

HQ U.S. Air Force Academy

Integrity - Service - Excellence

Fall 2004 Cadet Climate Survey

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Overview

- **Survey development and administration process**
- **Results by major climate areas**
- **Conclusions and Way Ahead**



Survey Development and Administration

- **Utilized Fall 2003 survey as the baseline (externally reviewed by Defense Manpower Data Center and AFPC)**
 - Reintegrated items on religion to expand scope
 - Added items on warrior identity and culture change
 - Timeframe boundary established since Sept 2003
 - Survey was 94 questions, reduced 12 questions from Fall 2003
- **Internally reviewed by USAFA Assessment Board**
- **Administered 31 Aug to all cadets (Classes of 2005-2008) during Commandant's Time**
- **Results provide one-year comparisons between and within demographic groups**



Climate Areas Assessed

■ Results by major climate areas

- Sexual Assault
- Gender
- Race/Ethnicity
- Religion
- Discrimination against Majority (Reverse discrimination)
- Fear of Reprisal
- Intercollegiate Status
- Alcohol-related behavior
- Condonation and Toleration of violations
- Trust and confidence in USAFA leadership
- Trust and confidence in sexual assault response
- Warrior Identity
- Support for Culture Change



Relative Demographics

	<u>%Respondents</u>	<u>%Wing</u>
■ Females	19%	18%
■ Racial/Ethnic Minority	22	18
■ Non-Christian	15	7*
■ Intercollegiate	32**	23
■ Class of 2005	20	22
■ Class of 2006	20	22
■ Class of 2007	28	26
■ Class of 2008	32	30

*At entry into USAFA, 7% of cadets indicated non-Christian or no faith group. Over time, some cadets change faith from a Christian affiliation to either no religious faith or a religion other than a Christian faith group.

**Intercollegiate Status is a more fluid demographic, it can change during tenure at USAFA

-Cadets no longer participating in intercollegiate sports, may have identified since they were originally recruited

-Respondents in intercollegiate club sports may have self-identified as intercollegiate athletes

(e.g., Rugby Team is a club sport that competes against other college teams)



Reviewing the Results

■ Comparisons of interest

■ Comparisons to last year's results

■ Improvements (Positive change greater than 2%)

■ Unchanged (Less than 2% change)

■ Losses (Negative change greater than 2%)

■ Comparisons between groups

■ Gender, race/ethnicity, religion, intercollegiate status, cadet classes, age groups

■ Compatibility of raw results with professional military values and standards

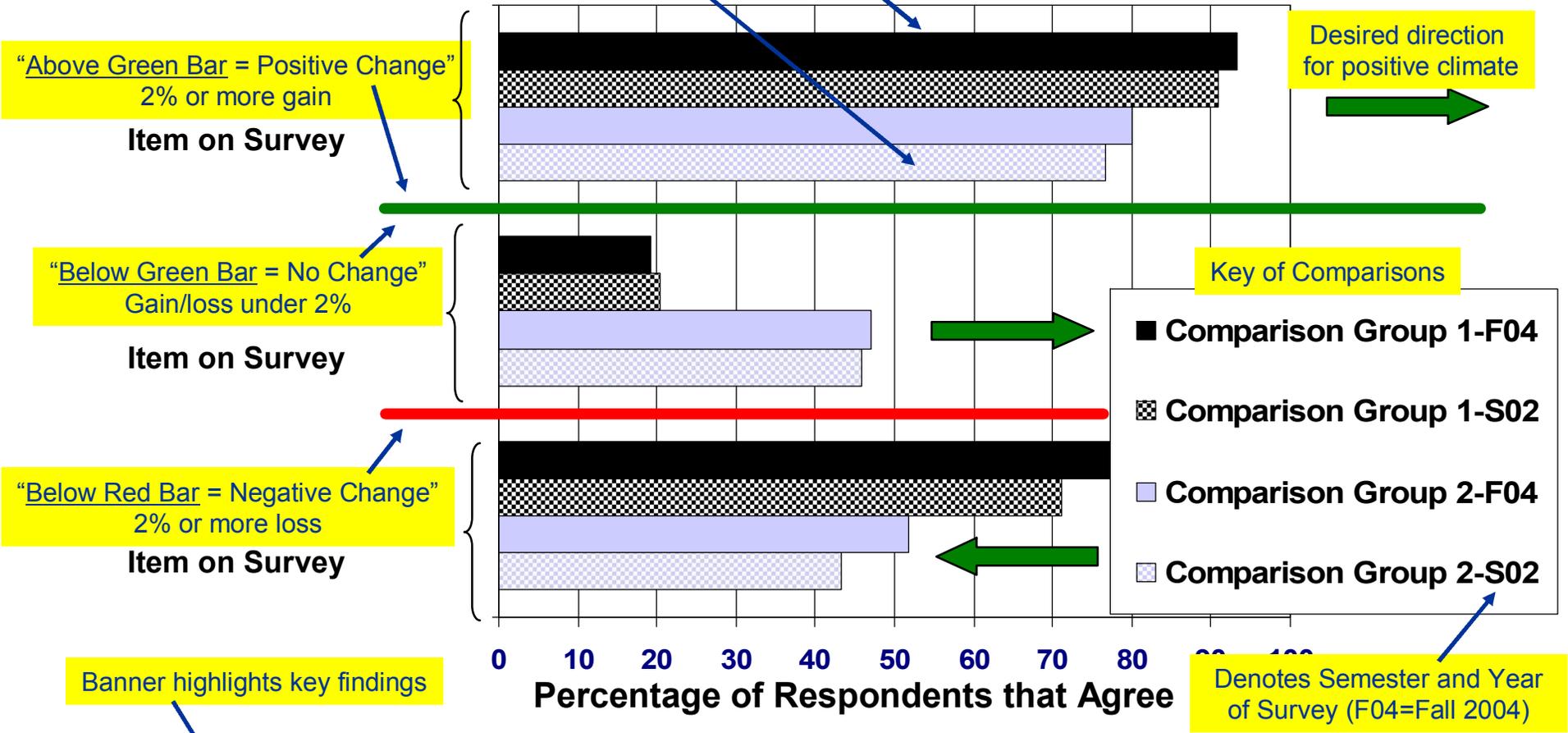


EXAMPLE SLIDE: Climate Area Items by Comparison Group

Solid bar identifies current data by comparison group

Checked bar identifies current data by comparison group

Note: This climate not assessed in 2003



Banner highlights key findings

- Statement on “change” compared to Fall 2003 survey
- Statement on gaps between majority and minority groups



Initial Results

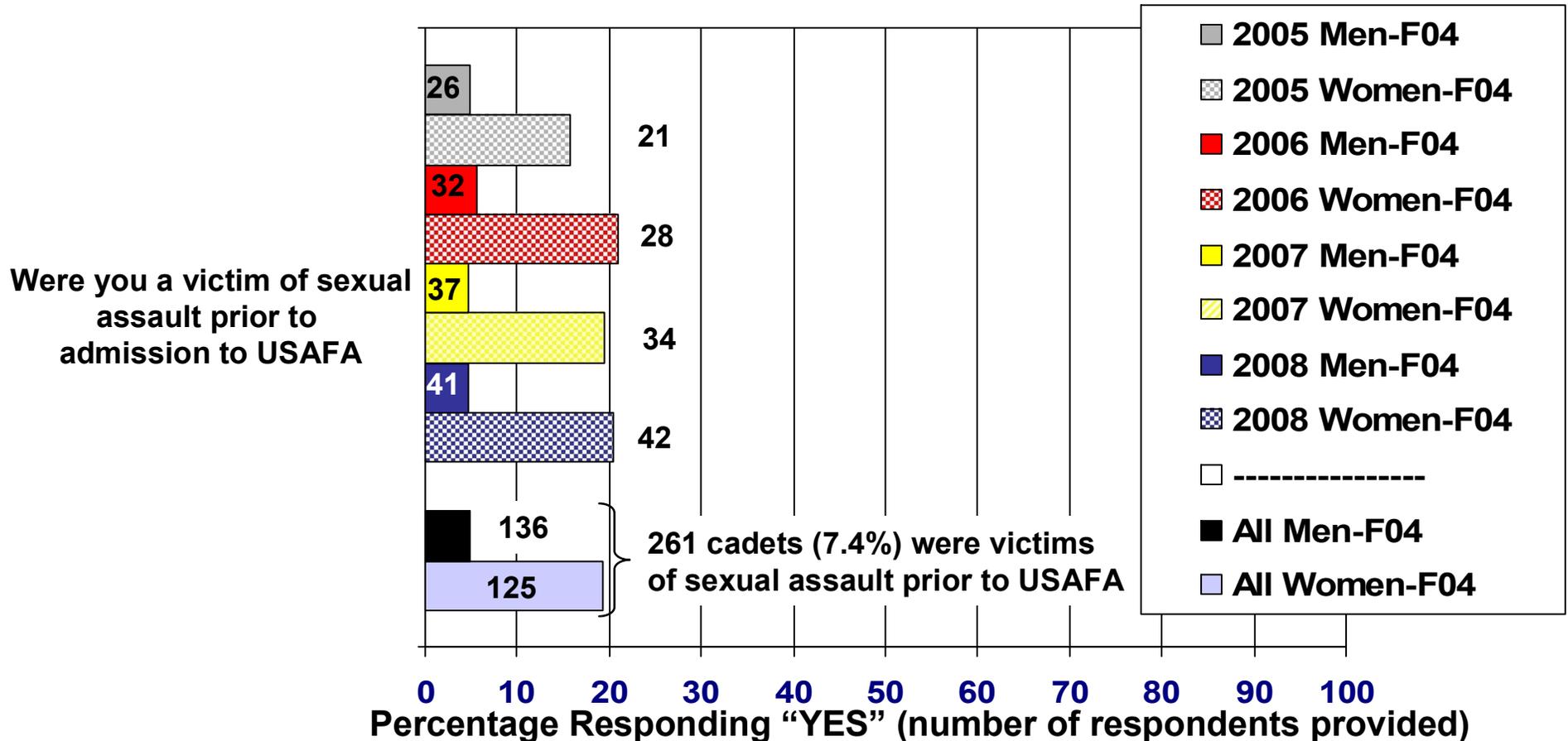
- Improved knowledge of sexual assault reporting and willingness to report
- Cadet responses indicated that behavior has improved in many areas
- Cadet responses on attitudinal items are mixed
 - Race/ethnicity remains most positive climate area
 - Gaps still exist between majority/minority in other areas
 - Most divergent in intercollegiate, religious, and gender climate areas
 - Improving attitudes will take time
- Alcohol attitudes and behavior remain a challenge



SEXUAL ASSAULT CLIMATE



Victim of Sexual Assault Prior to Admission to USAFA

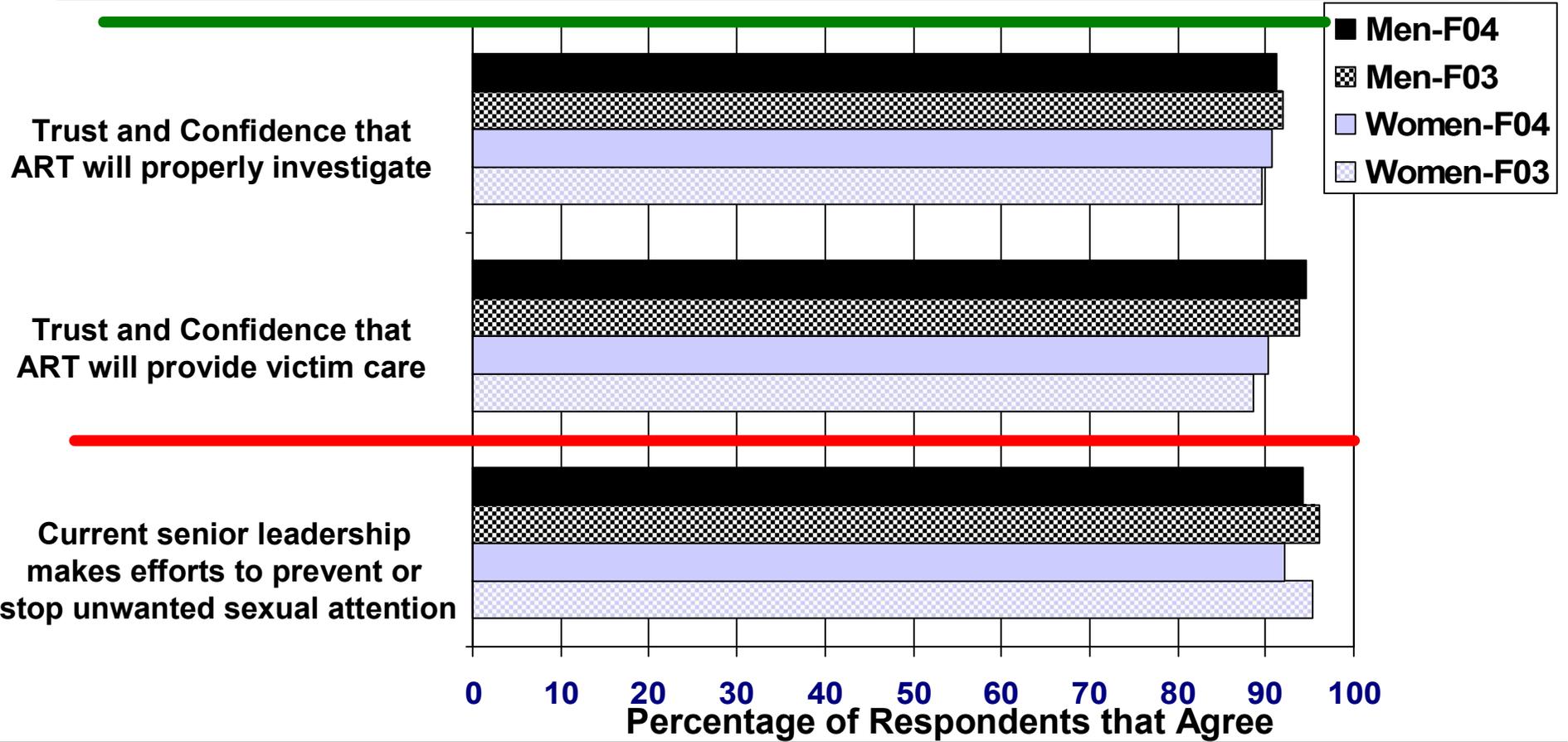


- 1 in 20 men and 1 in 5 women entered USAFA as victims of sexual assault
- Nationally, research indicates 1 in 6 men and 1 in 4 women sexually assaulted by age of 18 (Nat'l Center on Child Abuse and Neglect)



Trust and Confidence in Sexual Assault Response by Gender

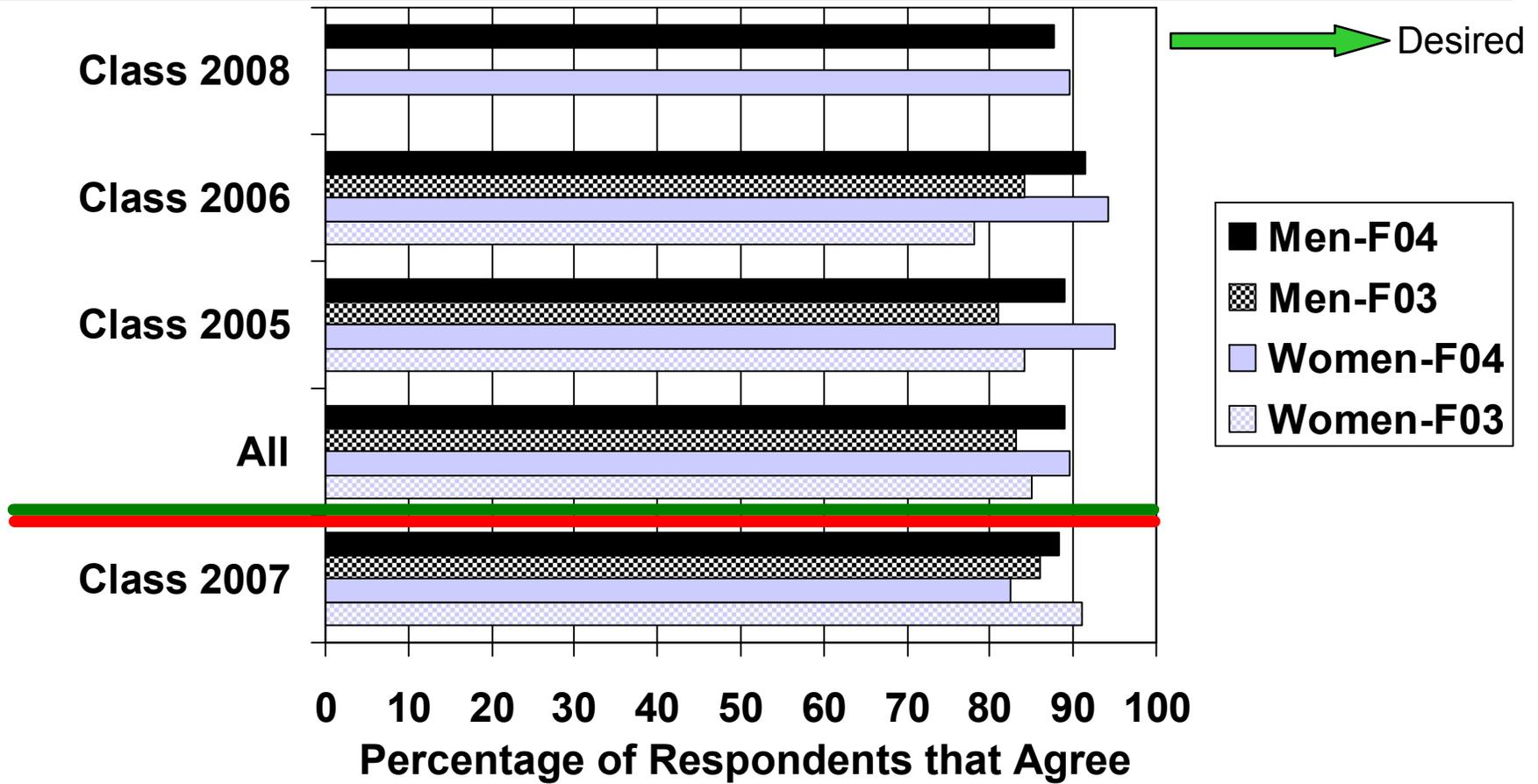
→ Desired



- Continued high trust and confidence in the Academy Response Team
- Women report slightly lower agreement that senior leadership make to prevent or stop unwanted sexual attention compared to Fall 03



