

Examining Sexual and Racial Discrimination, Sexism and Sexual Harassment at the Intersection of Race and Gender in the DoD Population



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Introduction

- According to the Double Jeopardy and Intersectionality Theory, women of color experience more sexual and racial harassment, than any other minority group (Berdahl & Moore, 2014; Grollman, 2012; Ito & Urland, 2003).
- While the majority of the present research covers the civilian population, it follows that Sexual and Racial Discrimination, Sexism, and Sexual Harassment most likely occurs as well in the military setting (Buchanan, Settles, & Woods, 2008).
- While covering the DoD population, this study covers both military and civilian personnel.

Purpose

- The purpose of this study is to determine if women of color, in the DOD population, experience more sexual and racial harassment than other minority groups.
- Extend the current scope of research to include perceptions of sex discrimination and sexist behaviors.

Hypotheses

- H1:** Minority females will perceive higher levels of racial discrimination when compared to minority males, majority females, and majority males.
- H2:** Minority females will perceive higher levels of sex discrimination when compared to minority males, majority females, and majority males.
- H3:** Minority females will perceive higher levels of sexual harassment when compared to minority males, majority females, and majority males.
- H4:** Minority females will perceive higher levels of sexist behavior when compared to minority males, majority females, and majority males.

Methods

- Design:** Cross-sectional
- Survey:** Archival data from the DEOMI Organizational Climate Survey (DEOCS). A 4-point Likert scale (1 = strongly disagree to 4 = strongly agree) was used to indicate level of agreement with statements.
- Sample Size:** 58, 264 of the DoD Population; (48,983 Military Personnel and 8,532 Civilian Personnel).
- DEOCS items are available at DEOCS.net

Demographics

Figure 1. Maj. vs Min.

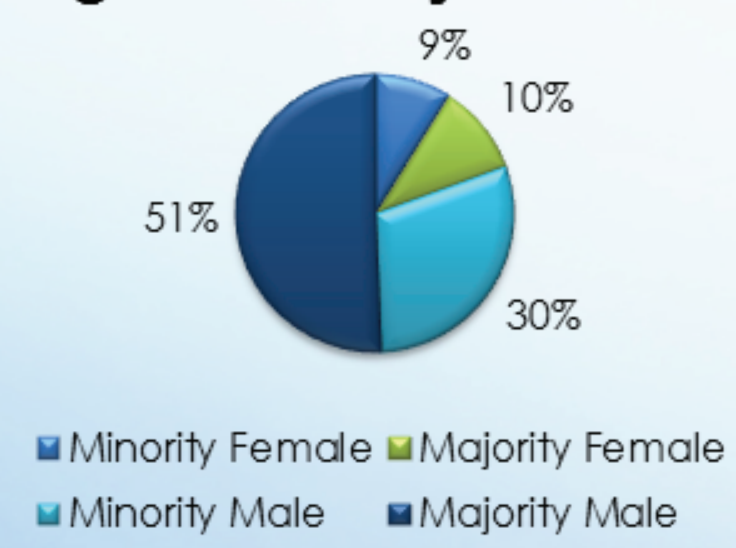


Figure 2. Mil. vs Civ.

