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EQUAL OPPORTUNITY

DOD Studies on Discrimination in the Military



Equal Opportunity Dod Studies On Discrimination In The Military

Robert R. Redfield



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Equal Opportunity United States Accounting Office (GAO),2018-04-05 NSIAD 95 103 Equal Opportunity DOD Studies on Discrimination in the Military **Equal Opportunity. DOD Studies on Discrimination in the Military** ,1995
Department of Defense DOD policy holds that discrimination that adversely affects persons based on race gender or other factors is counterproductive to combat readiness You expressed concern that inequality of treatment and opportunity is a problem in the military and requested that we assist you in determining the scope and nature of the problem In response to your request we initiated three reviews of equal opportunity issues In this report we identify studies done sponsored or commissioned by DOD during the past 20 years on discrimination in the military We summarized but did not evaluate the studies and if applicable determined the status of any recommendations In the other two reviews we are examining the services 1 systems for handling discrimination complaints from active duty servicemembers and 2 efforts to detect and resolve apparent racial and gender disparities in certain personnel decisions These issues will be reported on separately jg p 2

Equal Opportunity United States. General Accounting Office,1995 **Managing Diversity in the Military** Mickey R. Dansby,James B. Stewart,Schuyler C. Webb,2011-12-31 Although diversity is a twentieth century term as the United States continues through the twenty first century the issue of diversity in society and in organizations is becoming more complex Managing Diversity in the Military addresses current equal opportunity and diversity issues and explores how the military is attempting to resolve them The research presented reflects interests of scholars from various backgrounds who use different models approaches and methodologies many of which are adapted from the study of civilian institutions The work is divided into five sections Contemporary Approaches to Managing Diversity Diversifying Leadership Equity in Evaluation and Promotion Gender Integration and Sexual Harassment Military Discipline and Race and Where Do We Go from Here which proposes future research directions for equal opportunity and diversity management in the armed forces All of the areas explored in this accessibly written volume have counterparts in the civilian sector The book offers insights practical methodologies and effective management guidelines for commanders civilian sector executives and human resource practitioners responsible for equal opportunity programs and outcomes This is now the standard social research tool in an area of profound practical concerns **Indexes for Abstracts of Reports and Testimony** ,1995 **Equal Opportunity** United States. General Accounting Office,1995 The Secretary of the Army's Senior Review Panel Report on Sexual Harassment: Without separate title United States. Secretary of the Army's Senior Review Panel on Sexual Harassment,1997
The Secretary of the Army's Senior Review Panel Report on Sexual Harassment: Volume 1 , **Equal Opportunity** BPI Information Services,DIANE Publishing Company,1995-01-01 Examines the military s system for handling discrimination complaints from active duty service members and efforts to detect and resolve apparent racial and gender disparities in certain personnel decisions **Equal Opportunity** DIANE Publishing Company,1995-06-01 Examines the military s system