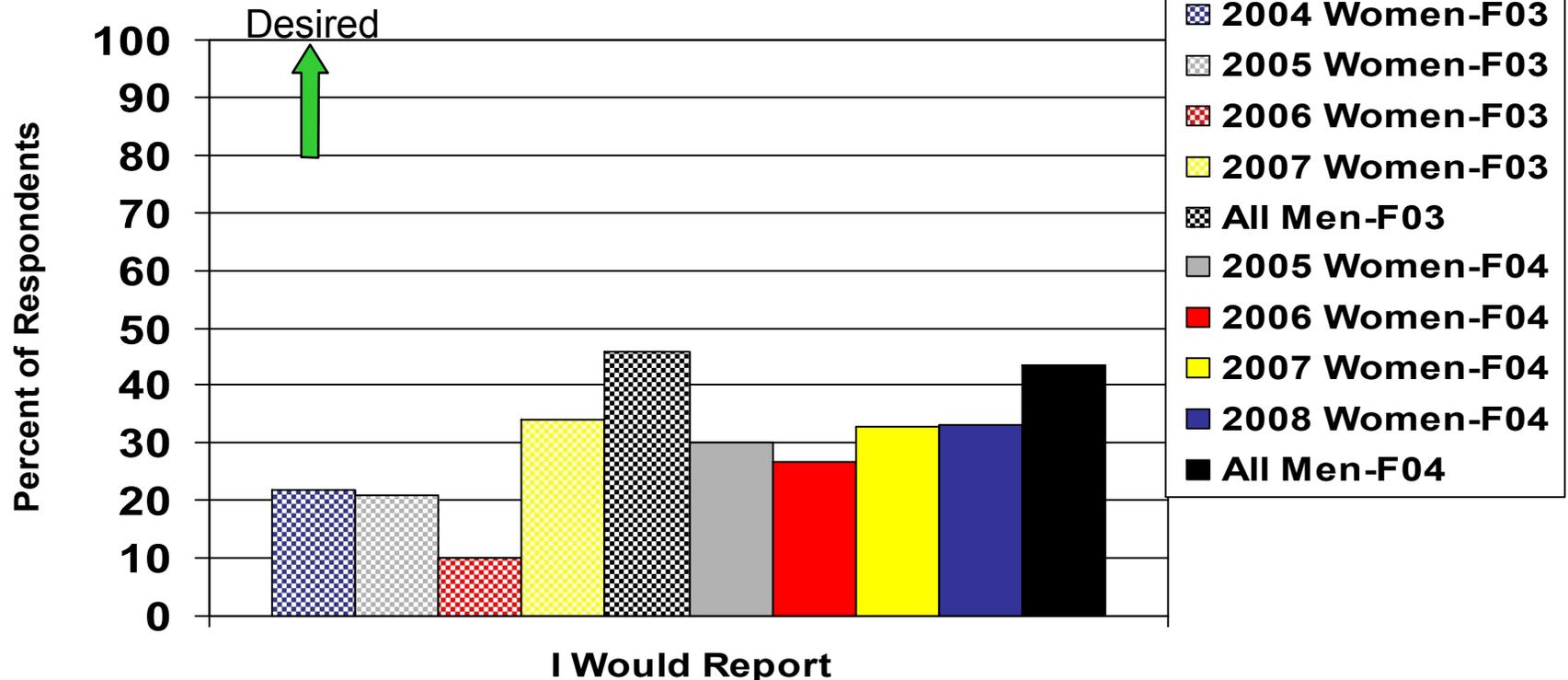
I know how to report a suspected incident of sexual assault



- Increase in cadet knowledge on how to report sexual assault
- 9 out of 10 cadets know how to report
- Third class female cadets indicate regression in reporting knowledge



Cadet Willingness to Report Sexual Assault

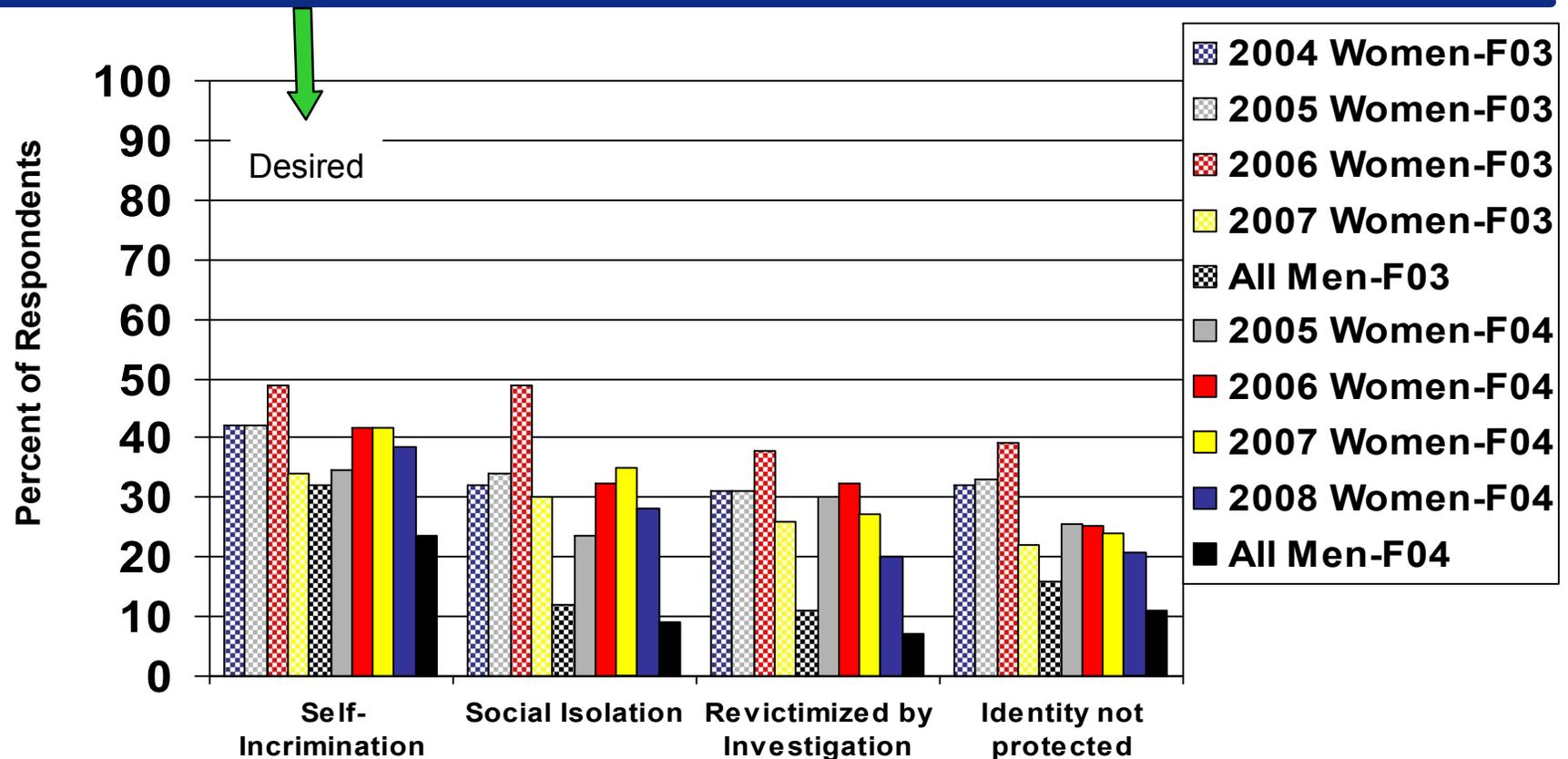


- Improved willingness to report sexual assault by women in 2005/2006
- 33% of women willing to report, higher than national reporting average
- Nat'l stats indicate only 16% of female victims report (Kilpatrick, 1992)
- DoD/IG Survey in 2003 indicated female cadets reported 18.6% of sexual assault incidents



Top Reasons why cadets would not report a sexual assault

Note: Respondents could mark multiple responses to this item



- Self-incrimination and fear of ostracism/social isolation continue to be highest impediments to reporting
- 2003 DoD/IG Survey also indicated ostracism/self-incrimination highest



Summary of Findings Regarding Sexual Assault

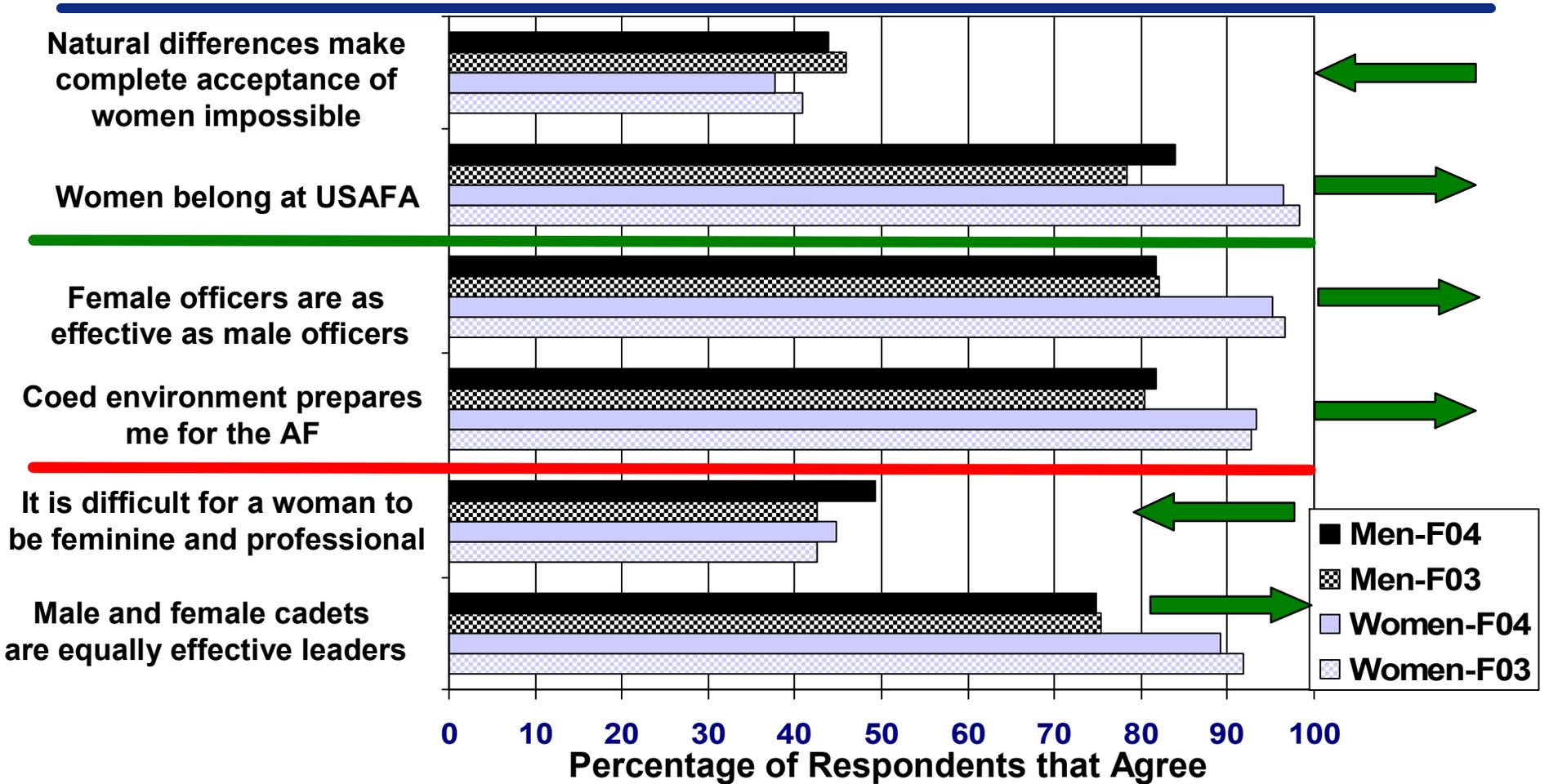
- **USAFA Cadet Climate Survey does not ask cadets if they have been a victim of sexual assault since arrival at USAFA**
 - **Addressed by DoD/IG Sexual Assault Survey (April 2004)**
- **1 in 20 men, 1 in 5 women enter USAFA as victims of sexual assault**
- **Trust and confidence in Academy Response Team remains high
9 of 10 cadets agree**
- **More cadets know how to report sexual assault, increased from 84% in 2003 to 89% in 2004**
- **More women willing to report sexual assault, increased from 22% in 2003 to 33% in 2004**
 - **Higher than national reporting rate of 16% (Kilpatrick, 1992)**
- **Fear of self-incrimination (punishment) and fear of ostracism remain top barriers to reporting**



GENDER CLIMATE



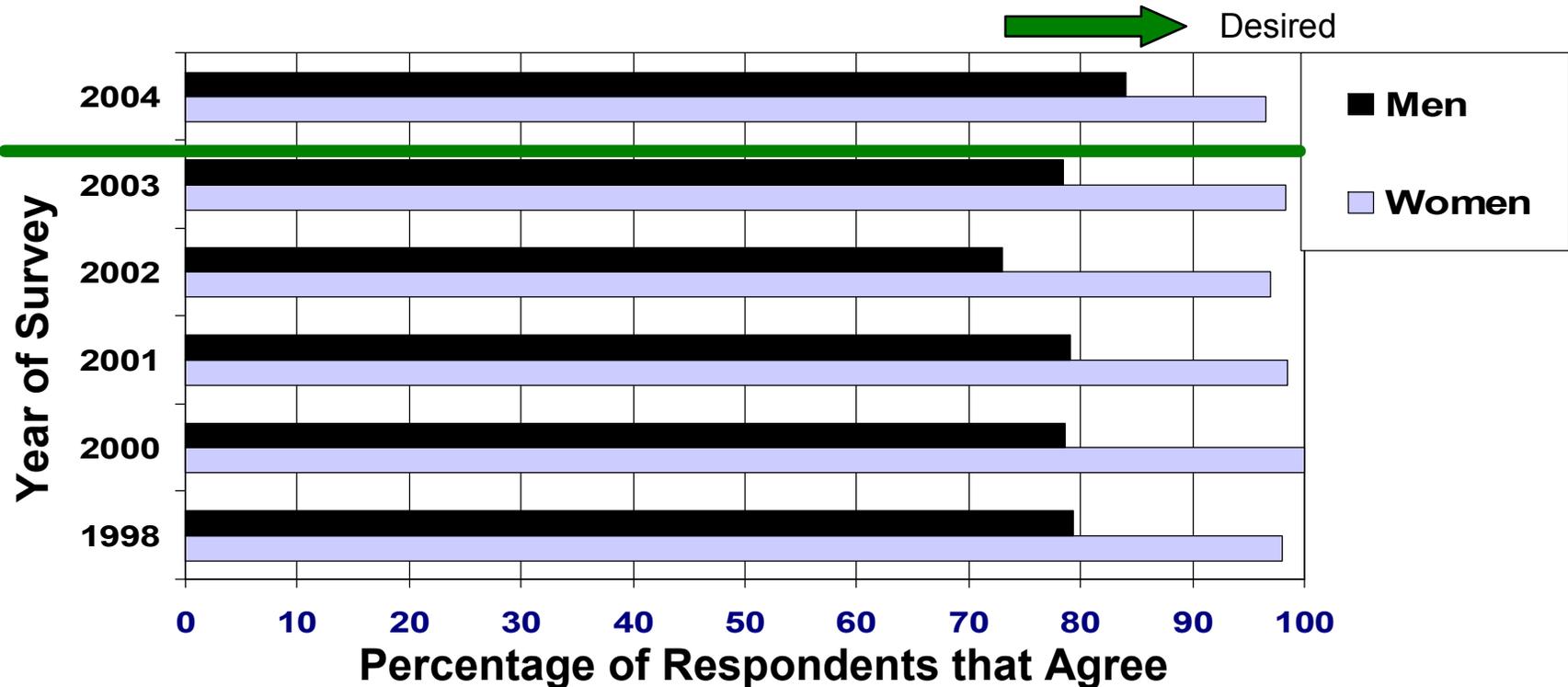
Gender Subscale Items by Gender



- Improvement in agreement that “Women belong at USAFA” by men
 - Gaps continue to exist between men and women



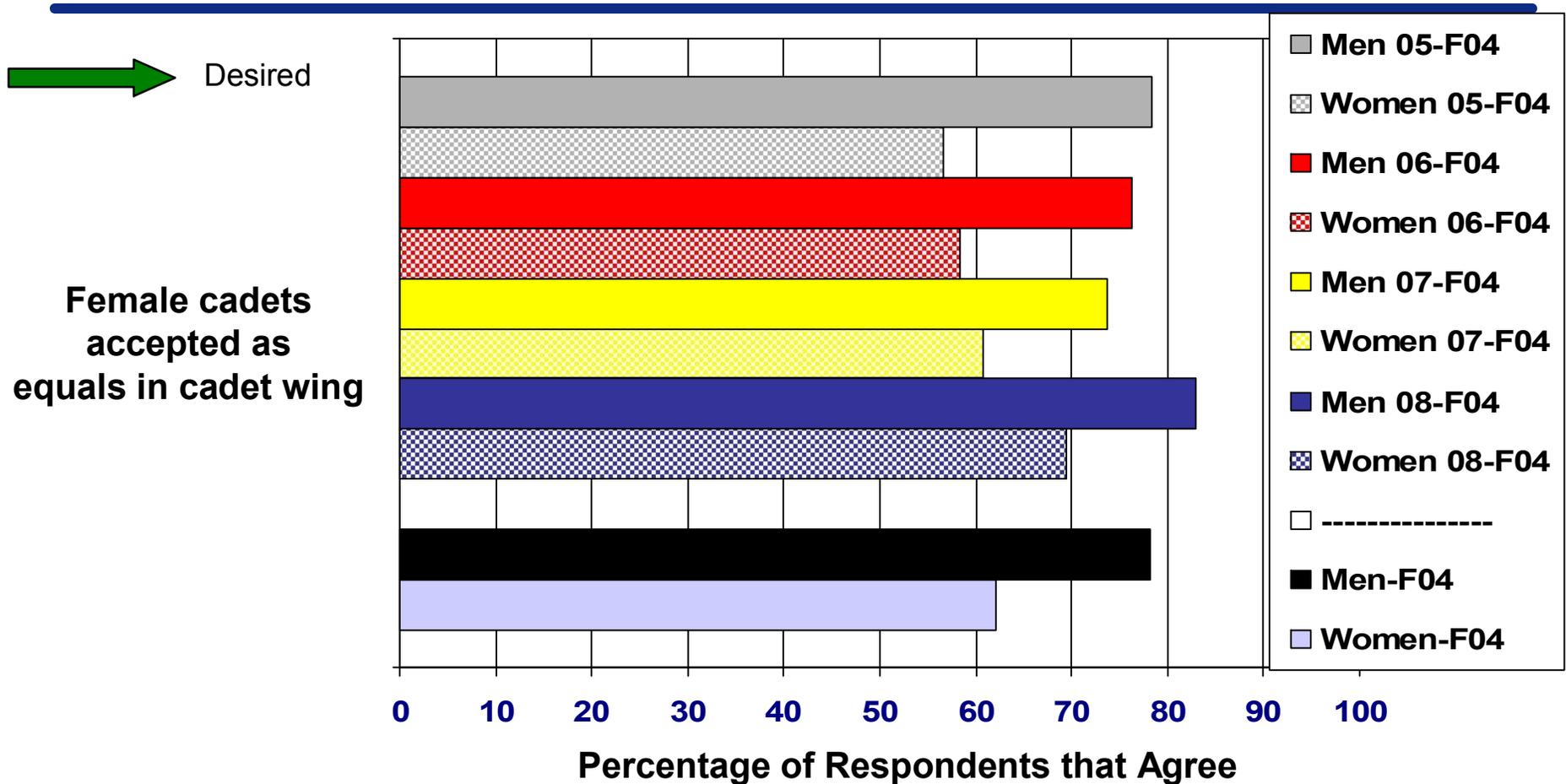
“ Women Belong at USAFA ” by Gender and Year Survey Administered



- Highest agreement by men (84%) in seven years, first time over 80%
- Analysis by class year showed marked improvement for 2005/2006 and some regression for 2007
- National 2003 survey showed 24% of Americans agree “Women should return to their traditional roles in society” (Economist, 8 Nov 2003)



