

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

DIRECTORATE OF RESEARCH

MEASURING EQUAL OPPORTUNITY CLIMATE IN SMALL UNITS: DEVELOPMENT OF SCALES TO EVALUATE THE ACCEPTANCE OF DIVERSITY

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Summer 1995



REPORT DOCUMENTATION PAGE

Form Approved
OMB No. 0704-0188

Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

1. AGENCY USE ONLY (Leave blank) 2. REPORT DATE
October 1995 3. REPORT TYPE AND DATES COVERED
Final June - August 1995

4. TITLE AND SUBTITLE
Measuring Equal Opportunity Climate in Small Units:
Development of Scales to Evaluate the Acceptance of Diversity

5. FUNDING NUMBERS

6. AUTHOR(S)
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7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)
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8. PERFORMING ORGANIZATION
REPORT NUMBER
RSP 95-10

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)

10. SPONSORING/MONITORING
AGENCY REPORT NUMBER

11. SUPPLEMENTARY NOTES

12a. DISTRIBUTION/AVAILABILITY STATEMENT
Approved for public release; distribution unlimited.

12b. DISTRIBUTION CODE

13. ABSTRACT (Maximum 200 words)
An equal opportunity climate survey suitable for use at small units is a needed supplement to the standard Military Equal Opportunity Climate Survey (MEOCS). The standard MEOCS uses a critical incident approach to assess a military unit's equal opportunity climate. Many small units lack the racial and gender diversity needed for critical incident measures. This report describes a research effort that attempts to create a valid and reliable climate assessment instrument suitable for use at small units. Preliminary indications are that this can be accomplished with a survey based on attitudinal measures. This report presents a beta test version of the survey and a research strategy for the further development and validation of the instrument.

14. SUBJECT TERMS
Equal Opportunity, Equal Opportunity Perceptions, Equal Opportunity
Climate, Diversity, Race, Gender

15. NUMBER OF PAGES
20

16. PRICE CODE

17. SECURITY CLASSIFICATION 19. SECURITY CLASSIFICATION

20. LIMITATION OF ABSTRACT



