

**AF RFI Responses**  
**Questions 34 - 36**

33. (DoD) Please provide the following information regarding the DEOMI command climate surveys:
- a. What questions used in the DEOMI climate surveys and the methodology used to develop the questions and administer the surveys?
  - b. How are the results of the DEOMI surveys used?
  - c. Who in DoD has access to these results?
  - d. How long are survey results retained, and where?
  - e. How is survey data compiled for review by senior commanders and Service/Department leadership?
  - f. Any trends identified in DEOMI surveys, including, but not limited to, issues noted in different types of command, for example, training commands or deployed commands.
34. (Services) (Nov 21) Please provide information about the DEOMI surveys, including:
- a. All DEOMI Organizational Climate Survey (DEOCS) & Air Force Unit Climate Assessment Survey data and reports from 2007-2013 (*Tabs 1-7*);
    - i. **(AF) Attached is the Fiscal Year Unit Climate Assessment Annual Reports for FY 2007 through 2013. These annual reports provide an overview of the collective Unit Climate Assessments (UCA). (Tabs 1-7), AF FY07 through FY13 Annual Reports). The Demographics and Executive Summary Results provide the total percentages of all AF units surveyed during the FY. Please note that on D. Perceived Discrimination and E. Overt Discriminatory Behaviors, these sections will always rank unfavorably as the policy is zero tolerance. The only way the sections would be blue is if there was 100% favorable responses for these two areas.**
  - b. Tabulated results for all questions on these surveys;
    - i. **(AF) Attached is the Fiscal Year Unit Climate Assessment Annual Reports for FY 2007 through 2013. These annual reports provide an overview of the collective UCA. (See Tabs 1-7). The Demographics and Executive Summary Results provide the total percentages of all AF units surveyed during the FY. Please note that on D. Perceived Discrimination and E. Overt Discriminatory Behaviors, these sections will always rank unfavorably as the policy is zero tolerance. The only way the sections would be blue is if there was 100% favorable responses for these two areas.**
  - c. Any summaries of the DEOMI surveys provided by DEOMI to each Service;
    - i. **(AF) Attached is the Fiscal Year Unit Climate Assessment Annual Reports for FY 2007 through 2013. These annual reports provide an overview of the collective UCA. (See Tabs 1-7). The Demographics and Executive Summary Results provide the total percentages of all AF units surveyed during the FY. Please note that on D. Perceived Discrimination and E. Overt Discriminatory Behaviors, these sections will always rank unfavorably as the policy is zero tolerance. The only way the sections would be blue is if there was 100% favorable responses for these two areas.**
  - d. A description of how the results of the DEOMI surveys are used;
    - i. **(AF) Once the survey is complete, the AF Equal Opportunity (EO) professionals analyze the data, schedule an outbrief with the commander, and provide recommendations to address the issues/themes presented by the workforce. If necessary, focus groups are hosted to solicit additional information or confirm perceptions. The AF UCA results are provided to commanders to consider the**

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**trends, both positive and negative, to institute action plans, and to address the issues/concerns cited in the UCA. (See Tab 8 - UCA Survey Sample)**

- e. A description of who has access to these results;
    - i. (AF) As the UCA requesting authority, commanders and the next higher superior in their chain of command have access to the UCA survey assessment results. By exception, results can also be requested by the Investigator General or other investigative body in the event of any investigation.**
  - f. An explanation for how long survey results are retained, and where;
    - i. (AF) UCAs are retained by the local Equal Opportunity Office for a period of two years. In addition, commanders typically maintain a continuity binder that is shared with incoming commanders. The continuity binder usually contains the results of UCAs from prior years.**
  - g. An explanation of how survey data is compiled for review by senior commanders and Service/Department leaders;
    - i. (AF) AF/A1Q briefs the results of the annual organizational climate assessments to AF leadership. The brief contains an overview of the number of UCAs established, the number of survey participants, and the percentages of the responses for each question. Additionally, within MAJCOMs, AF Equal Opportunity personnel brief the results in a similar fashion to their MAJCOM leadership.**
  - h. Any additional questions asked by each Service on the DEOMI survey;
    - i. (AF) Commanders are permitted to select up to ten Locally Developed Questions (LDQs). Commanders can choose from a list provided by the local Equal Opportunity Office or they can select questions of their preference. (Tab 9 – UCA LDQ Sample)**
  - i. Identification of any and all adverse actions taken to hold commanders accountable based on complaints in command climate surveys between October 1, 2011 – November 1, 2013. Specify how many of those complaints were for commanders fostering an environment that prevented service members from reporting, feared retaliation, or failed to take action in sexual assault cases.
    - i. AF/A1Q does not track adverse actions taken to hold commanders accountable based on complaints in command climate surveys.**
35. (Services) Please provide a description and copy of results for surveys done regarding sexual harassment or sexual assault from October 1, 2007 – November 20, 2013, which have not been previously provided to the RSP. These may include, for example, work done by U.S. Army Research Institute, Department of the Navy SAPRO's survey on sexual assault, Air Force SAPR program's survey of Air Force personnel, victim satisfaction surveys, etc. (Note: if the Service believes part of the information should be redacted, please include the FOIA exemption as the justification for the redaction(s).)
- a. (AF) Attached is a BBP on the SVC Victim Impact Survey (Tab 22), screenshots of the questions (Tab 23), and survey data for the objective questions through the end of FY13 (Tab 24).**

