SUPPORTING STATEMENT - PART A

Wingman Intervention Training (WIT) Program Evaluation Survey – 0704-0627

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| Summary of Changes from Previously Approved Collection   * Burden has increased due to the addition of the Airmen and WIT Implementer Feedback Forms. * The burden recorded on the Emergency Clearance only included the total number of annual survey responses (N=8,000). To include the burden associated with survey responses and feedback forms, the total number of annual responses should be 8,540. The methodology has not changed between Emergency Clearance and now, solely the way the total burden is calculated. |

1. Need for the Information Collection

NORC has been contracted by the Department of Defense Sexual Assault Prevention and Response Office (DoD SAPRO) to conduct training/program evaluations.

As part of its contract, NORC, in collaboration with the Department of the Air Force (DAF), is conducting a baseline survey and one follow-up survey with DAF First-Term Airmen/Guardians, fidelity feedback forms from a sample of those Airmen/Guardians receiving the Wingman Intervention Training (WIT), and fidelity forms completed by the WIT implementers. These data are being collected for the purpose of a program evaluation of WIT. The survey will assess whether the intended outcomes of reducing sexual harassment/assault were achieved, and the fidelity forms will be a check on whether all the key WIT curriculum components were implemented correctly.

This study responds to the problem of sexual harassment/assault in the military and the urgent need for a rigorous evaluation of an evidence-informed Air Force program to prevent sexual harassment/assault. WIT is already being implemented at approximately 20-25 Air Force bases globally. Without a WIT program evaluation for the Air Force, the Air Force will not know if WIT should be continued, modified, or even stopped because it is having no or harmful effects.

1. Use of the Information

The purpose of the overall evaluation is to determine the effectiveness of the Wingman Intervention Training (WIT) program in preventing sexual harassment (SH) and sexual assault (SA). The current study is consistent with a call from the 2021 Independent Review Commission (IRC) on Sexual Assault in the Military report (see [*Hard Truths and the Duty to Change*](https://media.defense.gov/2021/Jul/02/2002755437/-1/-1/0/IRC-FULL-REPORT-FINAL-1923-7-1-21.PDF/IRC-FULL-REPORT-FINAL-1923-7-1-21.PDF)*)* and the Secretary of Defense’s reply to the report. The IRC made recommendations related to: Accountability; prevention; climate and culture; and victim care and support. In particular, the IRC noted the lack of high-quality program evaluation data on sexual harassment and sexual assault interventions. The IRC stated that prevention activities in military communities is greatly hampered by this lack of quality program evaluation data. The current study helps address this gap by collecting up-to-date sexual assault and sexual harassment data from Airmen/Guardians exposed to the WIT program in comparison to Airmen/Guardians who do not receive the WIT program (through anonymous survey protocols approved by the project IRB). Conducting this survey and the associated program evaluation aligns with the IRC’s call for greater accountability in the military services in the greatly understudied area of sexual assault prevention.

Respondents — Airmen/Guardians — are being asked to complete two surveys timed to be administered before (at baseline) and after (at follow-up) WIT training for Airmen/Guardians receiving the training, and at corresponding time-points for the comparison sample. Recruited respondents are First-Term Airmen/Guardians. Under the emergency OMB approval (February 15, 2022; see below), the web-based baseline survey was launched in March 2022. Since the launch, respondents have been recruited to participate on a rolling basis (based on eligible Airmen/Guardians’ entry date to their First-Term Airmen/Guardians Center and thus scheduled WIT training), with a planned ten-month intake period until December 2022. A 6-month follow-up survey starting in September 2022 (for those respondents who completed a baseline survey in March 2022) will follow, the data collection for which will close around June 2023 (allowing late responders to the baseline the full six-month interlude before they are recruited to complete the follow-up survey). The content for the surveys focus on SH and SA because DAF is interested in learning whether the WIT programming is effective at preventing SH and SA events and promoting active bystander behaviors to prevent SH and SA.