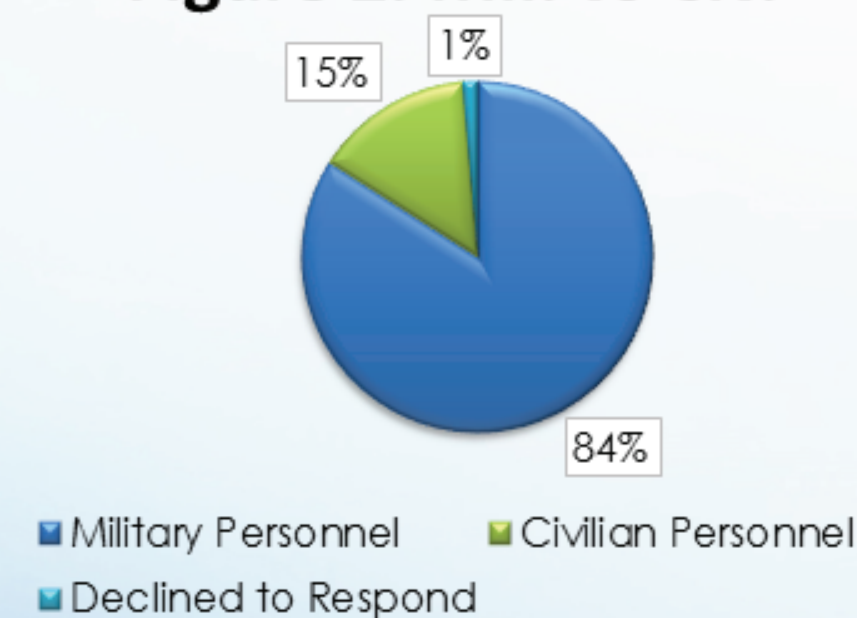
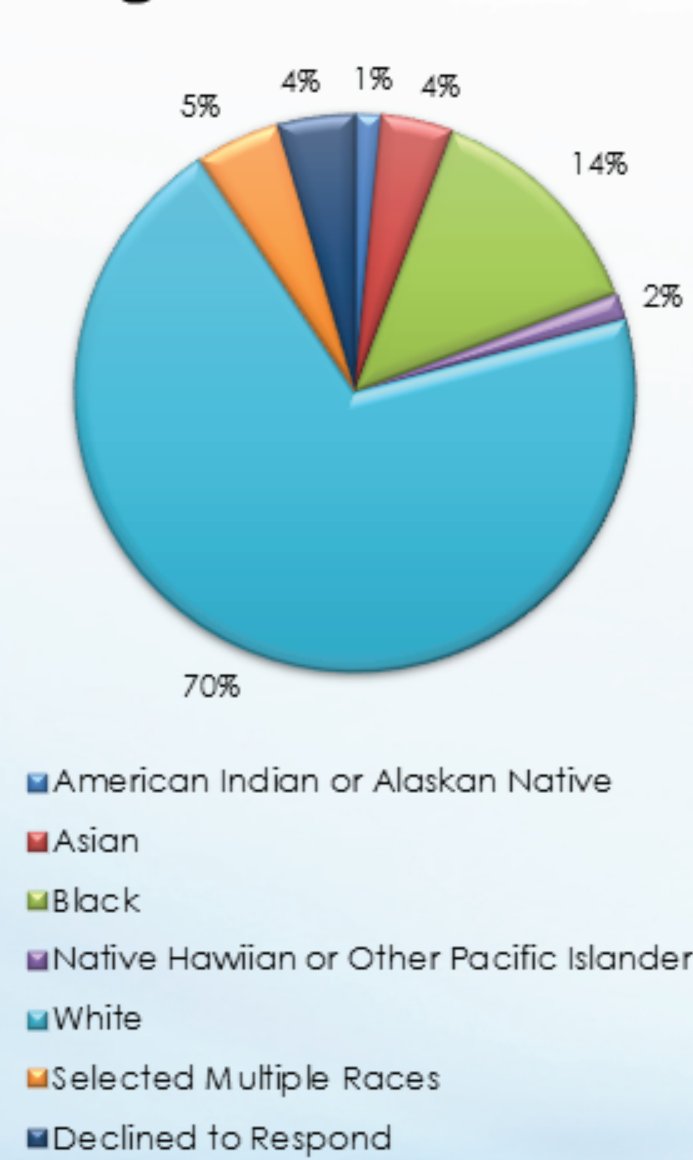