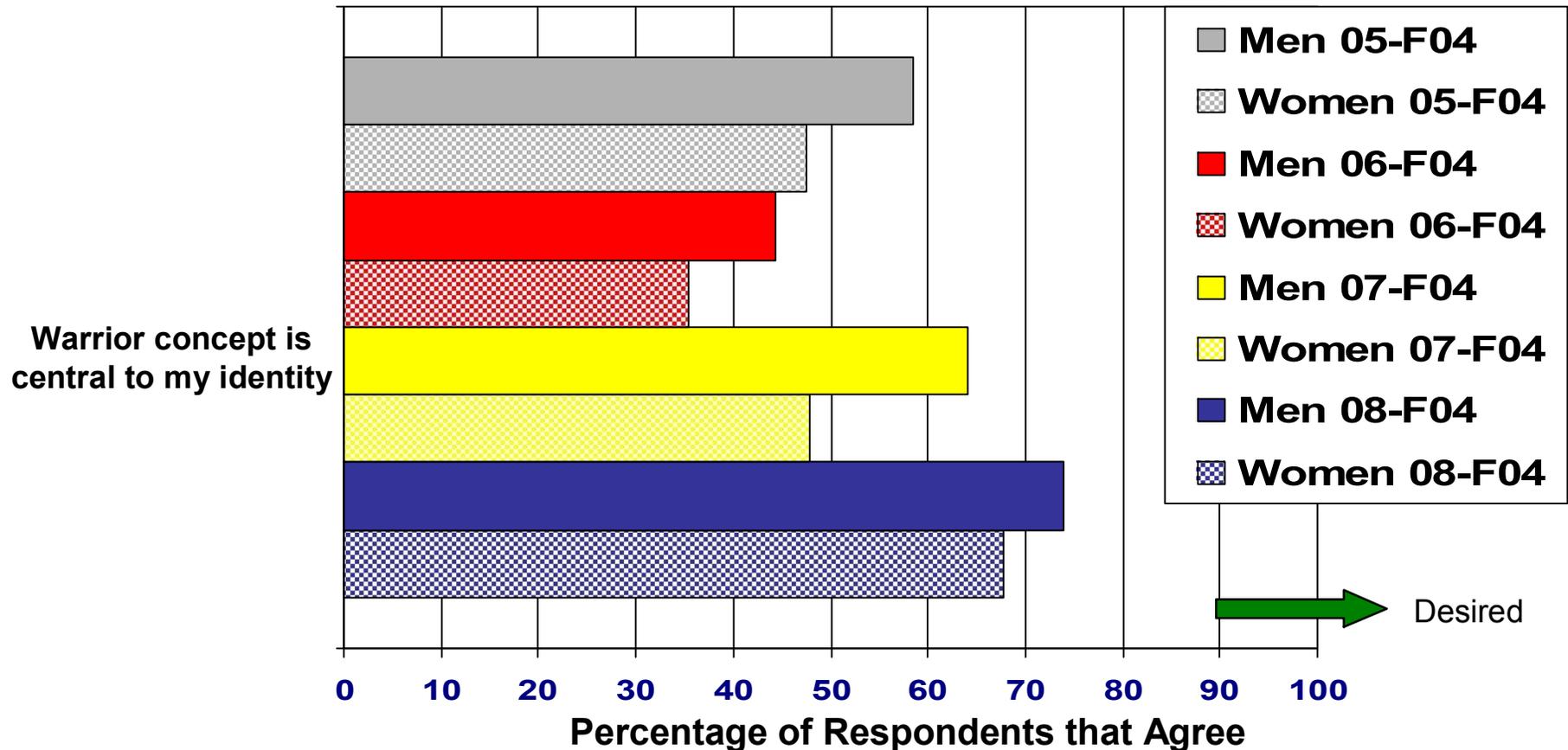
New Gender Item by Gender



- Large gaps exist in perceptions between men and women, largest gap in upper two classes (2005/2006)



New Warrior Identity Item by Class/Gender



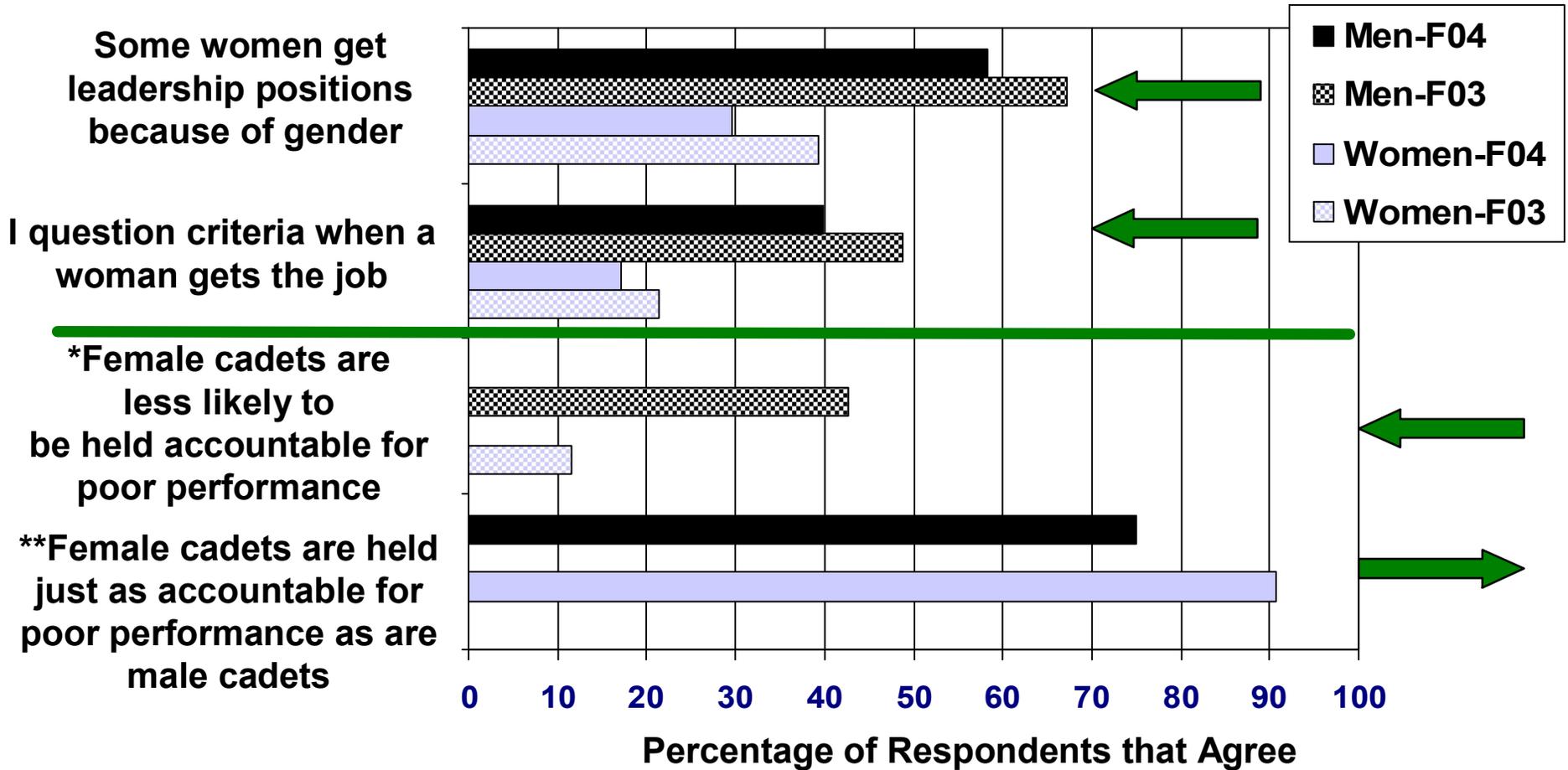
- Identification with warrior concept varies by class year and gender
- Variations across class years are consistent for men and women



Discrimination Against Majority Items by Gender

*Fall 2003 item wording

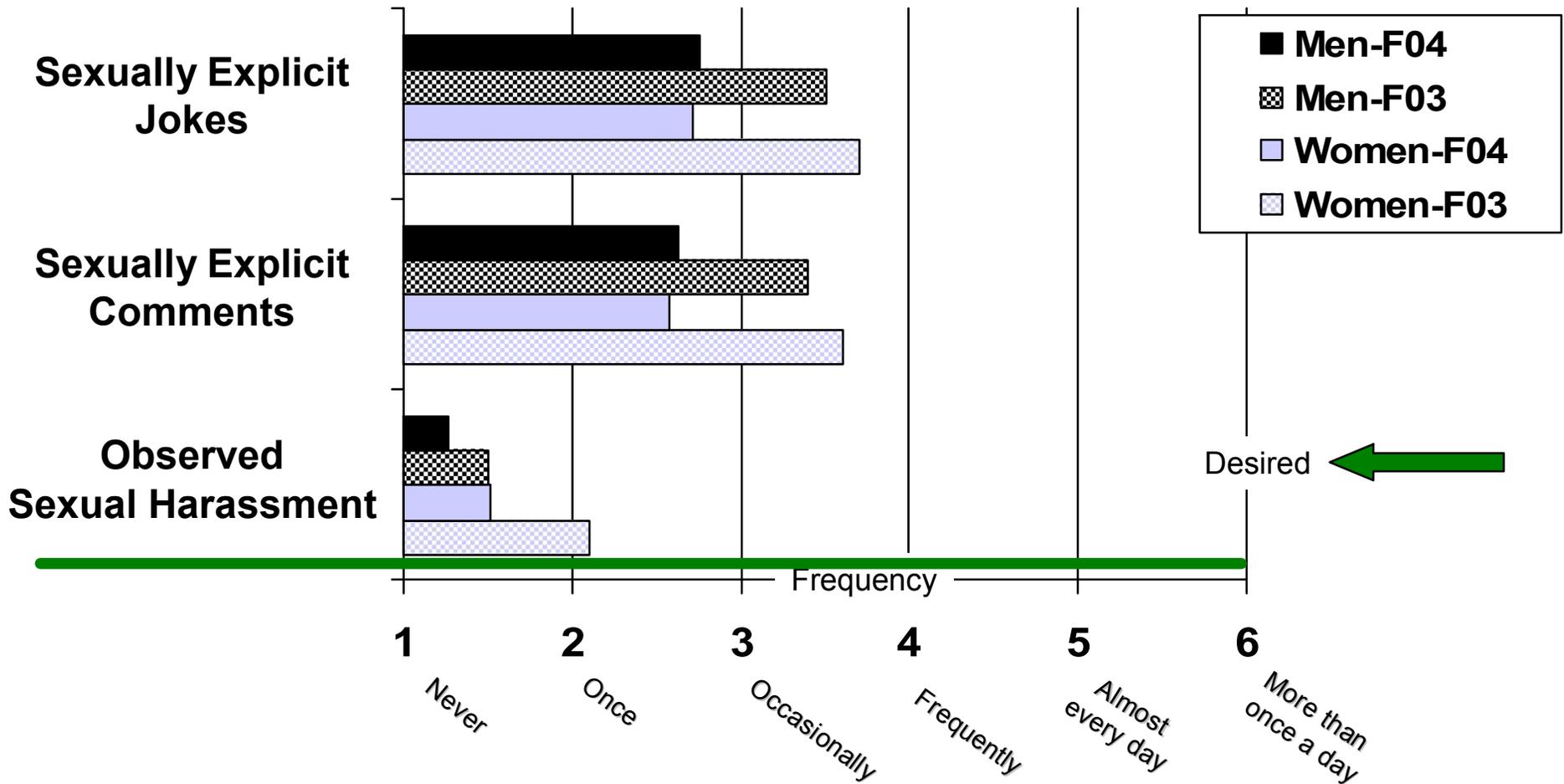
**Fall 2004 item wording



- Improvements noted in views of both men and women
 - Gaps still exist between men and women on reverse discrimination



Frequency of Sexually Explicit Jokes/Comments and Observed Sexual Harassment by Gender

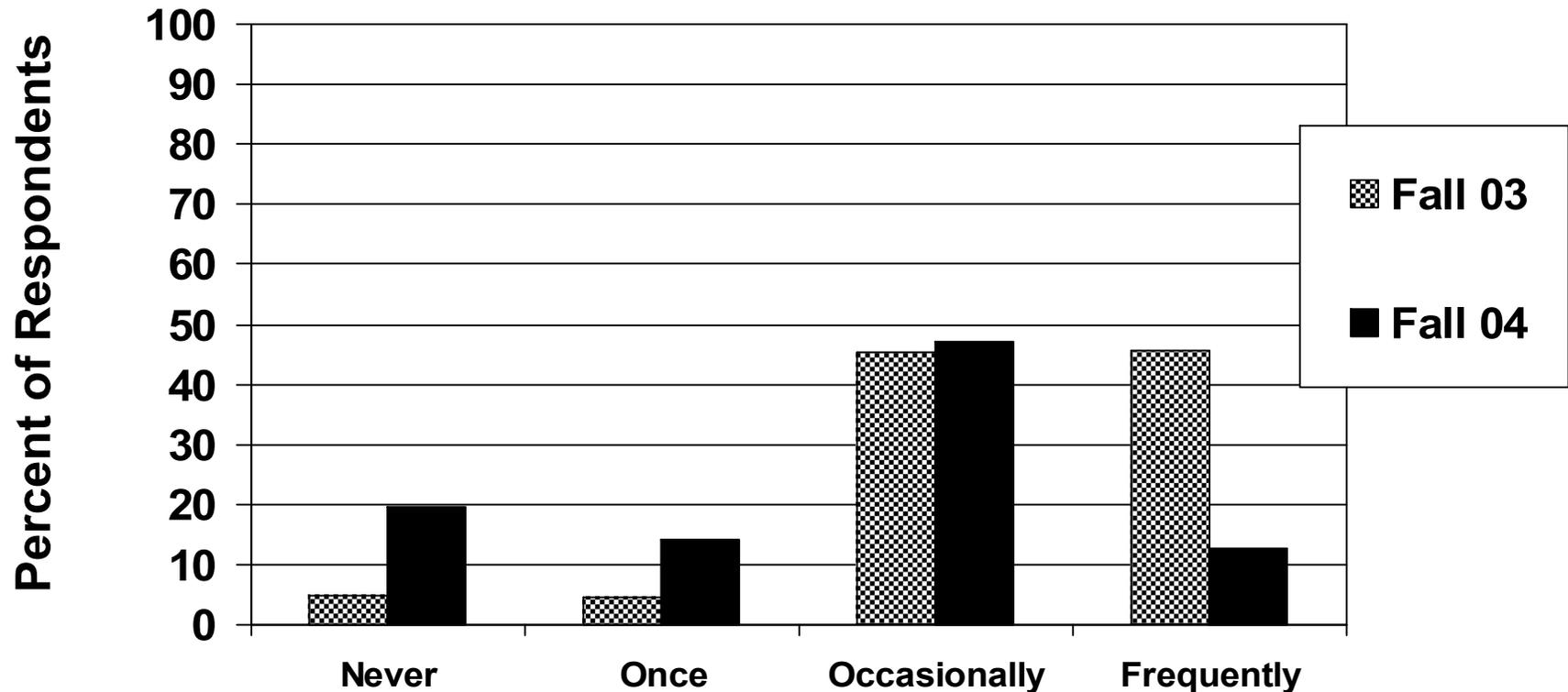


- Men and women report fewer sexual jokes/comments/harassment
 - Gender gaps in perceptions appear to be shrinking



Frequency of Sexually Explicit Jokes

Desire for largest "bars" to the left 

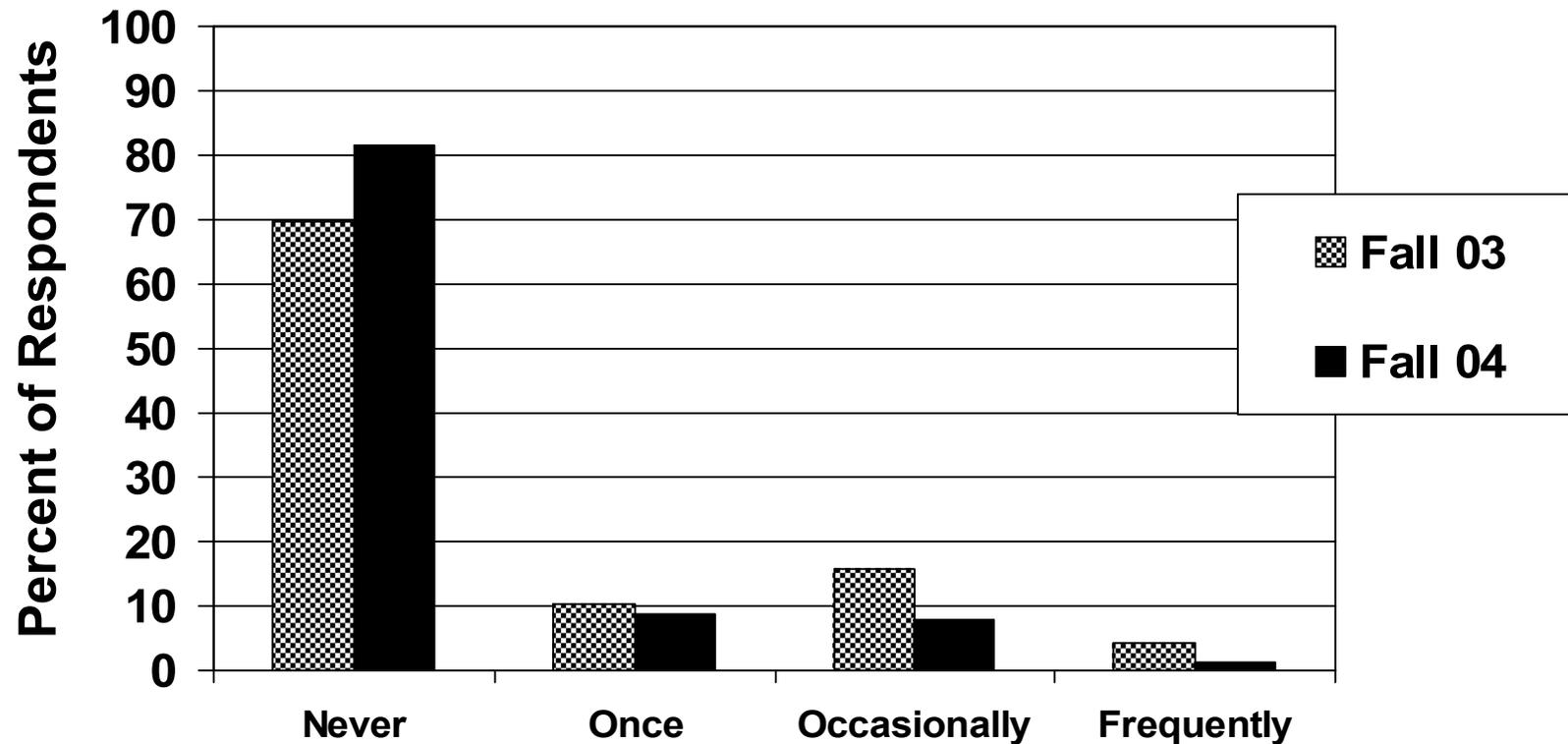


- Positive shift in frequency of sexual jokes toward "never" and "once"
- 59% of cadets report sexually explicit jokes "occasionally to frequently," down from 90% reported in 2003 survey (down 31%)
- 59% reporting jokes "occasionally to frequently" still too high