An OMB emergency approval was granted for this evaluation project on February 15, 2022, given the public health emergency related to sexual harassment and sexual assault and the urgent need for the Department to identify successful prevention programming. Upon receiving the emergency approval, data collection began in March 2022 using the web-based baseline survey in all the study bases. In addition to the baseline survey, respondents from bases implementing the WIT treatment are also asked at the time of their WIT training to complete Airmen/Guardian Feedback Forms, and the WIT Implementers are asked to complete WIT Implementer Feedback Forms (see below discussion). The Airmen/Guardian Feedback Forms and WIT Implementer Feedback Forms were part of the approved emergency package and provide important data on the implementation of WIT from two different perspectives (the Airmen/Guardians and Implementers).

Survey data collection overall is anonymous. At both the baseline and the 6-month follow-up survey administrations, Airmen/Guardians who consent to participate are advanced in the baseline survey (and will be advanced in the 6-month follow-up survey) to a secure survey webpage to answer four questions that are durable personal information (i.e., not personally identifying, but memorable to facilitate exact replication at the follow-up survey, creating components of a “self-generated unique ID” [SGID]). NORC programmed an algorithm (known to a limited subset of NORC programmers on this project who will not be involved in analyzing the survey data) to scramble the 10 letters/digits of the response data to create a unique 10-digit SGID. Thus, respondents do not know their own SGID; they do not need to remember an SGID; and they are not able to risk a breach of respondent identity by having it written down somewhere for someone to find. However, by answering the same way to the same four questions at the follow-up survey, the same SGIDs will be generated. These SGIDs will link the baseline and follow-up responses while maintaining the anonymity of participants. We are following industry best practices and believe this is the strongest SGID protocol to date to protect individual anonymity in longitudinal research, both in terms of length of the ID and the additional algorithm that will be secured separately from the survey response data set. Further, the demographic questions asked on the survey have been carefully curated to minimize the risk of deductive disclosures. The survey is programmed to collapse demographic response categories before saving the raw data, such that no cell contains fewer than ten (10) unique individuals, a process tested and successfully implemented on separate DoD SAPRO-funded research. NORC will also conduct a disclosure analysis before data delivery to SAPRO to ensure that the anonymity of the data collection is protected.

Because the surveys are web-based, submission of the anonymous online surveys complete the data collection process. The data input by the respondents is stored in a secure server once the respondents enter their responses. The submitted anonymous survey data is programmed to save the raw SGID component responses into one confidential data file not accessible to the research team, and the substantive survey responses with the scrambled 10-digit SGID into another confidential data file for analyses by the research team.

Recruitment to the study is conducted at First-Term Airmen/Guardian Centers (FTAC) where Airmen/Guardians attend to receive trainings. Airmen/Guardians either receive an email prior to FTAC or use a QR code in a classroom to access the baseline survey. NORC works closely with DAF base Violence Prevention Integrators (VPI) to provide email language to disseminate the anonymous survey link or a visual projection slide to display in a classroom the QR code to access the baseline survey. All Airmen/Guardians are recruited to take the baseline survey prior to any FTAC WIT training. The follow up (6-month) survey will be done via email to the study participants by NORC. At baseline we collect Airmen/Guardians email addresses through direction to an unlinked webpage following submission of a survey response. Email addresses are not linkable to the SGIDs or to the survey data responses.

The Airmen/Guardians Feedback Forms (Attachment 3) are administered to a random sample of (on average) five Airmen/Guardians each WIT session. This sample is selected by the DAF staff member implementing the WIT training picking a random point on the roster of WIT attendees and selecting every fifth case until five surveys are completed. We anticipate collecting approximately 450 completed Airmen/Guardian Feedback Forms across the ten-month study period (bases will participate in six of those ten months depending on when they started their work on the evaluation) (15 Treatment Bases \* 5 forms \* 6 active months on average= 450 forms). Additionally, a single, separate feedback form (Attachment 4) will be completed for each WIT session by the WIT implementer (15 Treatment Bases \* 1 form \* 6 active months on average= 90 forms).