Figure 3. Race



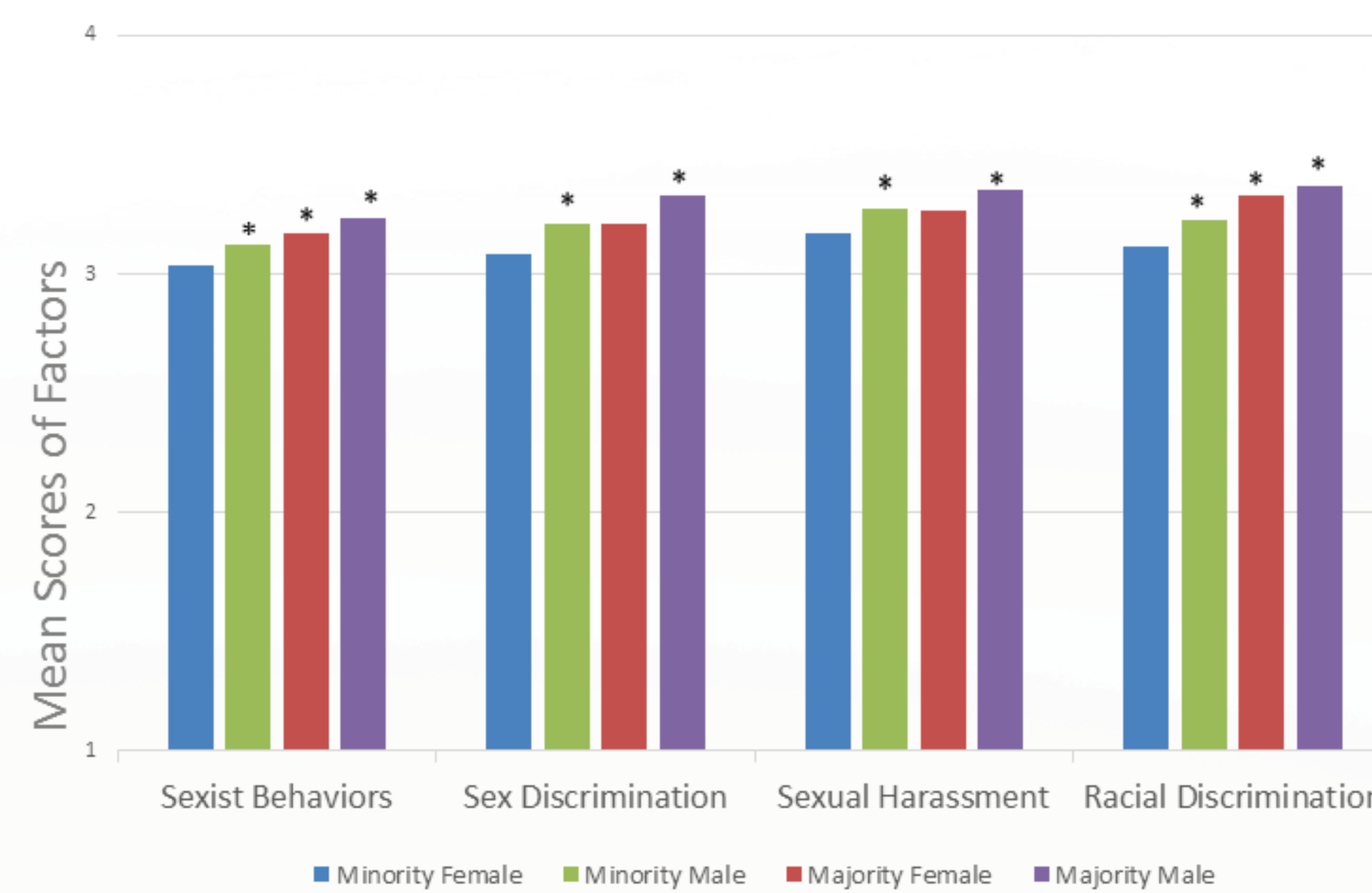
Results

Table 1. Means and Significance across Sub Groups

Variables	Mean	F
Sexist Behaviors	3.17	179.14*
Sex Discrimination	3.26	305.76*
Sexual Harassment	3.29	204.38*
Racial Discrimination	3.29	453.41*

*The mean difference is significant at the $p < .05$ level.