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Victim responses to the Victim Impact Survey since SVC Program implementation have yielded the following results:

**92% "extremely satisfied" with the advice and support the SVC provided during the Article 32 hearing and court-martial;  
98% would recommend other victims request an SVC;  
93% indicated their SVC advocated effectively on their behalf;  
96% indicated their SVC helped them understand the investigation and court-martial processes**

**b.** Attached is the full report of the Air Force Gallup survey for 2010 (Tab 25).

36. (Services) Please provide policy, regulations, and procedures established by each Service for conducting organizational climate assessments. (See FY13 NDAA § 572.)

- a. (AF) The UCA is an organizational climate assessment tool designed for commanders to determine the engagement/climate of their organizations. A UCA identifies positive and negative factors that affect mission accomplishment and proposes corrective actions, when appropriate. Historically, the AF has utilized the UCA as the primary climate organizational assessment tool; however, with the passage of the FY13 NDAA, the AF is changing the AF organizational climate assessment process to adhere to the new requirements. Effective 1 Jan 2014, the AF will transition from the UCA to the DEOMI Organizational Climate Survey (DEOCS) as the sole organizational climate assessment tool. This move will bring the AF into alignment with the other Services to adhere to a standardized organizational climate assessment process throughout DoD and will provide better comparison data between the Services.

Additionally, to ensure commanders meet the FY13 NDAA and subsequent 6 May 13 SecDef memo requiring commanders to provide the organizational climate assessment survey results to the next higher level in the commander's chain of command, the AF is revising Air Force Instruction (AFI) 36-2706, Military and Civilian Equal Opportunity, to change the current two year requirement for UCAs to an annual climate assessment. As stipulated in the FY13 NDAA, the AF will now be required to conduct an organizational climate assessment within 120 days of commanders assuming command and continue annually thereafter. As described in question 7 above, the Equal Opportunity Office conducts the organizational climate assessments and report findings and recommendations to commanders.

As the UCA has been the platform most often used within the AF, the UCA measures the following areas:

- i. Cohesion and Pride,
- ii. Motivation and Morale,
- iii. Supervisory Support,
- iv. Perceived Discrimination,
- v. Overt Discriminatory Behaviors,
- vi. Command EO/EEO Policy, and
- vii. Sexual Assault Prevention and Response (SAPR).

In addition, the commander is allowed to select up to ten Locally Developed Questions (LDQs). The LDQs can be selected from a list provided to the commanders or the commander can choose the LDQs they desire (See question 7.h).

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**All areas of the UCA are measured via the Likert Scale, however, the SAPR questions are measured based on the selection made by the participant. Since the UCA incorporates the SAPR questions, AF EO personnel partner with the Sexual Assault Response Coordinators (SARCs) for the inbrief and outbrief to the commanders. One of the sections that commanders appreciate is the “Comments” section provided in each measurement area as these comments provide the verbatim responses from the survey participants.**

**Once the survey is complete, EO professionals analyze the data, schedule an outbrief with the commander, and provide recommendations to address the issues/themes presented by the workforce. If necessary, focus groups are hosted to solicit additional information or confirm perceptions.**

**Policy and procedures established by the AF for conducting organizational climate assessments is located in AFI 36-2706 which highlights the UCA process. Currently in draft revision, AFI 36-2706 has the new procedures for conducting organizational climate assessment surveys using DEOCS that incorporates the new requirements as outlined in the FY13 NDAA.**