There are no overt direct benefits to the respondents who compete the survey or fidelity forms. However, benefits may accrue to Airmen/Guardians by encouraging them to be more active bystanders, thereby reducing SH and SA in their environment, and benefits may accrue for those who have been victims of SH and SA because it may provide a safe, anonymous avenue to share their story. Indirect benefits will accrue to DAF HAF/A1Z Resilience Office staff, who can use the results to improve upon their prevention programming, thus supporting more effective DAF prevention programming. Further, Airmen/Guardians may benefit through the improvement of DAF SH and SA prevention programming within the Air Force.

3. Use of Information Technology

One hundred percent (100%) of survey responses and feedback forms will be collected electronically. The baseline and follow-up surveys and feedback forms are web-based, and all respondents will be provided the same anonymous survey links.

4. Non-duplication

The information obtained through this collection is unique and is not already available for use or adaptation from another cleared source.

5. Burden on Small Businesses

This information collection does not impose a significant economic impact on a substantial number of small businesses or entities.

6. Less Frequent Collection

Survey data collection will occur twice for each respondent, at baseline and at a six-month follow-up survey. The first participants started completing baseline surveys in March 2022 and new baseline cases will be enrolled through December 2022 (a 10-month intake period). The first follow-up surveys will start in September 2022 (six months later) and continue through June 2023 for the final baseline cases from December 2022 (allowing for a six-month passage of time between surveys for the later baseline responders). Additionally, randomly selected volunteer respondents at treatment base locations are asked to complete the Airmen/Guardian Feedback Form and the WIT Implementer Feedback Form once. The feedback forms are fielded to Airmen/Guardians and to WIT Implementers once, immediately after the conclusion of each 60-minute WIT intervention.

Two data points are necessary to identify change over time. Surveys are administered prior to the intervention (baseline) and again six months later (follow-up), after experiencing the WIT intervention (for the treatment group; the comparison group will be surveyed on a parallel timeline). Without a follow-up data collection, we will be unable to assess the outcomes associated with the WIT prevention programming. In other words, given the need to identify change over time, two surveys (baseline/follow up) is the least number of surveys possible.

*7.* Paperwork Reduction Act Guidelines

This collection of information does not require collection to be conducted in a manner inconsistent with the guidelines delineated in 5 CFR 1320.5(d)(2).

8. Consultation and Public Comments

A 60-Day Federal Register Notice (FRN) for the collection published on Wednesday, March 30, 2022. The 60-Day FRN citation is 87 FR 18359 FRN 18359-18360.

1 comment was received during the 60-Day Comment Period. It is included below, as well as our Agency’s response to the comment.

Comment on DOD-2022-OS-0039-0001: The authors aim to collect data for a one-year period from about 4,000 participants to determine whether the WIT programming is effective at preventing SH and SA events and promoting active bystander behaviors. It's hard to believe that such a design will produce information about the effectiveness of the program for preventing sexual harassment and sexual assault. At best, you may be able to measure a change in attitudes or beliefs but this will be limited by the short time frame (i.e. you will have no sense of whether there is a long-term shift). Meanwhile, whether a shift in attitudes or beliefs translates to a reduction in victimization or perpetration is certainly not something you'll be able to detect.

The Department of the Air Force (DAF) has adopted a well-known civilian evidence-based program, i.e., a bystander intervention program called Green Dot. Experimental data from multiple studies has shown Green Dot to be effective in reducing sexual harassment (SH) and sexual assault (SA).[[1]](#endnote-2) Green Dot, called the Wingman Intervention Training (WIT) in the DAF, was adapted for the Air Force context as a foundational program to get First-Term Airmen/Guardians oriented to SH/SA prevention education. The hypothesis is that if short-term behavioral and attitudinal change could be achieved with WIT, this could be the basis for a more comprehensive program that could be built on the skills imparted by WIT. The goals of WIT, a 60-minute program, are thus short-term changes in attitudes and behaviors, and our evaluation is scaled to measure such change. This aligns with the development cycle the DAF has adopted in preventing SH and SA. Based on these parameters, the evaluation design calls for a baseline survey and a brief 60-minute exposure to the WIT program, followed by a six-month follow-up survey. This will be one of the few DAF evaluations on SH and SA prevention programming and the first to use a rigorous quasi-experimental design (QED). The evaluation is expected to yield much needed data that could inform the development of a more comprehensive SH/SA prevention program for the DAF.