Figure 4. Mean Scores of DoD Personnel Broken Down by Sub Group

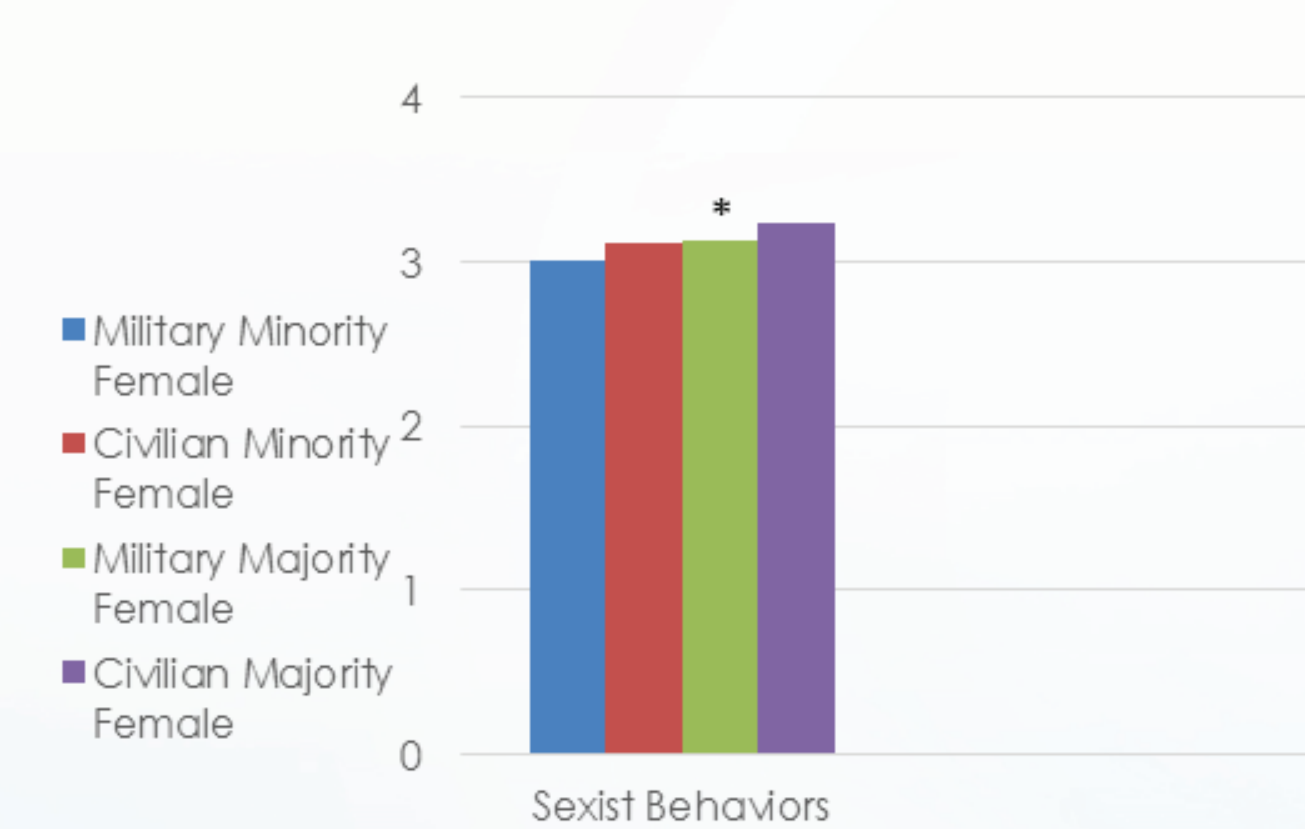


*The mean difference is significant at the $p < .05$ level.

**Low responses are unfavorable while high responses are favorable. Post-hoc analysis indicated significant results.

Exploratory Analysis

Figure 5. Comparing perceptions of Military and Civilian Females



*The mean difference is significant at the $p < .05$ level.

Low responses are unfavorable while high responses are favorable. Post-hoc analysis indicated significant results. **Only females were included in the analysis.

Summary of Results

- All hypotheses were supported in the results.
- Women of color have significantly higher perceptions** of the four selected factors (sexist behaviors, sex discrimination, sexual and racial harassment).
- An exploratory analysis was performed, analyzing military versus civilian female personnel.
 - Military minority female personnel have the highest perceptions of sexist behaviors.
 - However, for sex and racial discrimination and sexual harassment, civilian minority females have the highest perceptions.

Best Practice Recommendations

Factor	Implementation
Discrimination (Sex & Racial)	Implementation of diversity training can assist in recognizing and reporting unequal treatment of women (Ehrke et al., 2014). Support an inclusive environment for all members of the team.
Sexual Harassment	Model a zero tolerance policy. Insure there is a process and procedures in place to address sexual harassment.
Sexist Behaviors	Model a zero tolerance policy for counterproductive workplace behaviors. Respond to complaints adequately and promptly.

Limitations

- Self-reported data were used.
- The study analyzed census data, which doesn't necessarily imply representation of the sample.
- Potential inflation of error from running multiple ANOVAs.

Future Research

- Analyze differences between junior and senior enlisted personnel.
- Replicate this study while accounting for other variables such as rank.
- Analyze difference between ethnic groups, based on stigmas and stereotypes.

References

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