Frequency of Observed Sexual Harassment

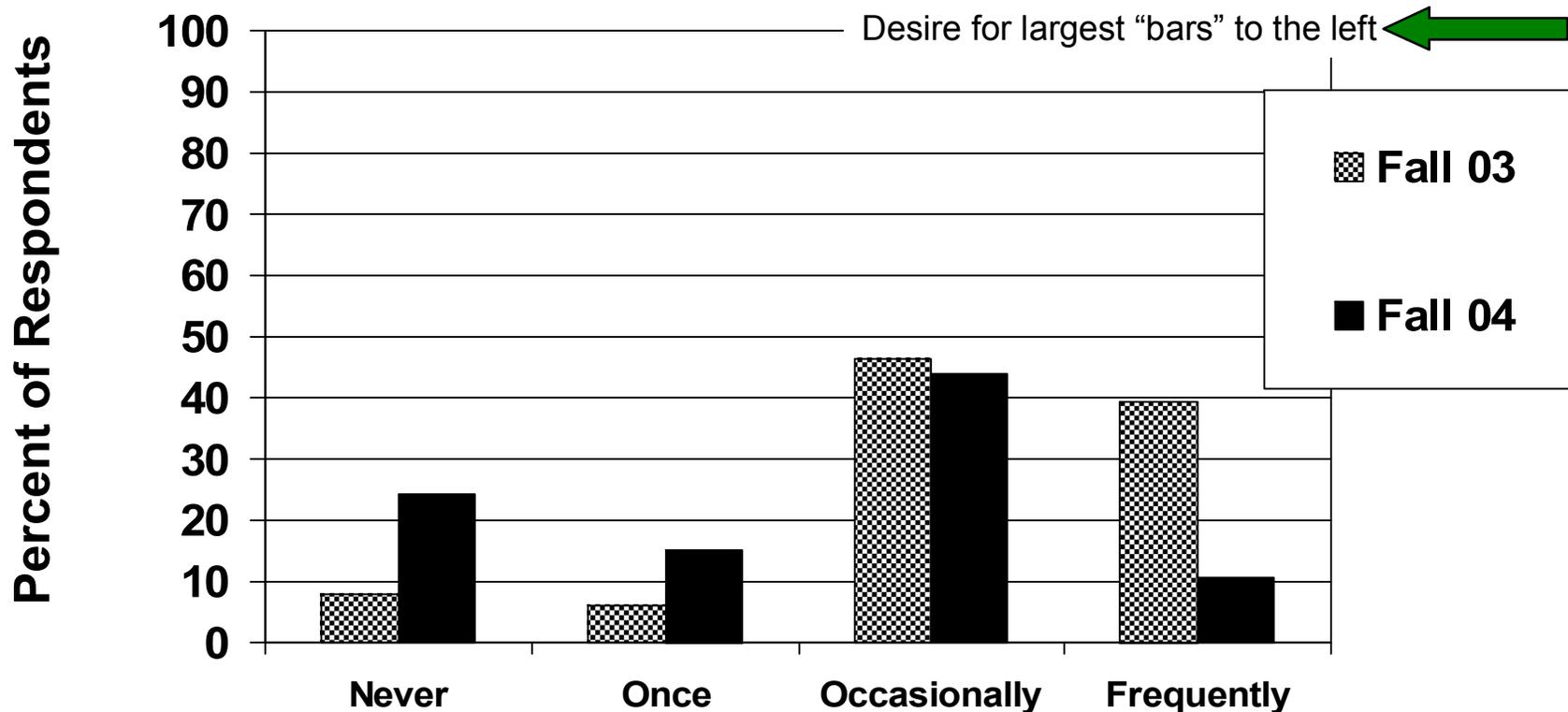
Desire for largest "bars" to the left 



- Positive frequency shift in observed sexual harassment toward "never"
- 81% of cadets report "never" observing sexual harassment, 69% in 2003



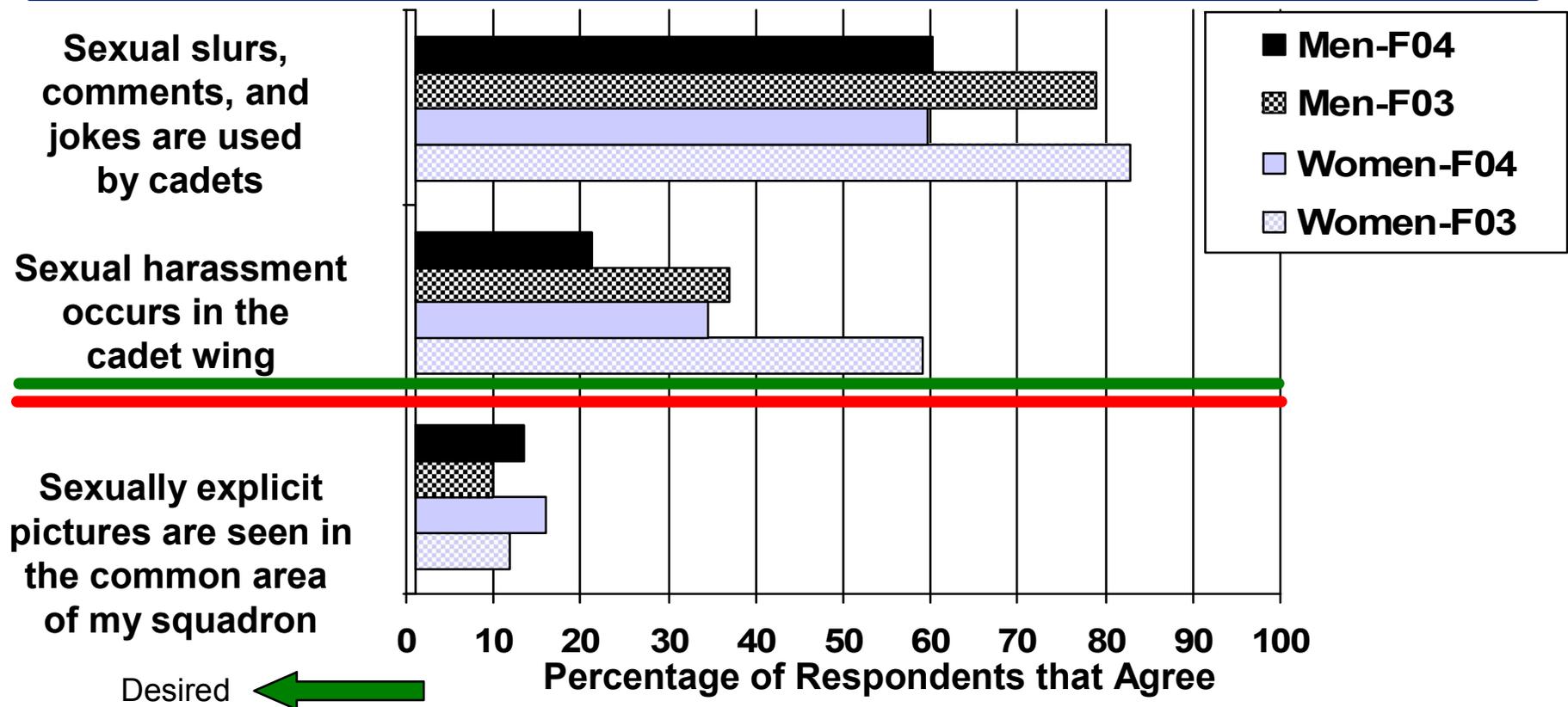
Frequency of Sexually Explicit Comments



- Positive shift in frequency of sexual comments toward “never” & “once”
- 54% of cadets report sexually explicit comments occurring “occasionally to frequently,” down from 86% in 2003 survey
- 54% reporting explicit comments “occasionally to frequently” still high



Sexually-Related Slurs, Pictures, and Sexual Harassment by Gender



- Fewer sexual slurs/comments/jokes and less harassment occurring
- Gender gaps in perceptions appear to be shrinking
- Increased report of sexually explicit pictures requires focus group
- 60% indicating usage of sexual slurs/comments/jokes still too high



Summary of Findings Regarding Gender Climate

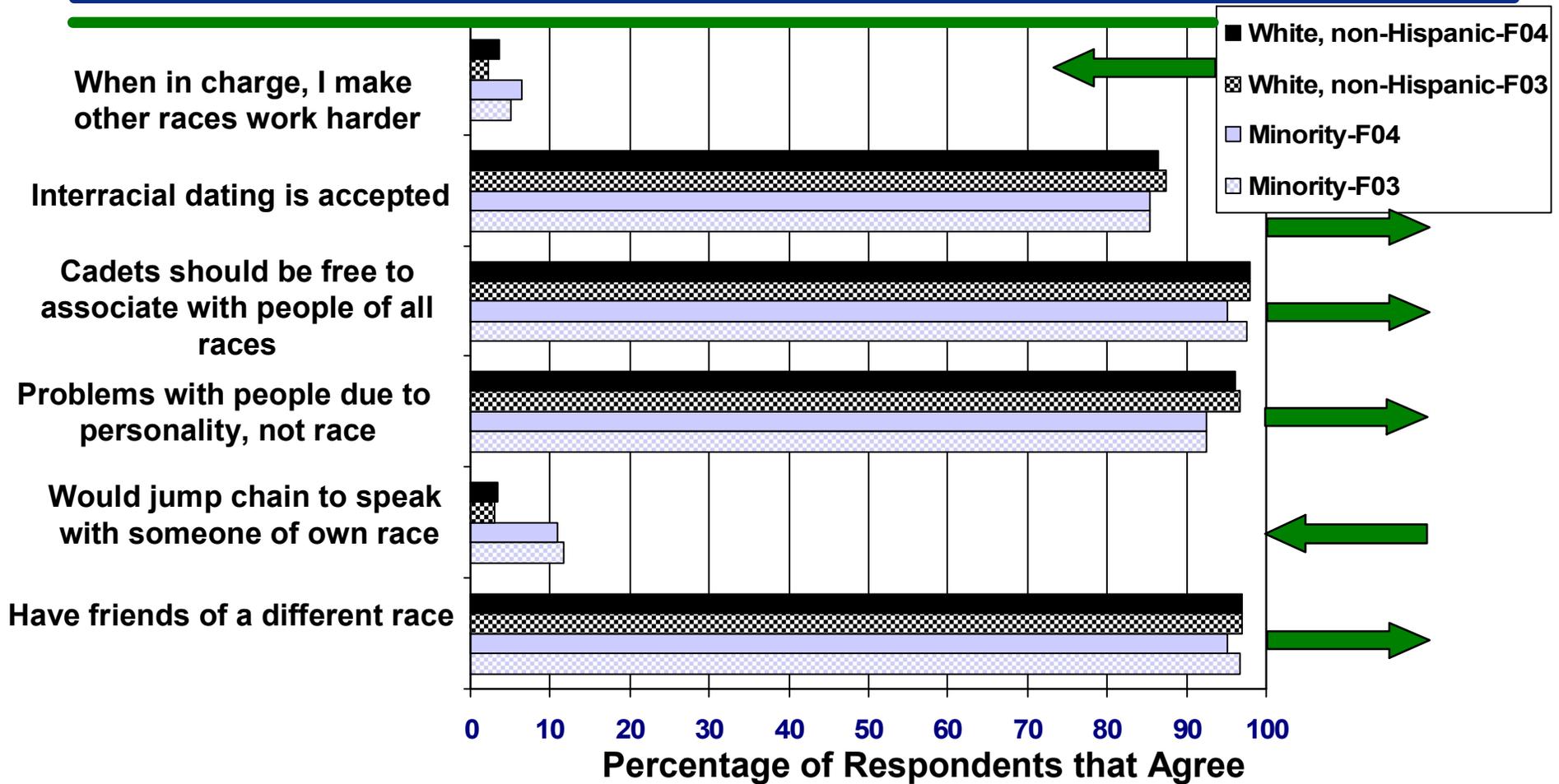
- Some items show improvement, many indicate no change
- Gaps persist between perceptions of men and women
- More men agree that “Women belong at USAFA”
 - 84% male agreement in 2004, highest response in 7-yr study (78% in 2003, 73% in 2002)
- Cadets report less concern about reverse discrimination
- Men identify with warrior concept more than women, although identification is only moderate overall...degree of identification changes with class year
- Cadets indicate lower frequency of sexual jokes, comments, slurs, and observed sexual harassment
- Focus groups necessary to clarify results



RACE/ETHNICITY CLIMATE



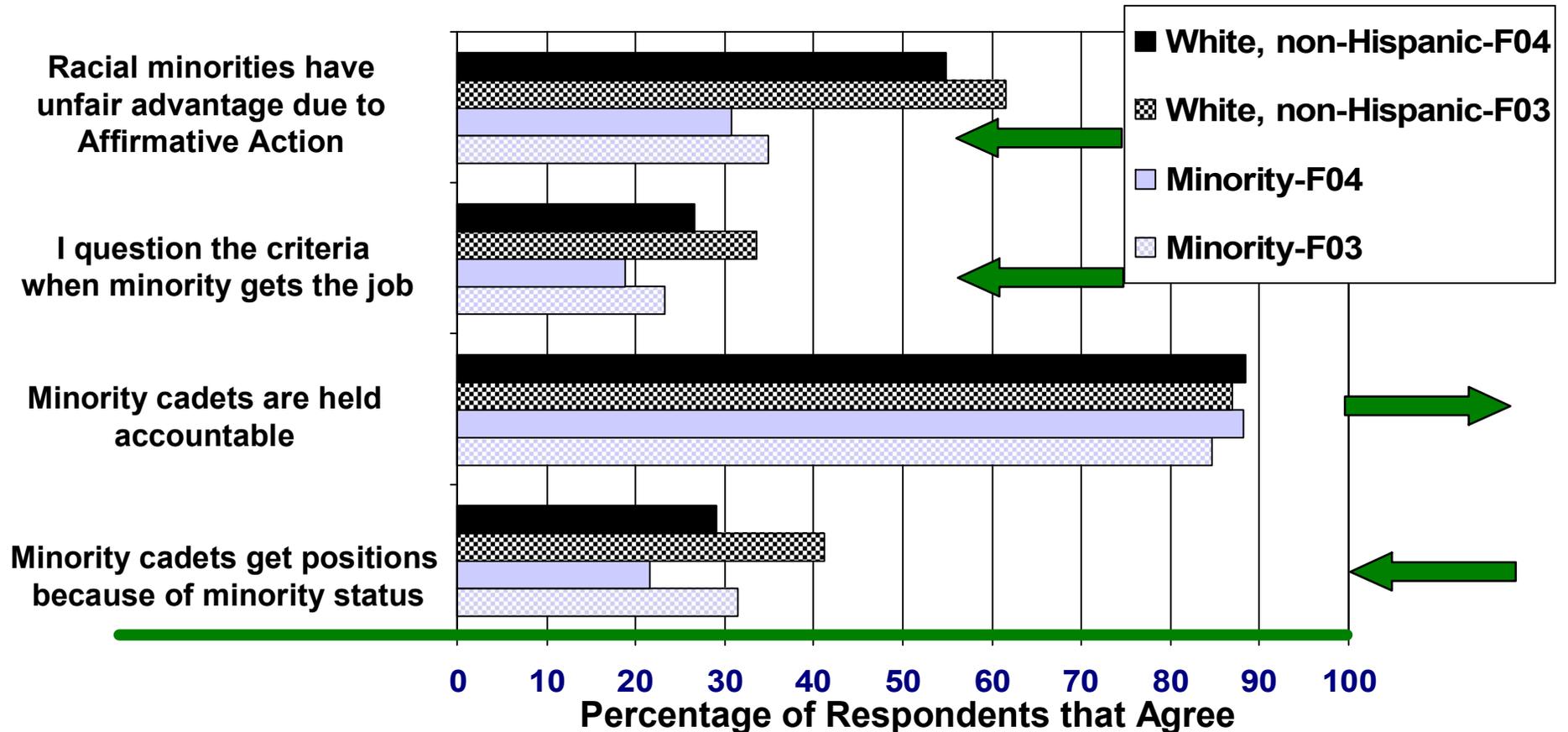
Race/Ethnicity Subscale Items by Minority Status



- Race/ethnicity remains most positive climate area at USAFA for cadets
 - Smallest gaps between majority/minority than any other climate area



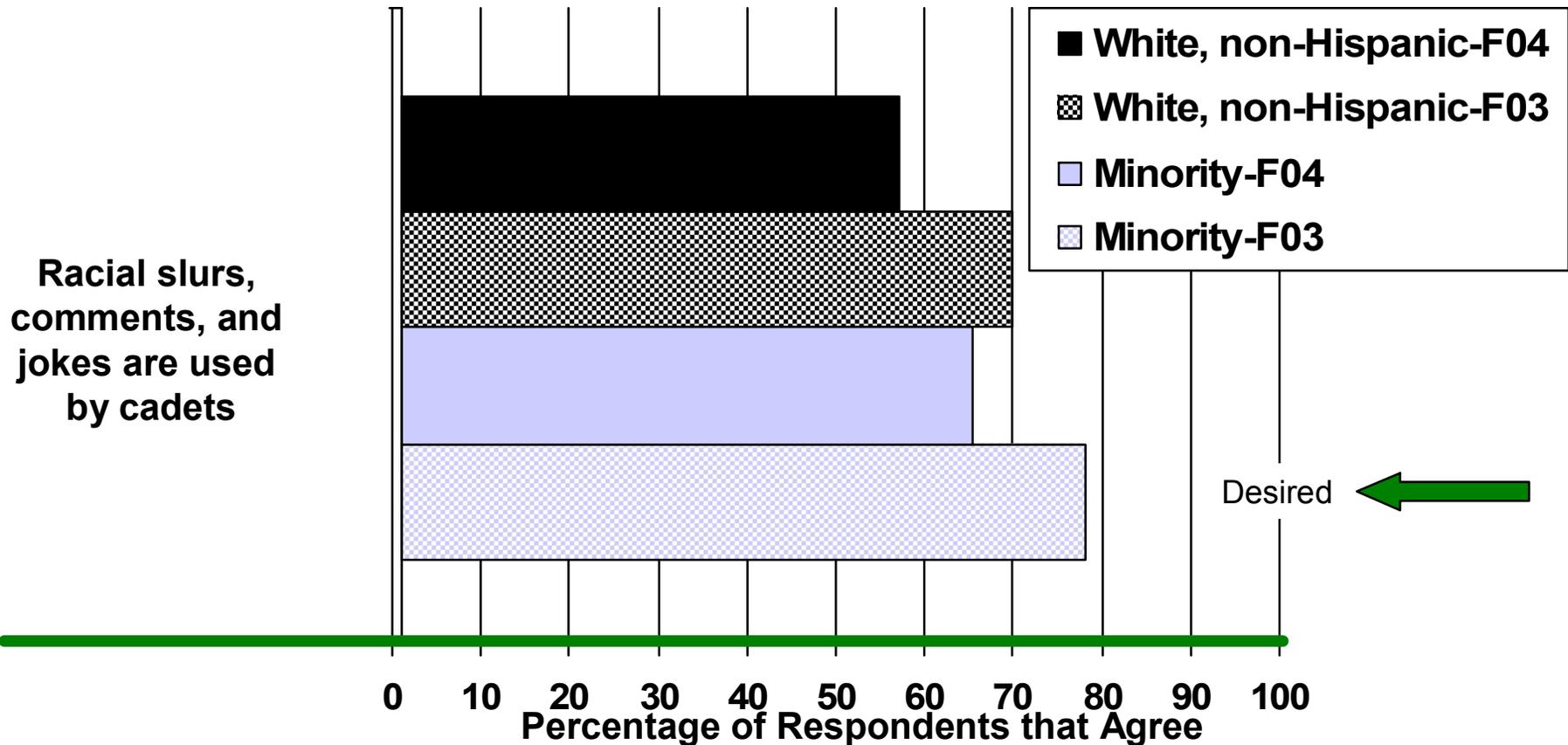
Discrimination Against Majority Items by Minority Status