The WIT program is supported by bystander psychology and social-psychological research addressing why short-term behavioral change in active bystander behaviors and related reductions in SH and SA could be expected.[[2]](#endnote-3) While we agree that they are distinct from behavioral change, finding attitudinal change from WIT is also important. Theory and research support the hypothesis that attitudinal change is a precursor to behavioral change. For example, the well-supported Theory of Planned Behavior/ Reasoned Action[[3]](#endnote-4) links attitudes and beliefs to actual behavioral change.

The WIT evaluation has the key elements of a rigorous evaluation. The evaluation team is using a commonly used rigorous design in public health to assess behavioral change, i.e., a QED. We are collecting baseline data from one group receiving the treatment and a matched comparison group not receiving the treatment and using a six-month follow-up period. Key to the study design is the inclusion of validated scales to measure behavioral and attitudinal changes. Collectively, these elements will help produce useful data on the effectiveness of WIT.

A 30-Day Federal Register Notice for the collection published on Tuesday, August 2, 2022. The 30-Day FRN citation is 87 FR 47199 FRN 47199-47200.

Part B: CONSULTATION

NORC at the University of Chicago has been contracted by DoD SAPRO to provide program evaluation services. The NORC team has consulted with DoD SAPRO and DAF on WIT program information. NORC held informal discussions with a small sample of DAF personnel to ensure that the recruitment and survey language is understandable and acceptable to the target population of First-Term Airmen/Guardians at DAF. Additionally, the NORC team regularly consults with a small panel of consultants which includes experts in the fields of SH and SA prevention, both within and outside the military context.

9. Incentives

Respondents are offered incentives as tokens of appreciation for survey participation based upon the guidance of the respective DAF leadership. Specifically:

Participants from DAF receive an incentive following the baseline survey administration. Participants who later complete the follow-up survey administration will also receive a second incentive. For the baseline survey, participants who complete the baseline survey receive a $10 incentive code to Amazon.com and for the follow-up survey, participants that complete the follow-up survey will receive a $15 incentive code to Amazon.com. Collection of the respondents’ contact email for incentive code delivery is once again achieved through direction to an unlinked webpage following submission of a survey response. At both time-points, participants receive or will receive an incentive code via the NORC project email ([XXXXX@norc.org](mailto:ISAPPP-Eval@norc.org)) 7-10 days after survey completion.

In the Supporting Statement B (included with this submission), we provide the results from another study of response rates for surveys with service personnel receiving a small monetary incentive compared to service personnel not receiving incentives. The group offered the incentives had a significantly higher response rate.

DAF legal advisors noted no legal objections to the use of incentives, and the leadership at DAF have reviewed and approved these incentives.

10. Confidentiality

The collection instrument does not require a Privacy Act Statement because the survey instrument is administered anonymously. There is no way to link participants’ survey responses to their identities. Likewise, the Airmen/Guardian Feedback Form and the WIT Implementer Feedback form are administered as anonymous survey links (no SGID).

A System of Record Notice (SORN) is not required for this collection because records are not retrievable by personally identifiable information (PII).

A Privacy Impact Assessment (PIA) is not required for this collection because PII is not being collected electronically. Only a single data point, respondent duty email addresses, will be collected. This single data point is not considered PII and is not connected to individual survey responses, which are anonymous.

Anonymous records will be retained during analysis and data will be reported in aggregate to DoD SAPRO. At the time of the study’s close, following the deductive disclosure analyses and appropriate data management, anonymous records will be returned to the Air Force and DoD SAPRO, and all data housed at NORC at the University of Chicago will be destroyed following protocols consistent with federal guidelines.