for handling discrimination complaints from active duty service members efforts to detect resolve apparent racial gender disparities in certain personnel decisions *Abstracts of Reports and Testimony* ,1995 *Race Relations Research in the U.S. Army in the 1970s* ,1988 **Intelligence Agencies** United States. General Accounting Office,1996 **Reports and Testimony** ,1995-04 **Routledge Handbook of Military Ethics** George Lucas,2015-05-22 The Routledge Handbook of Military Ethics is a comprehensive reference work that addresses concerns held in common by the military services of many nations It attempts to discern both moral dilemmas and clusters of moral principles held in common by all practitioners of this profession regardless of nation or culture Comprising essays by contributors drawn from the four service branches Army Navy Air Force and Marine corps as well as civilian academics specializing in this field this handbook discusses the relationship of ethics in the military setting to applied and professional ethics generally Leading scholars and senior military practitioners from countries including the US UK France China Australia and Japan discuss various national cultural views of the moral dimensions of military service With reference to the responsibilities of professional orientation and education as well as the challenges posed by recent technological developments this handbook examines the difficulties underpinning the fundamental framework of military service This book will be of much interest to students of military studies war theory ethics philosophy sociology war and conflict studies and security studies *Health, Education, and Human Services Division Reports* ,1996 **Survey for Assessing Racial/Ethnic Harassment and Discrimination in the U.S. Military** Miriam Matthews,Coreen Farris,Terry L. Schell,Kristie L. Gore,2021-10-18 To help the U S Department of Defense DoD estimate the percentage of service members who experienced racial or ethnic harassment or discrimination in the past year RAND Corporation researchers with feedback from external experts and DoD representatives developed a survey instrument The authors of this report describe the instrument development process the instrument itself and recommendations to support its use *Affirmative Action in Antidiscrimination Law and Policy* Samuel Leiter,William M. Leiter,2012-02-01 Affirmative action has been and continues to be the flashpoint of America s civil rights agenda Yet while the affirmative action literature is voluminous no comprehensive account of its major legal and public policy dimensions exists Samuel and William M Leiter examine the origin and growth of affirmative action its impact on American society its current state and its future anti discrimination role if any Informed by several different disciplines law history economics sociology political science urban studies and criminology the text combines the relevant legal materials with analysis and commentary from a variety of experts This even handed presentation of the subject of affirmative action is sure to be a valuable aid to those seeking to understand the issue s many complexities **The African American Soldier** Michael L. Lanning,2022-01-25 Military history s hidden figures are given their due in this revealing and moving exploration of the pivotal role of African Americans who risked their lives for their country even as they fought courageously to become full citizens A retired Lieutenant Colonel Michael Lee Lanning covers Black soldiers involvement in conflicts from the colonial days through more recent struggles of

the 21st century From Bunker Hill to San Juan Heights from France's muddy trenches to the Persian Gulf's scorched sands African Americans have fought fiercely and bravely They have battled to overthrow British rule to preserve the union to safeguard their allies and to protect democracy Many have fought for freedom they would never see for themselves risking their lives for their country and for the right to become full citizens In this enlightening account Michael Lee Lanning explores African Americans crucial part in military history over two centuries beginning in the Revolutionary War and stretching to recent conflicts in Afghanistan and Iraq Exploring both notable individual contributions and the role of Black regiments The African American Soldier pays tribute to the hidden sacrifices and unrelenting valor of those too long overlooked by history

Attitudes Aren't Free James E Parco, David A Levy, Daphne DePorres, Alfredo Sandoval, 2023-06-01

In 2010 Attitudes Aren't Free Thinking Deeply About Diversity in the US Armed Forces was published In 2017 it was placed on the Air Force Chief of Staff's Reading List Now more than a decade later with tens of thousands of copies in circulation across government industry and academia it has become celebrated as a model for engaging in critical discussions on social policy topics that span the spectrum of perspectives on religious expression race gender and sexuality with contributions from the brightest voices within the US Since publication the long standing debates have continued on the proper role of religious expression within military units We have seen increasing levels of racial and gender diversity in the senior leadership ranks Don't Ask Don't Tell was repealed by Congress Transgender military members have since been allowed to serve openly Today we continue to engage the traditional ongoing dialogues but with a new focus on the MeToo and BlackLivesMatter movements within society that have ultimately resulted in the transition of power between the 45th and 46th Presidents of the United States Tomorrow's leaders must not only understand the changing landscape of societal attitudes of the citizens in which they serve the mandates of our elected leaders that will serve as the Commander in Chief of the US Armed Services but also to best prepare to lead the men and women of the armed services in the most effective manner possible Volume I of Attitudes Aren't Free Thinking Deeply About Diversity in the Armed Forces 2010 offered a framework for improving social policy in the areas of religious expression sexuality race and gender by showcasing the complexity through the use of opposing perspectives Volume II reflects on the progress made over the decade since but instead of laying the groundwork of a plurality of perspective as in Volume I Volume II relies on the realities of the national institutional and personal levels using service members lived experiences to develop a more robust understanding of life in the military for individuals from increasingly more diverse backgrounds Ultimately though reflective dialogue Volume II seeks to explore and contrast the current social policies of the US Armed Services with the rhetoric that military institutions continue to espouse around the same topical areas addressed in the first volume This is a Call to Action

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