- Improvements noted in views of both majority and minority cadets
- Gaps still exist between majority and minority cadets on reverse discrimination



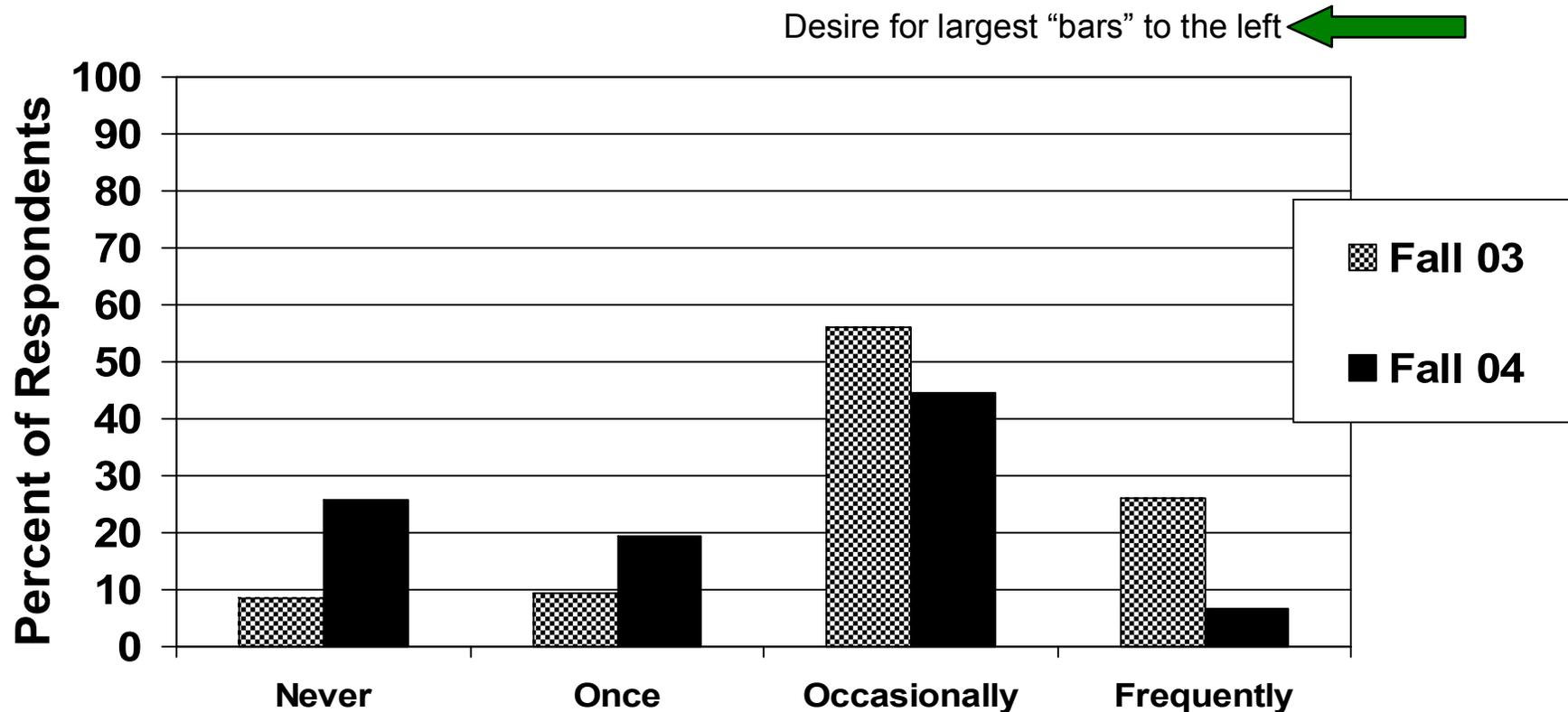
Racial slurs, inappropriate racial comments and/or racially demeaning jokes by Minority Status



- More cadet agreement this year that fewer slurs, comments and jokes are being heard versus last year
- Gap still remains between majority and minority cadets
- Raw results reported still not compatible with our professional values



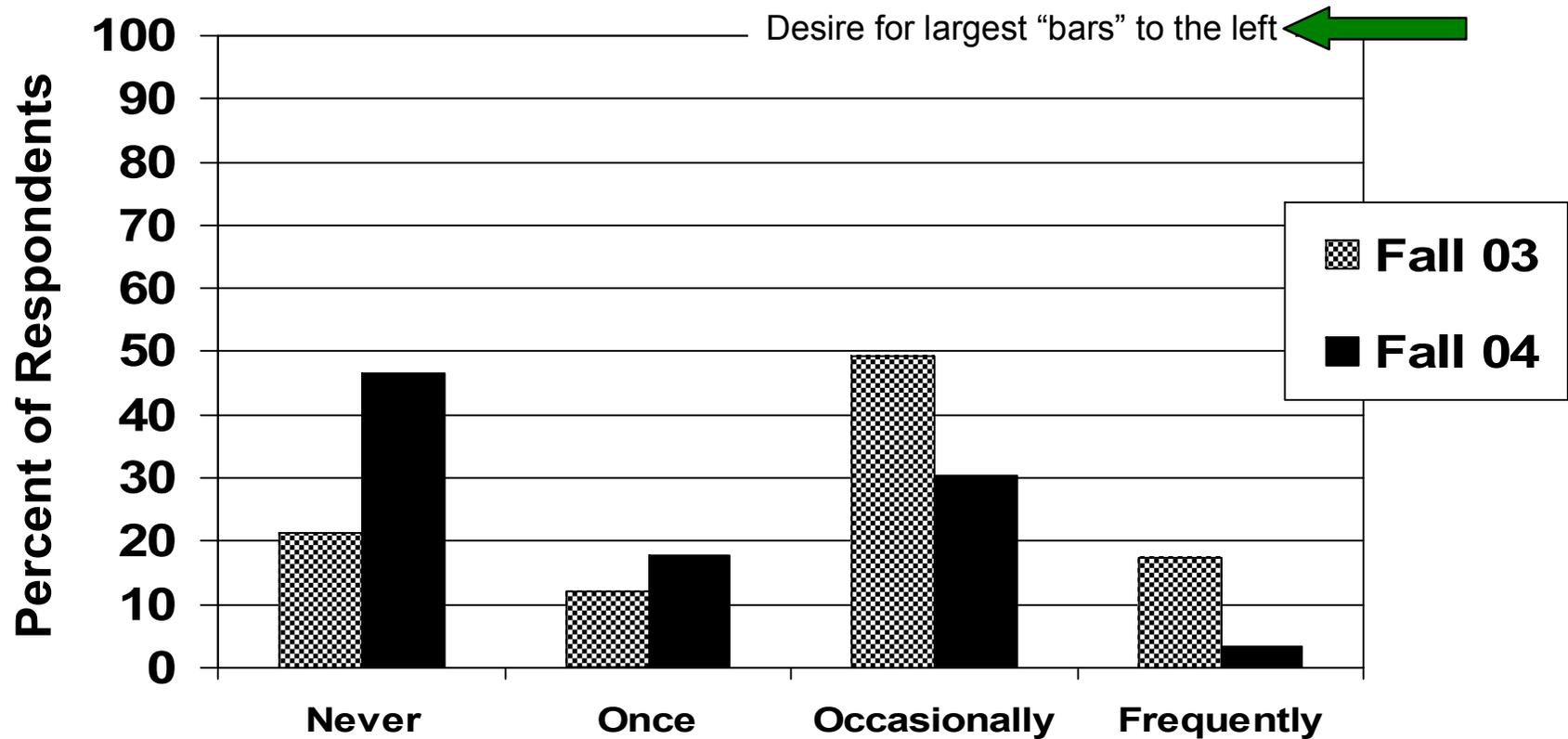
Frequency of Racially Explicit Jokes



- Positive shift in frequency of racial jokes toward "never" and "once"
- Cadets reporting "frequent" racial jokes dropped from 25% in 2003 to 7% in 2004 survey
- Number of cadets reporting racial jokes still too high



Frequency of Racially Demeaning Comments



- Positive shift in frequency of racial comments toward "never" & "once"
- Almost half of the cadets report they "never" hear racial comments, improved from 21% in 2003 to 47% in 2004, up 26%
- Number of cadets reporting racially demeaning comments still too high



Summary of Findings Regarding Race/Ethnicity Climate

- Race/ethnicity remains most positive climate area
- Gaps on race-related attitudinal items between majority and minority cadets remain smallest of any climate area
- Cadets report lower frequency of racial slurs, demeaning comments, and racially explicit jokes
 - Numbers of cadets reporting racially demeaning comments and explicit jokes still too high
- Focus groups necessary

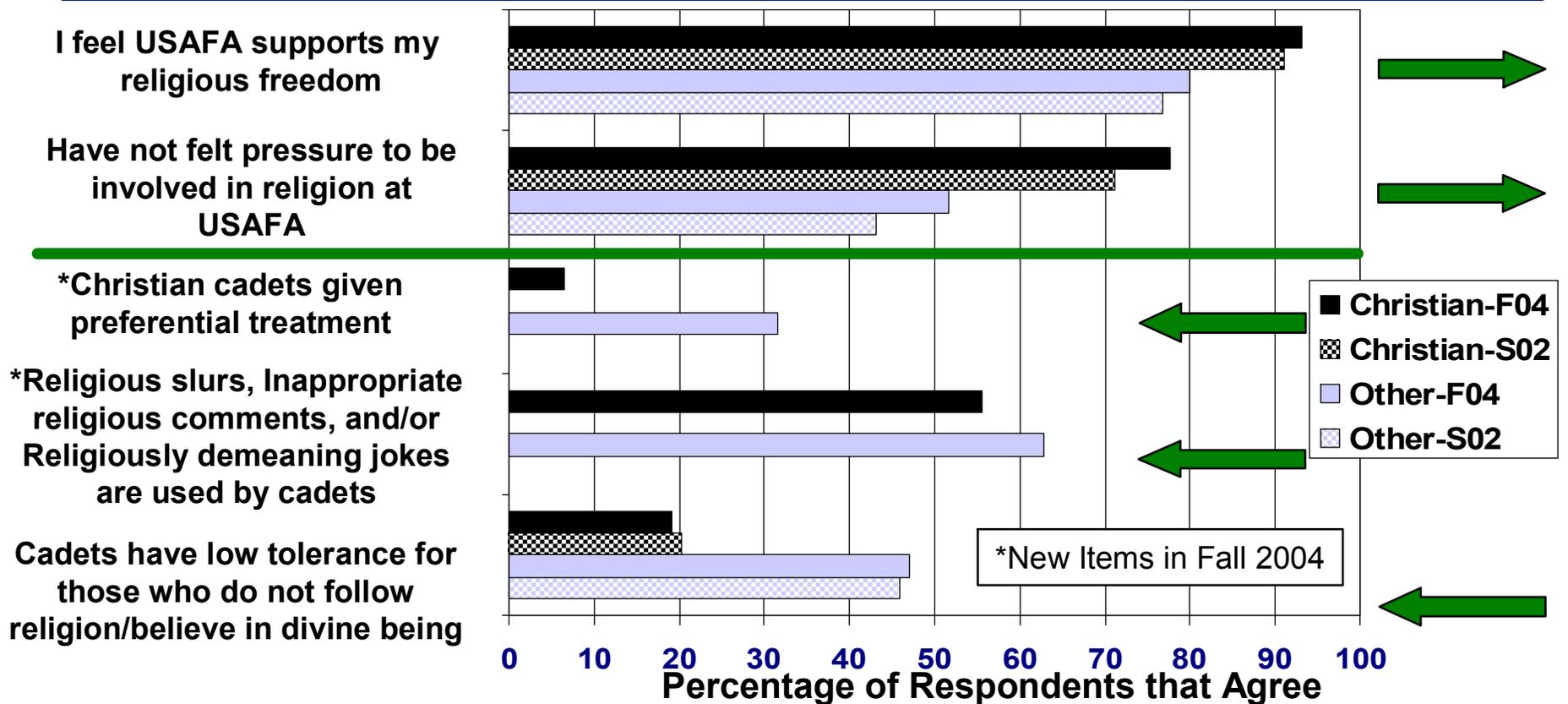


RELIGIOUS CLIMATE



Subscale Items for Religion by Religious Group

Note: Religious climate not assessed in 2003

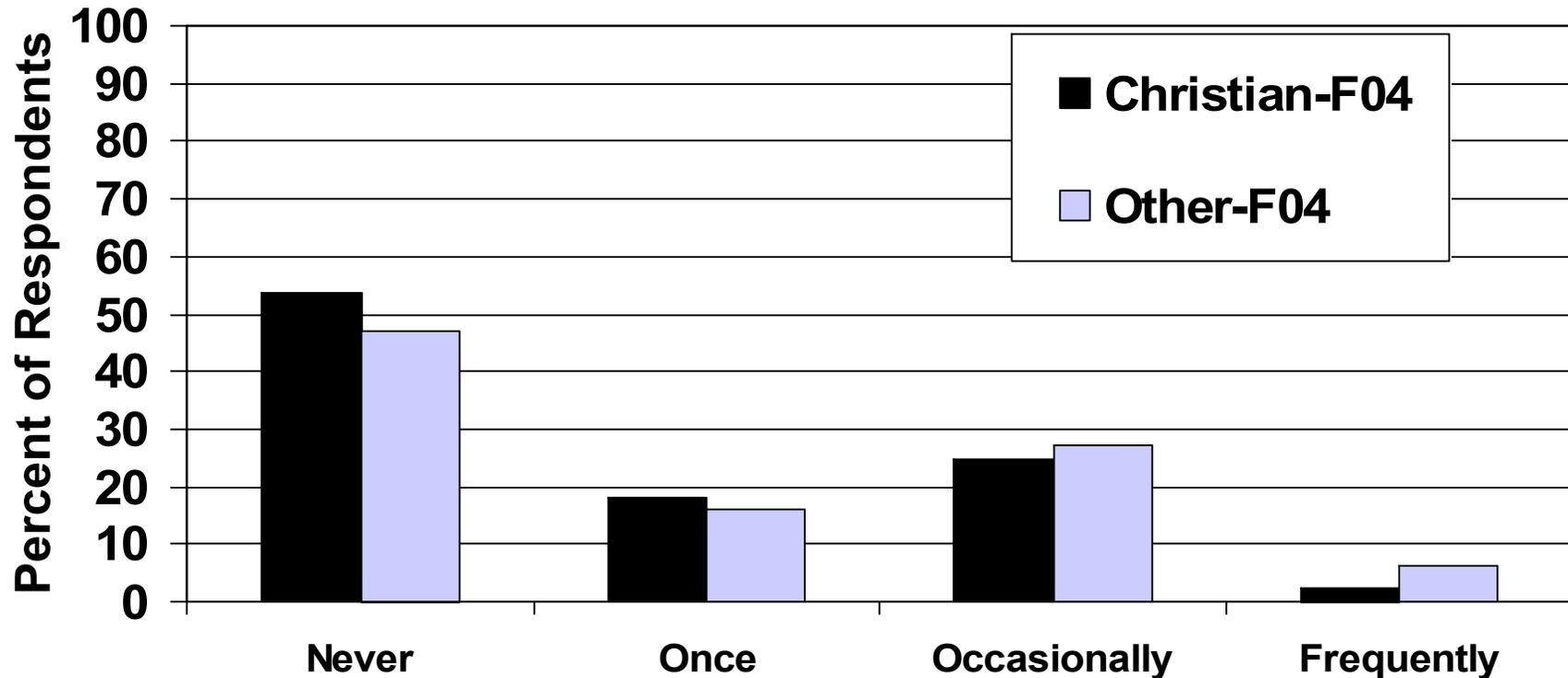


- Improvement since Spring 02 in support for religious freedom (small) and reduced pressure to be involved in religion (larger)
- Large gaps exist on all items between Christian majority and others
- Over 50% of cadets agree that religious slurs/comments/jokes are used



Frequency of Religiously Demeaning Comments

Desire for largest "bars" to the left 

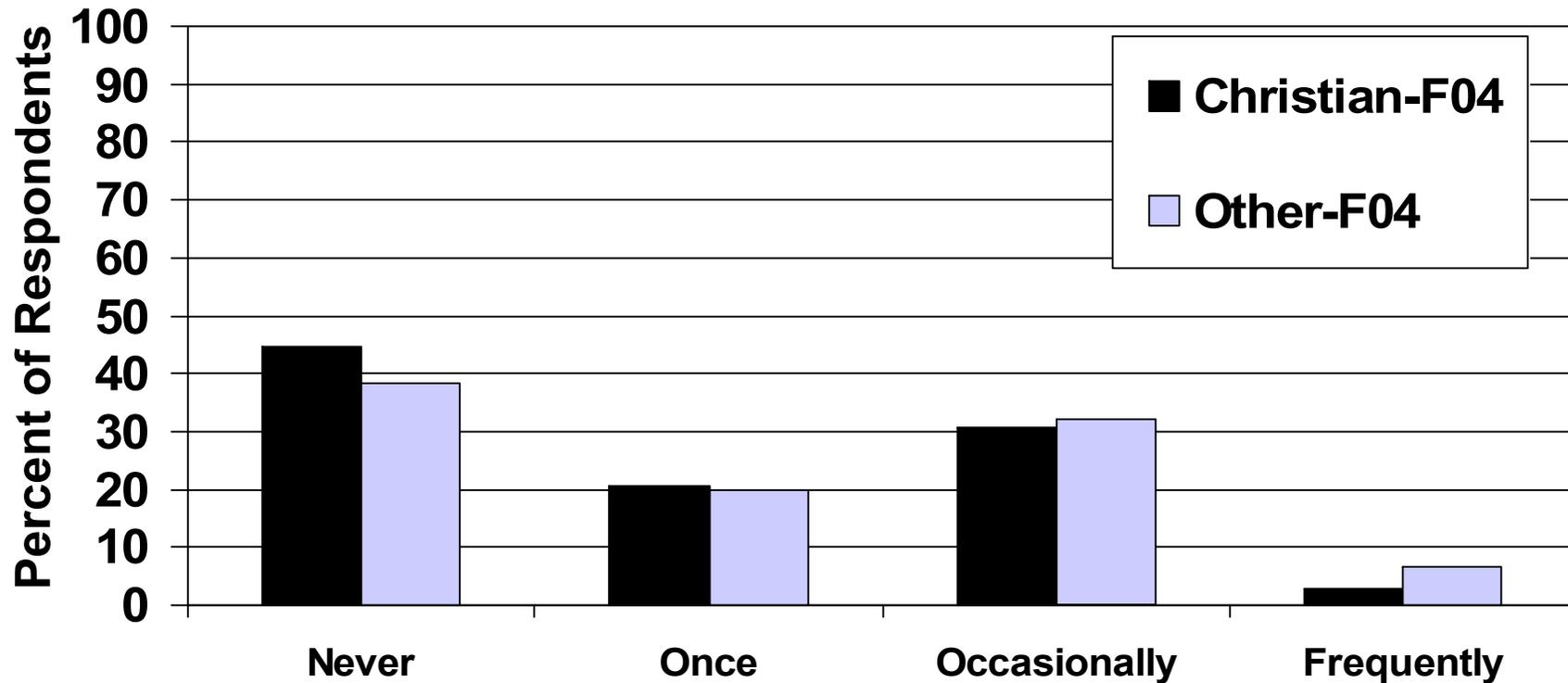


- Almost 50% of cadets (all faiths) "never" hear demeaning comments
- Non-Christian cadets report slightly higher frequencies than Christians