11. Sensitive Questions

There are two waves of survey data collection. Survey data collection includes sensitive questions. However, the two different types of feedback forms (Airmen/Guardian Feedback Forms and WIT Implementer Feedback Forms) do not contain sensitive items. All survey questions are drawn from existing, validated instruments or have been developed in close consultation with the stakeholders in this program evaluation study, and with input from NORC’s experts and our small panel of experts in this field. These questions have also been assessed by a small group of Air Force personnel to ensure that the recruitment and survey language is understandable and acceptable to the target population of the DAF. The surveys assess sensitive topics such as experiences of SH and SA, alcohol-related sex expectancies, exposures as a witness to situations that might call for bystander intervention to prevent SH and/or SA, and personal responses when exposed to these situations. The measurement of these outcomes in the baseline and follow-up surveys is necessary to evaluate the impact of the SH and SA prevention programming being conducted at DAF. The survey instrument also includes questions about respondents’ sex, sexual orientation, and race/ethnicity; these sociodemographic responses are programmed to be recoded as binary indicators before the research team sees the data to prevent anyone from determining an individual participant’s identity based on unique characteristics.

12. Respondent Burden and its Labor Costs

Part A: ESTIMATION OF RESPONDENT BURDEN

1. Collection Instrument(s)

WIT Program Evaluation Survey Baseline (Field Period: March-December 2022)

1. Number of Respondents: 4,000
2. Number of Responses Per Respondent: 1
3. Number of Total Annual Responses: 1
4. Response Time: 17.5 minutes
5. Respondent Burden Hours: 1,167 hours

WIT Airmen/Guardians Feedback Form for 15 Treatment Bases (Field Period: March-December 2022)

* 1. Number of Respondents: 450
  2. Number of Responses Per Respondent: 1
  3. Number of Total Annual Responses: 1
  4. Response Time: 5 minutes
  5. Respondent Burden Hours: 37.5 hours

WIT Implementer Feedback Form for 15 Treatment Bases

(Field Period: March-December 2022)

1. Number of Respondents: 90
2. Number of Responses Per Respondent: 1
3. Number of Total Annual Responses: 1
4. Response Time: 5 minutes
5. Respondent Burden Hours: 7.5 hours

WIT Program Evaluation Follow-up Survey (Field Period: September 2022- June 2023)

1. Number of Respondents: 4,000
2. Number of Responses Per Respondent: 1
3. Number of Total Annual Responses: 1
4. Response Time: 17.5 minutes
5. Respondent Burden Hours: 1,167 hours
6. Total Submission Burden
7. Total Number of Survey Respondents: 8,540
8. Total Respondent Burden Hours: 2,379 hours

Part B: LABOR COST OF RESPONDENT BURDEN

1. Collection Instrument(s)

WIT Program Evaluation Survey Baseline

1. Number of Total Annual Responses: 4000
2. Response Time: 17.5 minutes
3. Respondent Hourly Wage: $9.70
4. Labor Burden per Response: $2.83
5. Total Labor Burden: $11,320

WIT Airmen/Guardians Feedback Forms for 15 Treatment Bases

1. Number of Total Annual Responses: 450
2. Response Time: 5 minutes
3. Respondent Hourly Wage: $9.70
4. Labor Burden per Response: $0.81
5. Total Labor Burden: $364.50

WIT Implementer Feedback Forms for 15 Treatment Bases

1. Number of Total Annual Responses: 90
2. Response Time: 5 minutes
3. Respondent Hourly Wage: $37.09
4. Labor Burden per Response: $3.09
5. Total Labor Burden: $278.1

WIT Program Evaluation Follow-up Survey

1. Number of Total Annual Responses: 4000
2. Response Time: 17.5 minutes
3. Respondent Hourly Wage: $9.70
4. Labor Burden per Response: $2.83
5. Total Labor Burden: $11,320
6. Overall Labor Burden
   1. Total Number of Annual Responses: 8540
   2. Total Labor Burden: $23,282.60

Military service pays their service members monthly stipends. The above labor cost of respondent burden is calculated based on the following source (https://www.airforce.com/careers/pay-and-benefits), which indicates that enlisted Airmen/Guardians in the pay grade E1 with less than two years of service are paid at the rate noted above. This calculation assumes a 40-hour work week at this rate of pay. Additionally, Violence Prevention Implementers (VPIs) have varied experience as implementers on the GS-level schedule for labor cost, and the respondent burden for the WIT Implementer Feedback Forms is calculated based on the mid-point of the scale. We used the following source (https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2022/GS\_h.pdf), for GS-12 step 5.

