

**RESEARCH SUBJECT CONSENT INFORMATION SHEET
ONLINE SURVEY WITH CONSENT**

TITLE: Recruiting, Retaining, and Promoting Servicemembers who Identify as Hispanic or Latino/Latina

PROTOCOL NO.: E791
WCG IRB Protocol #20223503

SPONSOR: Office of Force Resiliency, OSD-P&R

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STUDY-RELATED

PHONE NUMBER(S): 703-824-2000 (24 hours)
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The public reporting burden for this collection of information, 0704- RPSS (exp. XX/XX/XXXX), is estimated to average 15 minutes 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 the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

What should I know about this research?

- You are being invited to take part in a research study. A person who takes part in a research study is called a research subject, or research participant.
- Taking part in this research is voluntary. You may decide not to participate, or you may leave the study at any time. Your decision will not result in any penalty or loss of benefits to which you are otherwise entitled.
- If you have any questions, ask all the questions you want before you decide to participate.
- If you have any questions, concerns, or complaints or think this research has hurt you, talk to the research team at the phone number(s) listed in this document.
- The purpose of this consent form is to help you decide to participate. Please read this form carefully. To participate in a research study, you must give your informed consent. “Informed consent” includes:
 - Reading this consent form

- Understanding the research study
 - Asking questions about anything that is not clear
 - Taking the time to think about whether you want to participate before you make your decision
- You should not join this research study until all your questions are answered. Contact the study staff if you have any questions about the research.
 - This research does NOT involve the collection of identifiable private information or identifiable biospecimen.

Why is this research being done?

The purpose of this survey is to examine factors that influence the opinions, experiences, and challenges faced by individuals who identify as Hispanic or Latino within the U.S. population and to better understand how those factors affect the recruitment, retainment, and promotion of those who identify as Hispanic or Latino within the U.S. Armed Services. This survey is part of study conducted by FIU and CNA for the Under Secretary of Defense for Personnel and Readiness (OUSD P&R) Office for Civil Rights & Equal Opportunity Policy (OCREOP).

How long will I be in this research?

Your participation in this effort will be limited to your time spent taking this survey (about 15 minutes).

What happens to me if I agree to take part in this research?

You were randomly selected to participate in this survey from publicly available voter registration records for those who identify as Hispanic or Latino. If you agree to participate in this survey, you will be asked some questions about factors that influence your views and opinions about military service in the U.S. Armed Services, as they relate to the recruitment, retention, and promotion of individuals who identify as Hispanic or Latino. Taking part in this survey is voluntary. You may decide not to participate, or you may stop participation at any time. You may also choose to skip any questions you are uncomfortable with answering.

Could being in this research hurt me?

There is no physical risk to participating in this survey. No names or contact information will be connected to survey responses or used in the analysis or reporting of survey results. The survey responses collected from you and the other voluntary survey participants will be shared with the Department of Defense agency sponsoring this survey, but no names or contact information will be included. There is a potential risk of loss of confidentiality, although we will make every attempt to keep your personal information confidential.

Will it cost me money to take part in this research?

There is no direct monetary cost to participating in this survey. The only cost is your time.

OMB Number: 0704-RPSS (exp. XX/XX/XXXX)
IRB APPROVED
AS MODIFIED
Dec 10, 2024

Will being in this research benefit me?

There are no direct benefits to you from taking part in this survey. We cannot promise any direct benefits to you or others from your participation; however, we hope that this study will help the U.S. Armed Services develop strategies to tackle recruiting, retention, and promotion challenges and ensure that Servicemembers are supported through appropriate and needed resources.

Will I be paid for taking part in this research?

You will not be paid for taking part in this survey.

What other choices do I have besides taking part in this research?

Your alternative is to not take part in the survey. A decision not to take part in the survey will not have a negative impact or penalty on you in any way.

What happens if I agree to be in this research, but I change my mind later?

You may decide to not take part in the survey at any time. If you decide to end your participation, you may stop the survey at any time. In addition, if you feel uncomfortable answering some of the questions, you may choose not to provide a response to any question that you do not want to answer. A decision to refuse to take part or to stop being a part of the survey will not have a negative impact on you in any way.

What happens to the information collected for this research?

Your contact information was only used to reach you for this survey. No names or contact information will be associated with the survey responses or used in the analysis or reporting of survey results.

The survey responses collected from you and the other voluntary survey participants will be shared with the Department of Defense agency sponsoring this survey, but no names or contact information will be included. Since we are not connecting names or contact information about participants with their survey response, the risk of re-identification is minimal. All reporting of study results (e.g., the final report and briefings submitted to OUSD P&R OCREOP) will summarize the information from all survey responses combined and will not link responses to any single individual. Since we are not connecting any identifying information about participants with their survey responses, no identities will be revealed in any report or briefing.

Information may be shared with individuals and organizations that conduct or watch over this research, including:

- The research sponsor
- People who work with the research sponsor

- Government agencies, such as the US Department of Health and Human Services
- The Institutional Review Board (IRB) that reviewed this research

Who can answer my questions about this research?

If you have questions, concerns, or complaints, or think this survey has hurt you, talk to the research team at the email address or phone number listed above on the first page.

This research is being overseen by WCG IRB. An institutional review board (“IRB”) is a group of people who perform independent review of research studies. You may talk to them at 855-818-2289 or [- You have questions, concerns, or complaints that are not being answered by the research team.
- You are not getting answers from the research team.
- You cannot reach the research team.
- You want to talk to someone else about the research.
- You have questions about your rights as a research subject.](mailto:clientcare>wcgclinical.com if:</p></div><div data-bbox=)

CONSENT

I have read this consent form and I voluntarily agree to participate in this survey.

- **Yes**, I voluntarily agree to participate in the survey
- **No**, I do not wish to participate in the survey

[IF YES, SURVEY PARTICIPANT IS DIRECTED TO ENGLISH VERSION OF SURVEY INSTRUMENT]

[IF NO, INDIVIDUAL IS DIRECTED TO THE FOLLOWING INFO:]

Thank you for your time.

If you feel that you have reached this page in error or have any questions about this survey, please contact Dr. Lauren Malone, the Principal Investigator for this research, at odei-hisp-rep-survey@cna.org.