Frequency of Religiously Demeaning Jokes

Desire for largest "bars" to the left 



- Religious jokes appear slightly more common than comments
- Non-Christian cadets report slightly higher frequencies than Christians



Summary of Findings Regarding Religious Climate

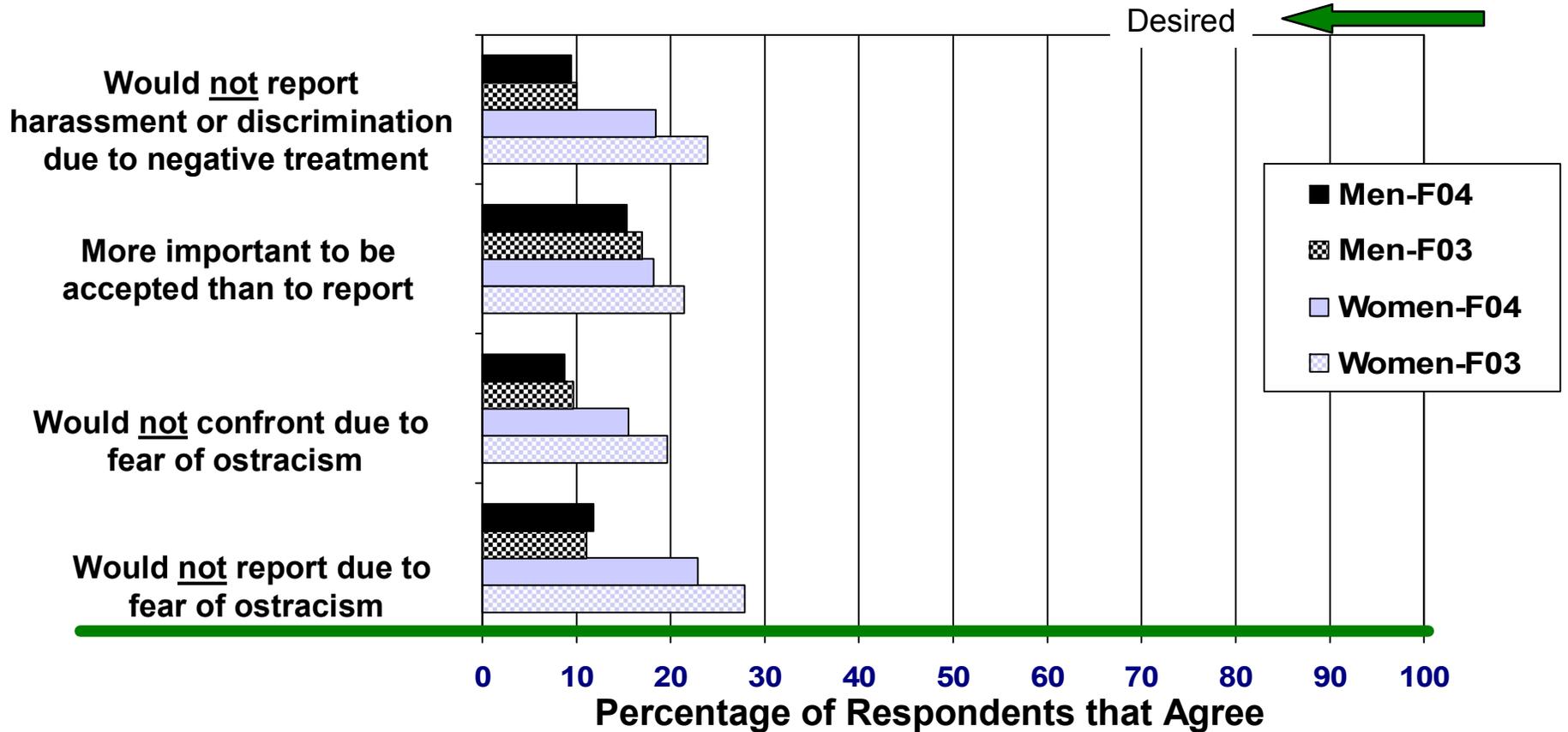
- Improvement since Spring 02 in support for religious freedom and reduced pressure to be involved in religion
- Attitudinal gaps exist between Christian and Non-Christian cadets
- Gaps less pronounced on behavioral items (i.e., frequency of religiously demeaning jokes and comments)



FEAR OF REPRISAL CLIMATE



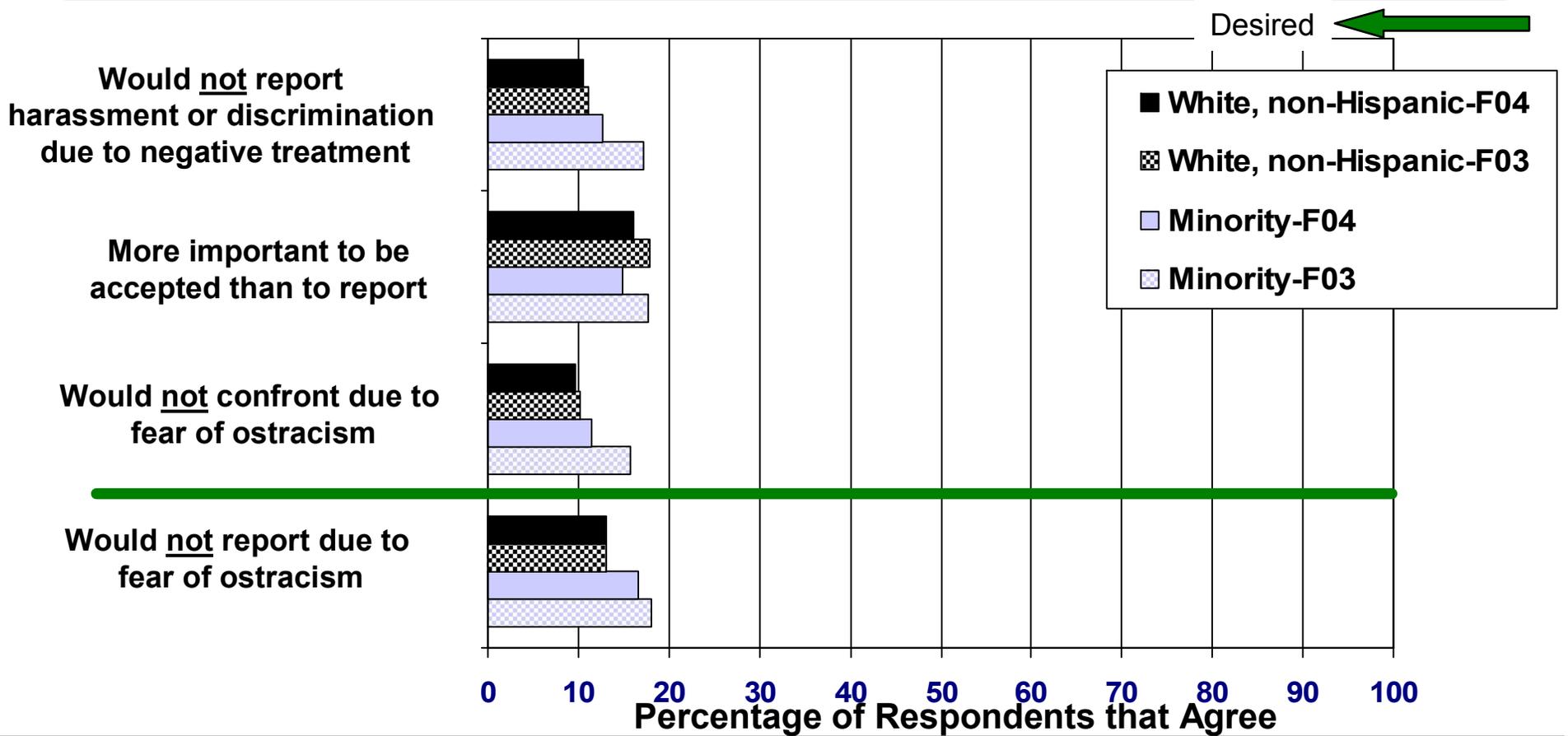
Fear of Reprisal Subscale Items by Gender



- Women less fearful of reprisal than last year, positive gains on all items
 - Women still report more fear of reprisal than men



Fear of Reprisal Subscale Items by Ethnic Minority Status

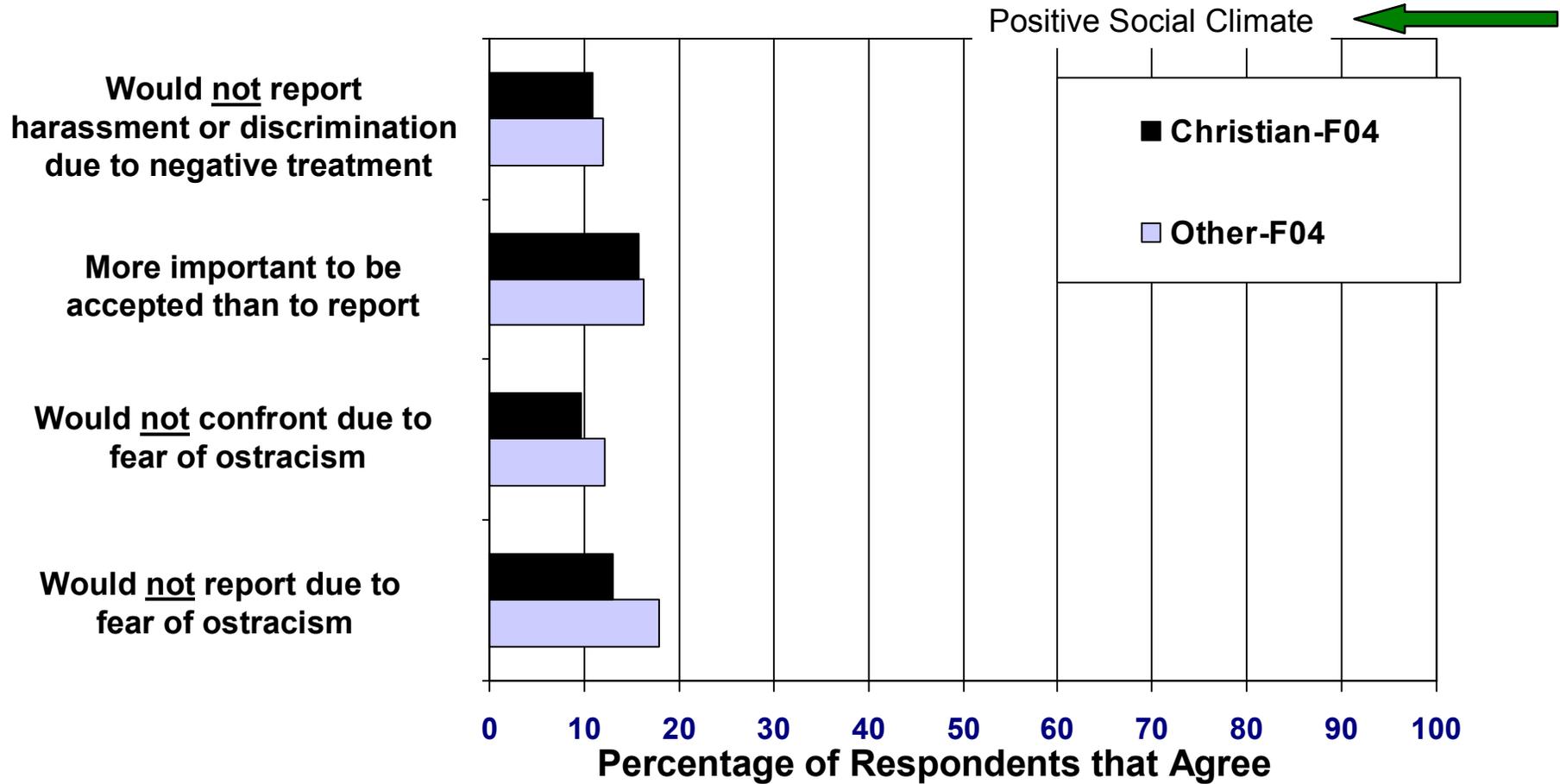


- Positive gains reported by minorities on 3 of 4 items compared to Fall 03
 - Minority cadets report slightly higher fear of reprisal than majority cadets (White, non-Hispanic)



Fear of Reprisal Subscale Items by Religious Status

Note: Religious climate not assessed in Fall 2003



- Non-Christian cadets less willing to report due to fear of ostracism than Christian cadets



Summary of Findings Regarding Fear of Reprisal Climate

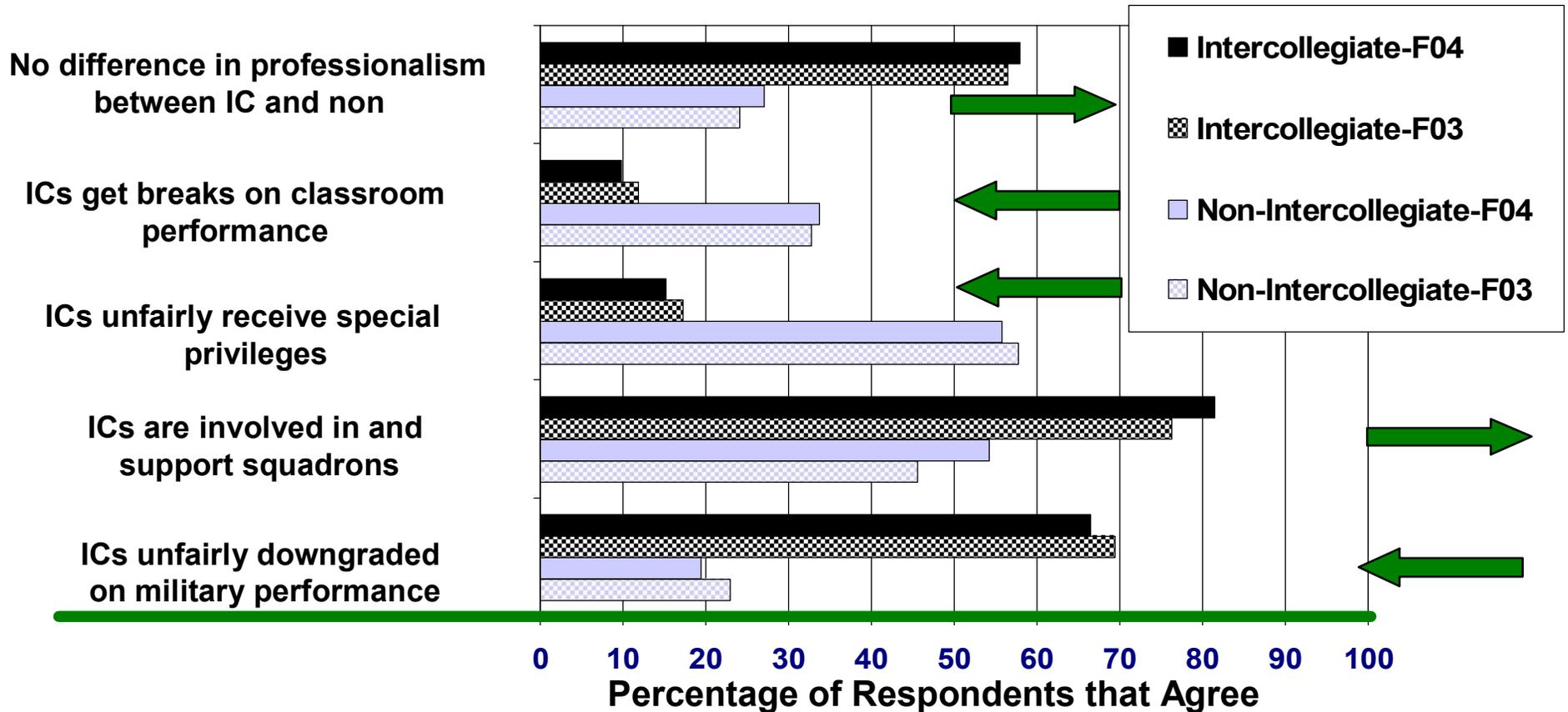
- Low fear of reprisal reported by cadets
- Racial and gender minorities report higher fear of reprisal than majority
- Positive gains for racial/ethnic and gender minorities since Fall 2003 survey
- Christian and Non-Christian cadets report similar results, except Non-Christian less willing to report due to fear of ostracism
- Upperclass cadets (2005 and 2006) show decreased concern with being accepted by squadron mates
 - Class of 2007 reports greatest desire to be accepted



INTERCOLLEGIATE/NON-INTERCOLLEGIATE CLIMATE



Intercollegiate Subscale Items by Intercollegiate Status



- Improvements noted, but significant gaps continue between IC/Non-IC
- Non-intercollegiate continue to perceive special treatment is given to IC
- IC athletes continue to perceive they are unfairly downgraded



ALCOHOL CLIMATE

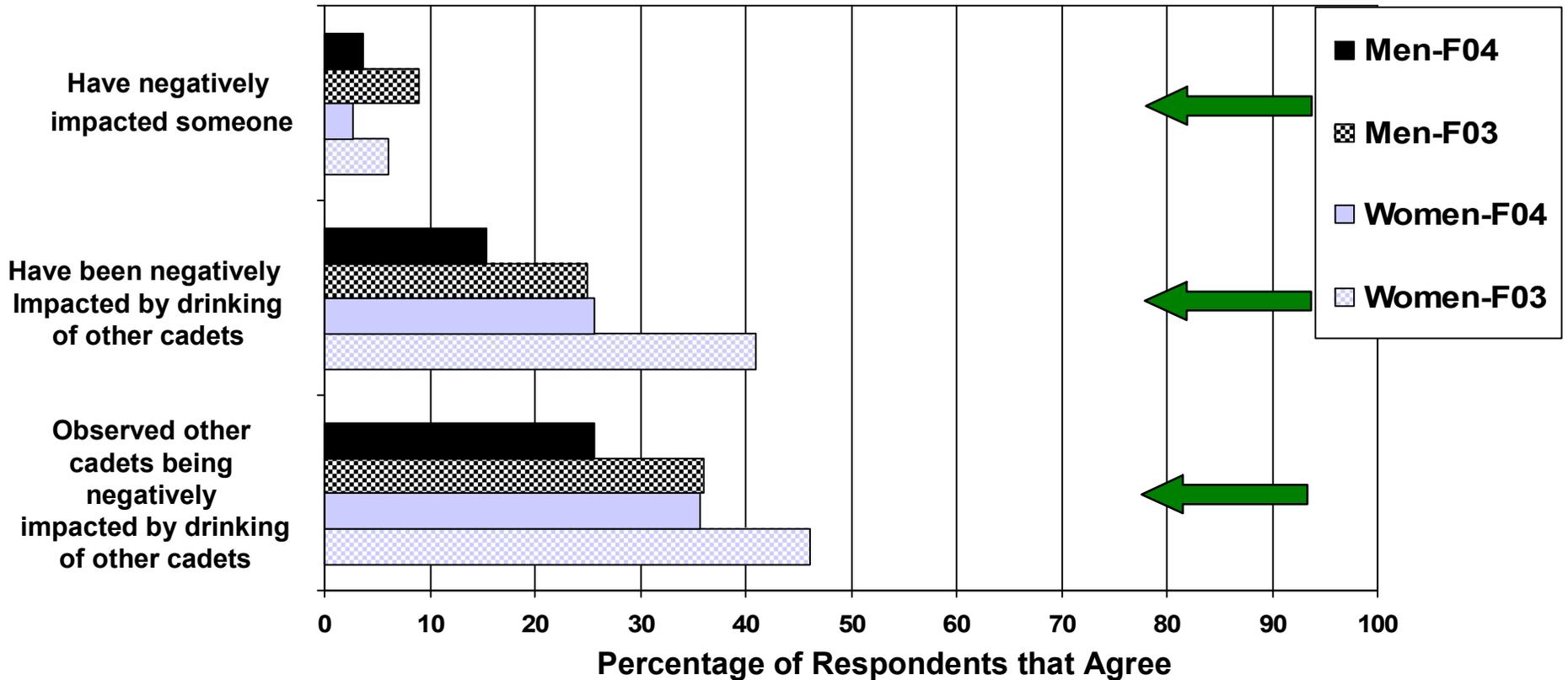


Alcohol Outcomes

- **Cautions warranted in drawing conclusions from some behavioral alcohol items due to differences in timeframe comparisons on Fall 2003 and Fall 2004 surveys**
 - **Fall 2003 (since arrival at USAFA)**
Fall 2004 (since Sept 2003)
 - **Fall 2003 Survey covered 2.25 years of experience for Class of 2005, Fall 2004 Survey covered only one year of experience for Class of 2005 (since Sept 2003)**
- **On the Fall 2004 Survey, approximately 3 of 4 cadets are under the age of 21**
 - **71% of cadet respondents were under 21 (2500 cadets)**
 - **29% of cadet respondents were 21 and over (1022 cadets)**



