NR	NR	NR	NR
	Dissatisfied	30	NR	37	NR	NR	NR	NR	NR
Treatment by personnel handling your report	Satisfied	37	NR	40	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	34	NR	32	NR	NR	NR	NR	NR
	Dissatisfied	29	NR	27	NR	NR	NR	NR	NR
Availability of information about how to follow-up on a report	Satisfied	31	NR	29	NR	NR	1	NR	NR
	Neither satisfied nor dissatisfied	36	NR	42	NR	NR	NR	NR	NR
	Dissatisfied	33	NR	29	NR	NR	NR	NR	NR
The reporting process overall	Satisfied	27	NR	28	NR	NR	1	NR	NR
	Neither satisfied nor dissatisfied	38	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	34	NR	32	NR	NR	NR	NR	NR
Amount of time it took/is taking to resolve your report	Satisfied	26	NR	30	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	38	NR	31	NR	NR	NR	NR	NR
	Dissatisfied	35	NR	NR	NR	NR	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	20	NR	20	NR	NR	NR	NR	NR
	Neither satisfied nor dissatisfied	38	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	42	NR	37	NR	NR	NR	NR	NR

Margins of error range from $\pm 4\%$ to $\pm 18\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 39.
Air Force: Official Action Taken in Response to Reporting the One Situation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Against one or more of the person(s) who bothered you	Yes	13	10	18	10	NR	NR
	No	52	NR	NR	NR	NR	NR	NR	NR
	Don't know	35	NR	35	NR	NR	NR	NR	NR
Against you	Yes	4	NR	NR	NR	NR	NR	NR	NR
	No	78	NR	72	NR	NR	NR	NR	NR
	Don't know	18	NR	18	NR	NR	NR	NR	NR

Margins of error range from ±9% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 40.
Air Force: Reported One Situation and Perceived Any Type of Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		Reported one situation and experienced any type of retaliation as a result of the one situation		36	NR	38	NR	NR	NR

Margins of error range from ±13% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 41.
Air Force: Reported One Situation and Perceived Retaliation

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Social retaliation	Yes	32	NR	33	NR	NR	NR	NR	NR
	No	60	NR	NR	NR	NR	NR	NR	NR
	Don't know	8	NR	12	NR	NR	NR	NR	NR
Professional retaliation	Yes	16	13	21	13	NR	NR	NR	NR
	No	71	77	61	77	NR	NR	NR	NR
	Don't know	13	10	18	10	NR	NR	NR	NR

Margins of error range from $\pm 9\%$ to $\pm 17\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 42.
Air Force: Reported the One Situation and It Was Corrected

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
Reported the one situation and it was corrected		37	NR	37	NR	NR	NR	NR	NR

Margins of error range from $\pm 14\%$ to $\pm 17\%$

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to a DoD authority

Table 43.
Air Force: Knew the Outcome of Report

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Knew the outcome of report	34	NR	42	NR	NR	2	NR

Margins of error range from ±9% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and reported to DoD authority

Table 44.
Air Force: One Situation Reported Was Substantiated

KEY: Within Year Group Differences ■ Higher Response ■ Lower Response	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
	Report was found to be substantiated	NR	NR	NR	NR	NR	NR	NR

Margins of error cannot be determined

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 45.
Air Force: Satisfied With Outcome of Report

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
		How satisfied were you with the outcome of your report?	Satisfied	22	NR	NR	NR	NR	NR
Neither satisfied nor dissatisfied	NR		NR	NR	NR	NR	NR	NR	1
Dissatisfied	NR		NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±5% to ±17%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months, reported to DoD authority, and knew the outcome

Table 46.
Air Force: Reasons for Not Reporting the One Situation to a DoD Authority

	KEY: Within Year Group Differences							
	Air Force	White	Total Minority	White	Black	Hispanic	Asian	Other Race/Ethnicity
You thought it was not important enough to report	58	59	57	59	50	NR	86	76
You thought it would make your work situation unpleasant	54	53	56	53	45	NR	74	NR
You did not think anything would be done	44	46	42	46	35	NR	NR	NR
You felt uncomfortable making the report	40	37	42	37	32	NR	NR	NR
You took care of the problem yourself	40	37	43	37	44	35	NR	NR
You thought you would be labeled a troublemaker	37	42	33	42	20	NR	NR	NR
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	34	37	32	37	16	NR	NR	NR
You thought reporting would take too much time and effort	30	31	30	31	20	28	NR	NR
You thought you would not be believed	23	25	22	25	16	13	NR	NR
You thought your performance evaluation or chance for promotion would suffer	22	20	24	20	23	16	NR	NR
You were afraid of retaliation/reprisals from your chain of command	22	17	26	17	22	NR	NR	NR
You did not know how to file a report	14	11	17	11	7	NR	NR	NR
You did not know the identity of the person(s) who did it	5	NR	5	NR	NR	NR	5	NR
Situation only involved civilian(s) off an installation	2	NR	<1	NR	NR	<1	NR	1
You were encouraged to withdraw your report	1	NR	1	NR	NR	NR	NR	1
Other reason(s)	21	18	24	18	27	16	NR	NR

Margins of error range from ±2% to ±18%

Percent of active duty members who indicated experiencing racial/ethnic harassment/discrimination in the past 12 months and did not indicate reporting to a DoD authority

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