13. Respondent Costs Other Than Burden Hour Costs

There are no annualized costs to respondents other than the labor burden costs addressed in Section 12 of this document to complete this collection.

14. Cost to the Federal Government

Part A: LABOR COST TO THE FEDERAL GOVERNMENT

1. Collection Instrument(s)

WIT Program Evaluation Survey Baseline

1. Number of Total Annual Responses: 4,000
2. Processing Time per Response: 0.5 hours (30 minutes)
3. Hourly Wage of Worker(s) Processing Responses: $138.21
4. Cost to Process Each Response: $69.105
5. Total Cost to Process Responses: $276,420.00

WIT Program Evaluation Airmen/Guardians Feedback Form for 15 Treatment Bases

1. Number of Total Annual Responses: 450
2. Processing Time per Response: 0.08 hours (5 minutes)
3. Hourly Wage of Worker(s) Processing Responses: $138.21
4. Cost to Process Each Response: $11.52
5. Total Cost to Process Responses: $5,182.88

WIT Implementer Fidelity Assessment Feedback Form for 15 Treatment Bases

1. Number of Total Annual Responses: 90
2. Processing Time per Response: 0.08 hours (5 minutes)
3. Hourly Wage of Worker(s) Processing Responses: $138.21
4. Cost to Process Each Response: $11.52
5. Total Cost to Process Responses: $1,036.58

WIT Program Evaluation Follow-up Survey

1. Number of Total Annual Responses: 4,000
2. Processing Time per Response: 0.5 hours (30 minutes)
3. Hourly Wage of Worker(s) Processing Responses: $140.97
4. Cost to Process Each Response: $70.485
5. Total Cost to Process Responses: $281,940.00
6. Overall Labor Burden to the Federal Government
   1. Total Number of Annual Survey Responses: 8,000
   2. Total Labor Burden: $564,579.46

Part B: OPERATIONAL AND MAINTENANCE COSTS

1. Cost Categories
2. Equipment: $0
3. Printing: $0
4. Postage: $0
5. Software Purchases: $0
6. Licensing Costs: $0
7. Other: $27,798.47
8. Total Operational and Maintenance Cost: $27,798.47

Part C: TOTAL COST TO THE FEDERAL GOVERNMENT

1. Total Labor Cost to the Federal Government: $564,579.46
2. Total Operational and Maintenance Costs: $27,798.47
3. Total Cost to the Federal Government: $592,377.93

15. Reasons for Change in Burden

Burden has increased due to the addition of the Airmen and WIT Implementer Feedback Forms.

16. Publication of Results

The results will be reported internally for DoD use first and then reviewed for potential publication, pending concurrence between DoD SAPRO and DAF.

17. Non-Display of OMB Expiration Date

We are not seeking approval to omit the display of the expiration date of the OMB approval on the collection instrument.

18. Exceptions to “Certification for Paperwork Reduction Submissions”

We are not requesting any exemptions to the provisions stated in 5 CFR 1320.9.

1. Coker AL, Fisher BS, Bush HM, et al. Evaluation of the Green Dot Bystander Intervention to Reduce Interpersonal Violence Among College Students Across Three Campuses. *Violence Against Women*. August 14, 2014, doi:10.1177/1077801214545284. [↑](#endnote-ref-2)
2. Coker AL, Cook-Craig PG, Williams CM, et al. Evaluation of Green Dot: An active bystander intervention to reduce sexual violence on college campuses. *Violence Against Women*. 2011:1077801211410264. [↑](#endnote-ref-3)
3. Ajzen, I. (1991). The theory of planned behavior. *Organizational behavior and human decision processes*, *50*(2), 179-211.

   Albarracin, D., Johnson, B. T., Fishbein, M., and Muellerleile, P. A. “Theories of Reasoned Action and Planned Behavior as Models of Condom Use: A Meta-analysis.” Psychological Bulletin, 2001, 127(1), 142–161. [↑](#endnote-ref-4)