Alcohol Outcomes Comparison by Gender

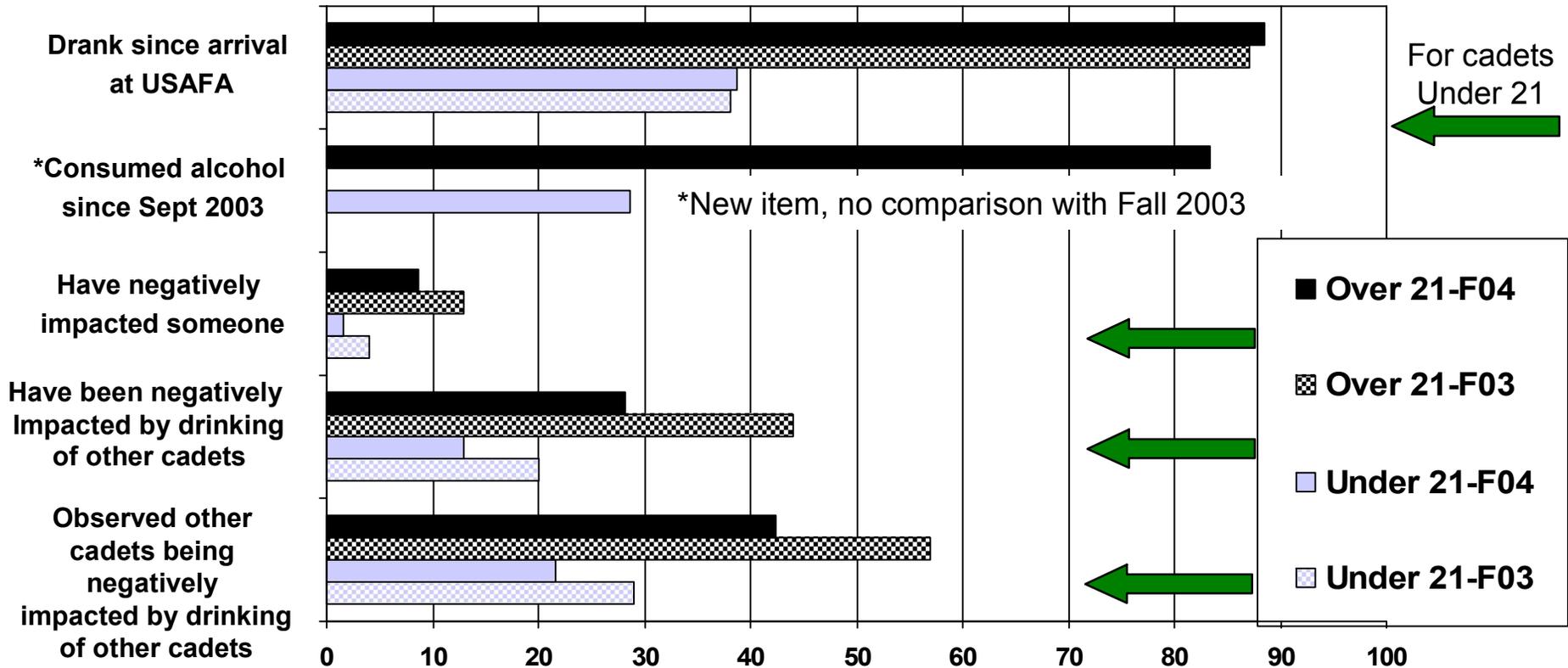


Note: Negatively impacted includes being awakened, disrupted study, hurting or assaulting someone, etc.

- Men and women report less negative impact than Fall 2003 survey (timeframe limited to one-year of experience in Fall 2004 survey)
- Women still report higher level of negative impact than men



Alcohol Outcomes Comparison by Age



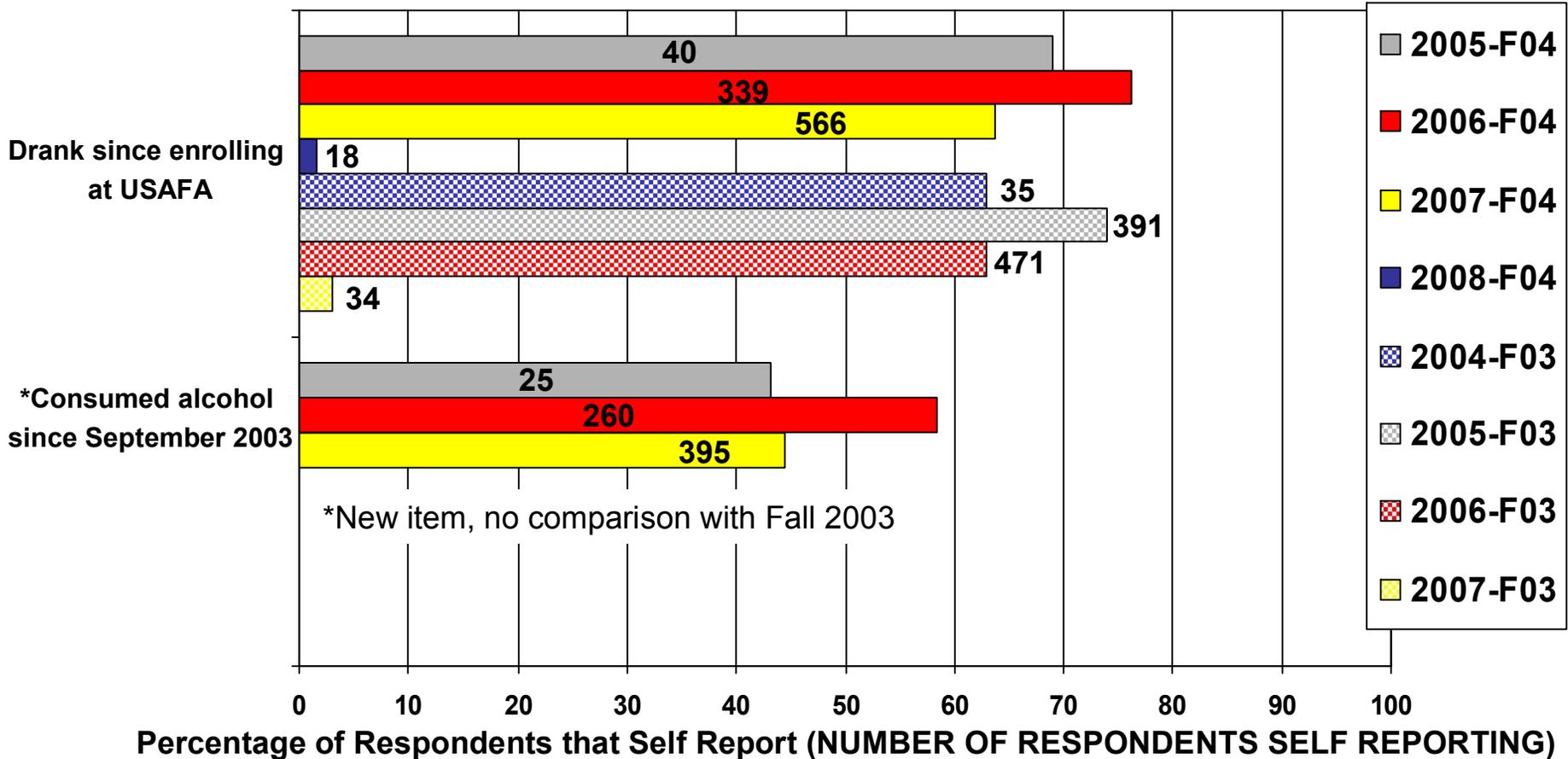
Percentage of Respondents that Agree

Note: Negatively impacted includes being awakened, disrupted study, hurting or assaulting someone, etc.

- Underage cadets continue to consume alcohol, 28.6% in the last year
- Cadets of legal drinking age most likely to experience/observe negative impact of alcohol behavior



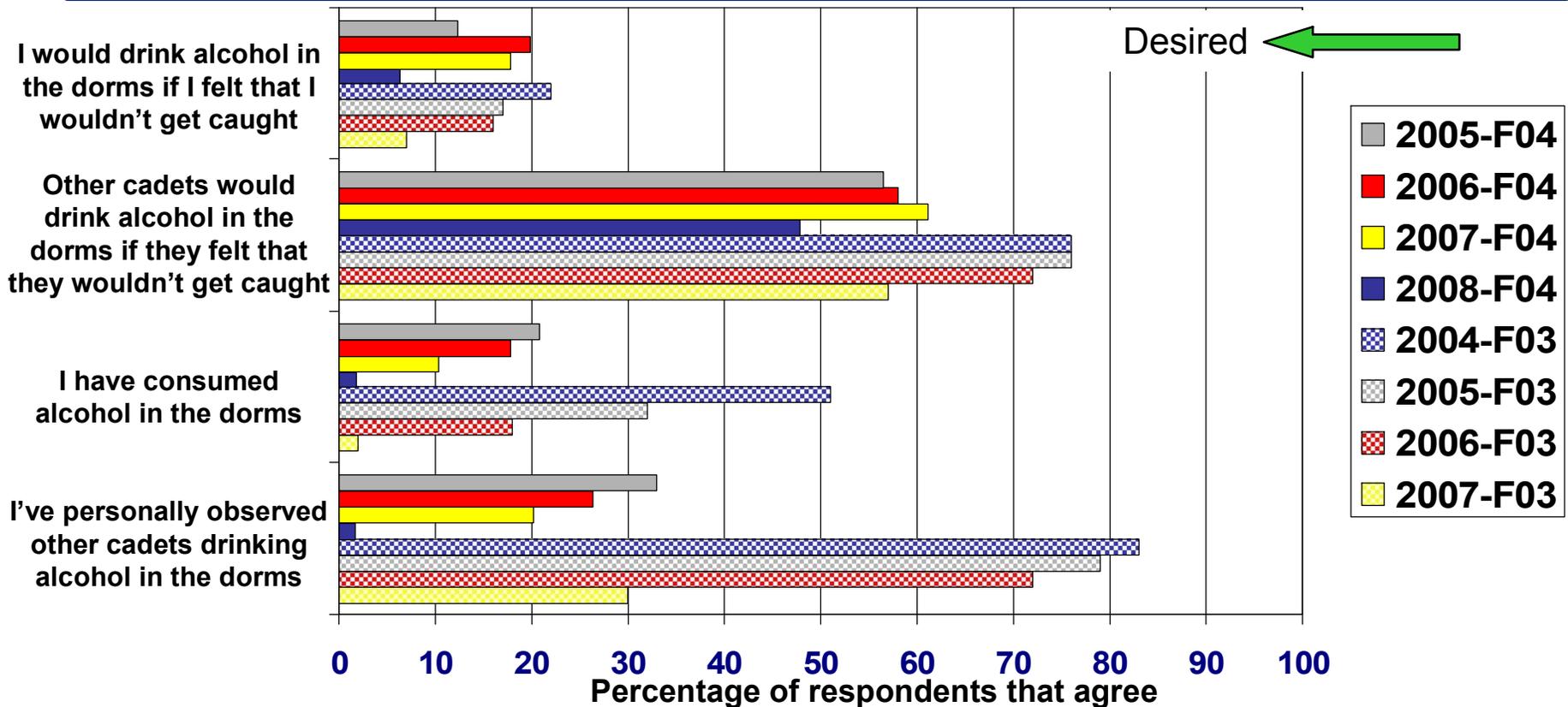
Alcohol Outcomes by Class Year for Cadets Under the Legal Drinking Age



- Consistent underage alcohol consumption patterns by cadet classes
 - 43%-58% of underage cadets in upper three cadet classes report drinking since Sept 2003



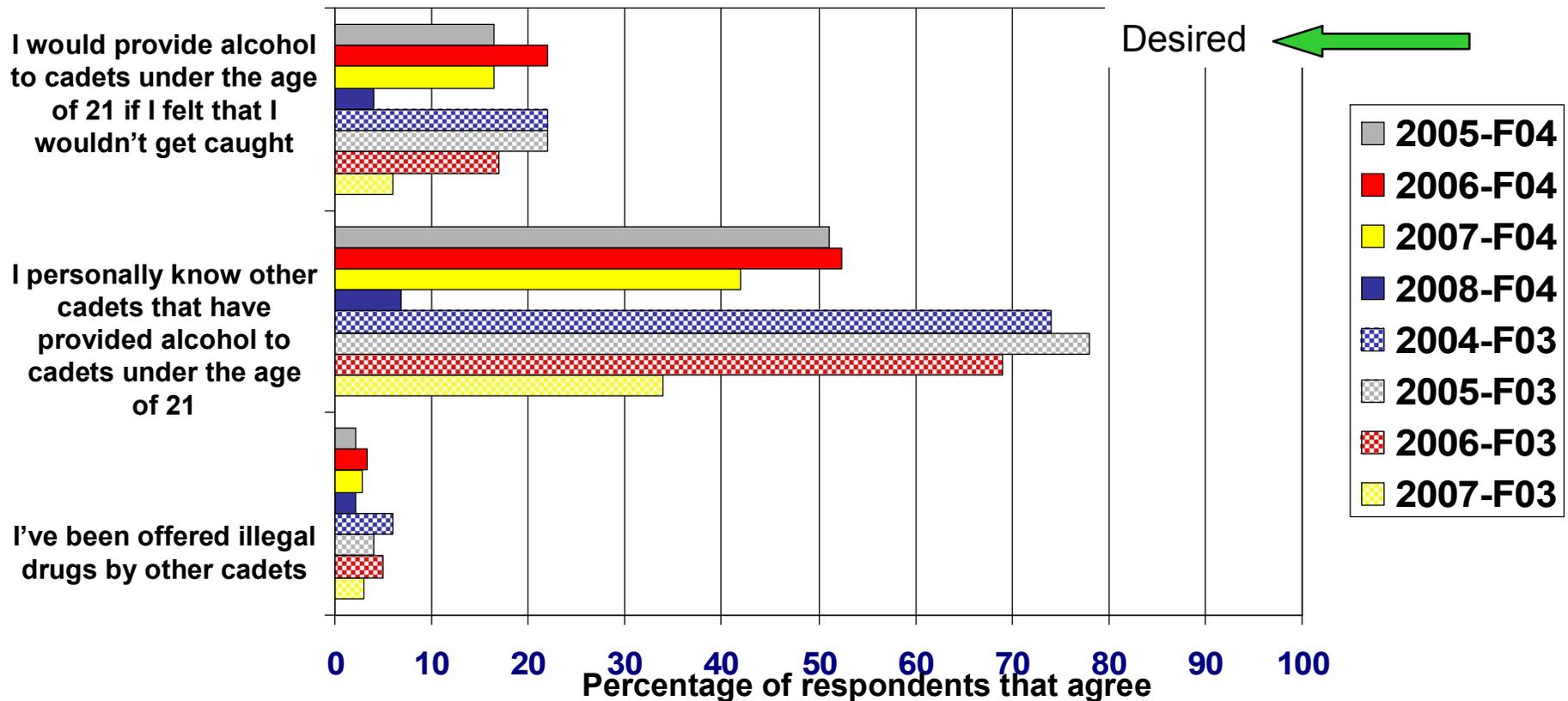
Alcohol in the Cadet Dorms by Class Year



- Perception of drinking in the dorms continues to outpace self-reporting
- Cadet reported reduction of cadet drinking in the dorms for the 1-year period from Sept 2003 when compared to the “since arrival at USAFA”
- 33% (2005) and 25% (2006) observed drinking in the dorms in the last yr



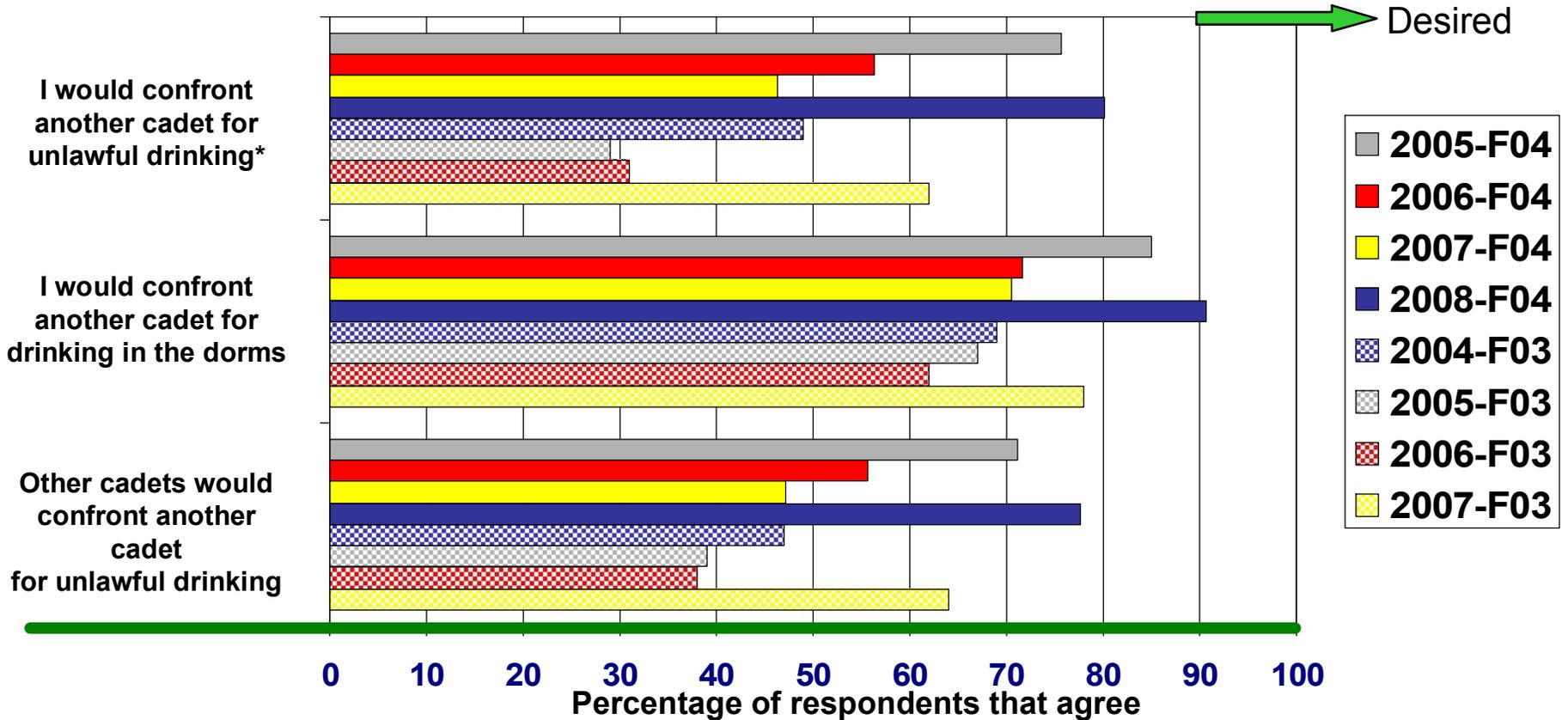
Availability of Alcohol and Illegal Drugs



- More cadets in 2006 & 2007 willing to provide alcohol to cadets under 21
- Fewer cadets (2-3%) report being offered illegal drugs by other cadets in the last year when compared to the "since arrival at USAFA," 3-7% in Fall 2003 survey



Confronting Problem Drinking by Class Year



*Unlawful Drinking (e.g., drinking under age, drinking and driving)

- Cadets more willing to confront unlawful drinking and drinking in dorms
- Class of 2007 shows negative trend in willingness to confront



Summary of Findings Regarding Alcohol

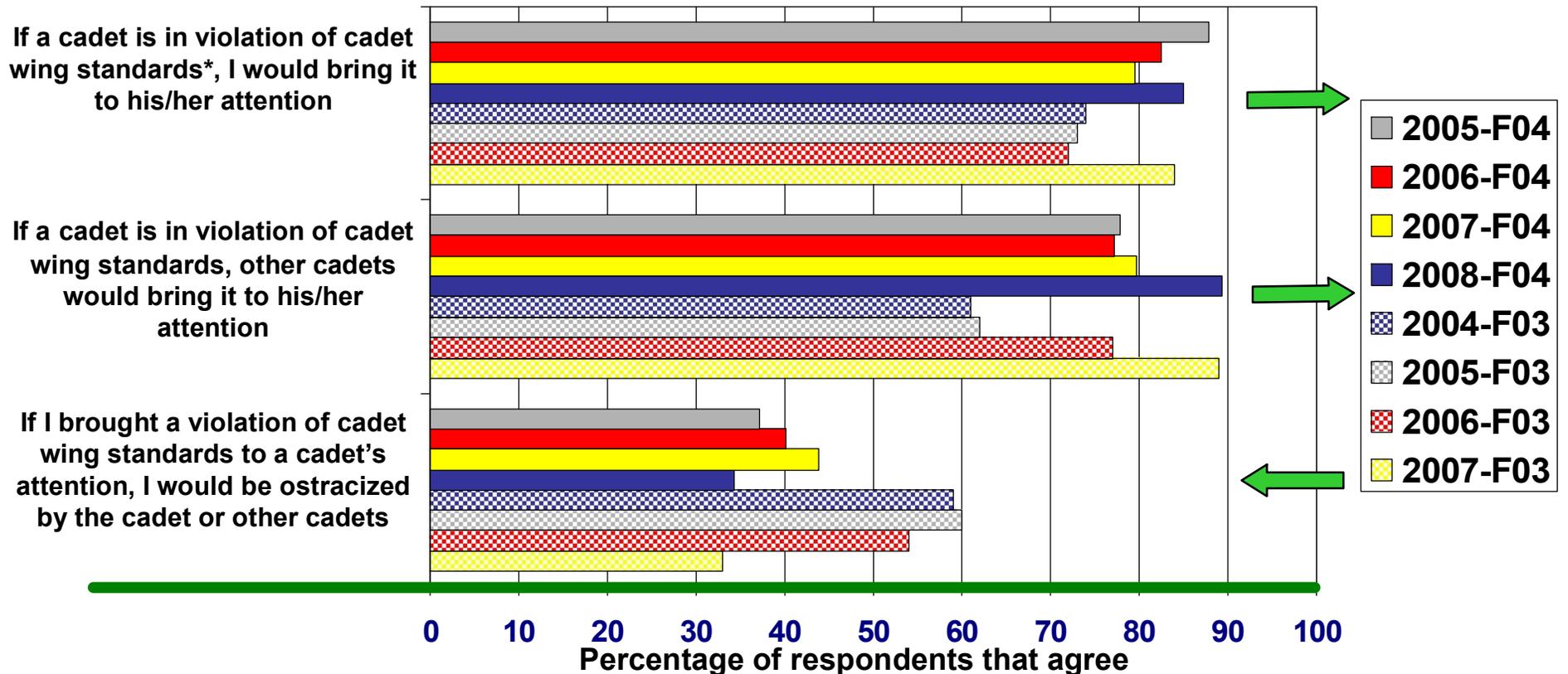
- **Cautions warranted in conclusions drawn from some behavioral alcohol items due to differences in timeframe comparisons on Fall 2003 and Fall 2004 surveys**
 - **Fall 2003 (since arrival at USAFA), Fall 2004 (since Sept 2003)**
- **Mixed results reported**
 - **Classes of 2005 and 2006 improving**
 - **Class of 2007 showing negative trends**
- **Consumption of alcohol by underage cadets still too high**
- **Women continue to report higher negative impact than men**
- **One-third of cadets in 2005 and one-fourth of cadets in 2006 reported that they observed other cadets drinking in the dorms in the past year**
- **Focus groups necessary for further insight**



CONDONING AND TOLERATION CLIMATE



Condonation of Violations of Cadet Wing Standards

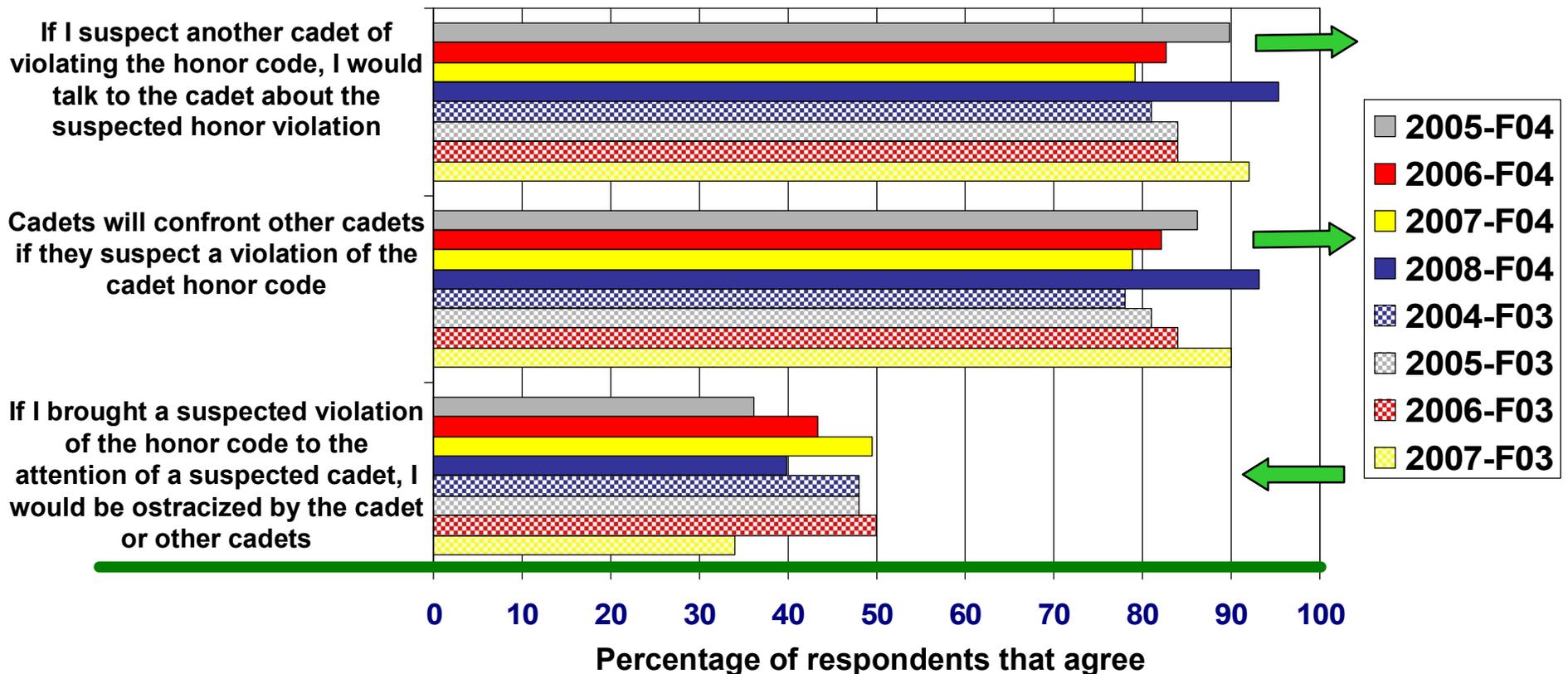


*Violation of Standards (e.g., hair length/color/style, uniform, hands in uniform pockets, etc.)

- Positive shift in Classes of 2005 and 2006
- Negative shift for Class of 2007
- Upper two classes of cadets more willing to confront violations



Toleration of Suspected Honor Code Violations



- Positive shift in Class of 2005
- Negative shift for Class of 2007
- Cadets appear less tolerant of honor violations than other infractions



Summary of Findings Regarding Condoning and Tolerating

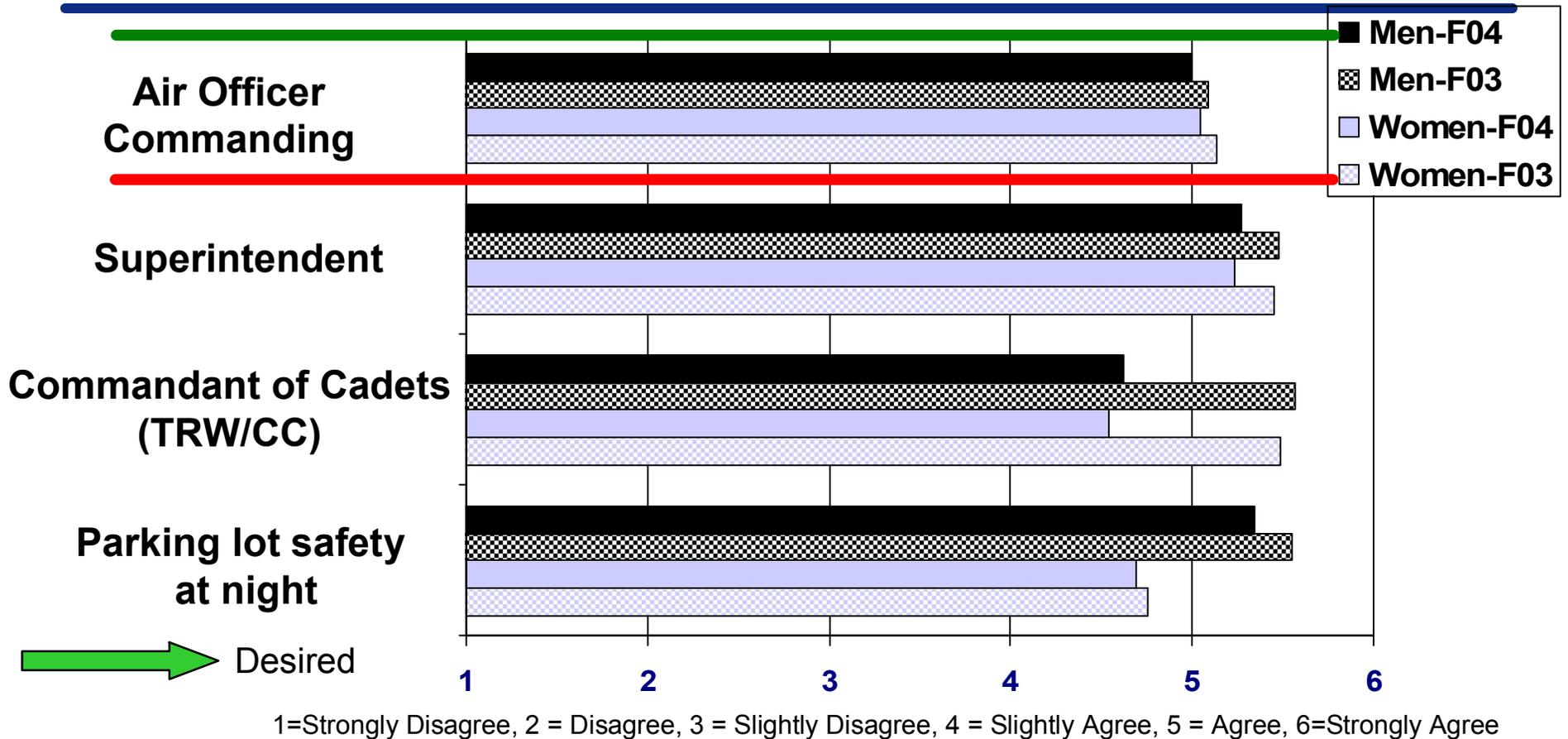
- **Cadets in 2005 and 2006 more willing to confront violations of standards**
- **Cadets in 2005 more willing to confront suspected honor code violations**
- **Cadets in 2008 report responses most closely aligned with the ideals of USAFA**
- **Cadets in 2007 show regression in willingness to confront violations of standards and suspected honor code violations**



TRUST IN LEADERSHIP/SAFETY CLIMATE



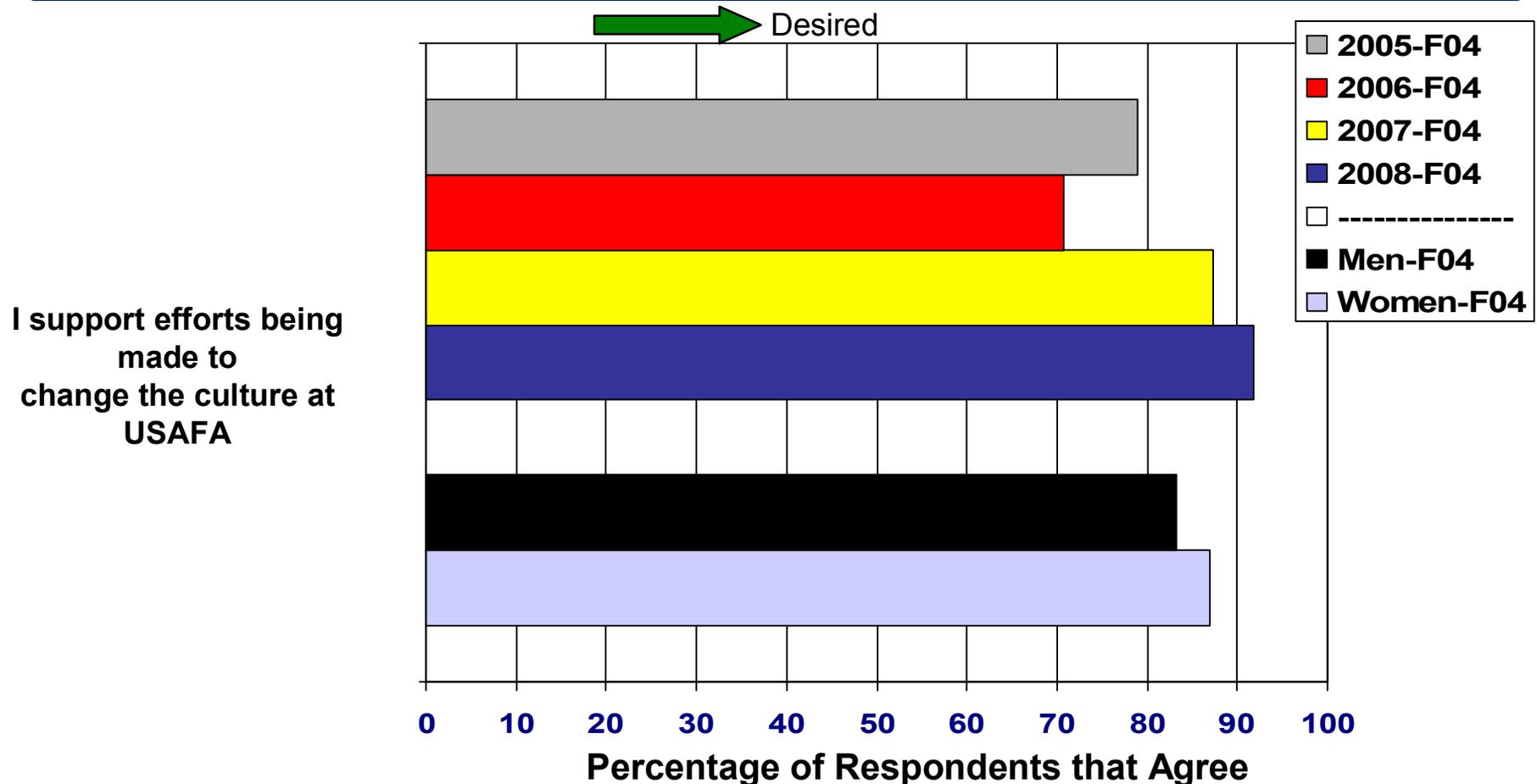
Trust and Confidence in Current USAFA Leadership and Safety by Gender



- Cadets express agreement on trust and confidence in their leaders
- Commandant of Cadets making tough leadership decisions
- Parking lot safety continues to be a concern, some fear wild animals



New Item on Support for Organizational Change



- High cadet support reported for efforts to change the culture at USAFA
- Lowest support from upper two classes (2005 and 2006)



General Trends

- **Systematic trends across class years**
 - **Fourthclass cadets typically show most desired attitudes and behaviors**
 - **Thirdclass cadets move in the wrong direction**
 - **Some recovery with Second and Firstclass cadets**
- **Cadet responses indicated that behaviors improved in many areas**
- **Cadet responses on attitudinal items are mixed**
 - **Gaps exist between demographic groups**
 - **Improving attitudes will take time**
- **Analyses indicated negative behaviors/attitudes tend to cluster together**



Conclusions

“Climate Improving at USAFA, but Challenges Remain”

- **Positive changes noted in**
 - Knowledge of sexual assault reporting
 - Willingness to confront others who fail to meet standards
 - Frequency of demeaning comments and jokes
- **Race/ethnicity remains most positive climate area and shows smallest gaps between majority/minority**
- **Intercollegiate, religion, and gender appear to be climate areas with the most challenges**
 - Many items moving in positive direction, but opportunity for improvement remains
 - Gaps between majority/minority most significant
- **Underage drinking remains a challenge**
- **Cadets report support for cultural change**



Way Ahead

- **Continue consistent/constant messages about professional values/conduct & positive culture change**
- **More front line leadership (cadets, faculty, AOCs/AMTs)**
 - **All cadets/faculty/staff must know, live and enforce standards**
- **Cadets must engage at the peer level**
- **Broaden attention and response to all climate areas**
- **Further integrate and refine our plan to improve culture and climate**
- **Focus groups with majority/minority cadets by climate area for further insight**



We're All Making a Difference

“...this is not the kind of publicity that most college administrators strive to create...Yet some institutions have moved forward regardless. The U.S. Air Force Academy, faced with a national spotlight on its sexual assault problems, has moved comprehensively to make fundamental changes in how sexual violence is handled institutionally and to alter the culture of the academy to make such violence less likely...If a military academy imbued with a traditional, masculine culture can take such far-reaching steps, surely the rest of our institutions of higher learning can do the same. It's a question of motivation.”

New England Journal of Higher Education, 2004
“Uncomfortable Truths about Campus Rapists”
Dr. David Lisak, Univ of Massachusetts, Boston



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