**Recruitment, Retainment and Promotion of Hispanics/Latinos in the US Armed Forces Survey**

OMB Number: 0704-RPSS (exp. XX/XX/XXXX)

#41276337.0

This survey includes 39 questions that should take fewer than 15 minutes to answer. Please do not include any identifiable information (such as names) in text fields. 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.

**[SCREENER QUESTIONS]**

Are you Hispanic or Latino?

*For example, Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, etc.*

1. Yes
2. No

[IF (b), GO TO PAGE THAT READS:]

Thank you for your interest in the “Recruitment, Retainment and Promotion of Hispanics/Latinos in the US Armed Forces Survey.” Unfortunately, you are not eligible for this survey. This survey is limited to individuals who identify as Hispanic/Latino and are at least 18 years old.

If you feel that you have reached this page in error or have any questions about this survey, please contact us at [ODEI-Hisp-Rep-survey@cna.org](mailto:ODEI-Hisp-Rep-survey@cna.org).

Thank you for your time and interest.

Are you at least 18 years of age?

1. Yes
2. No

[IF (b), GO TO PAGE THAT READS:]

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Thank you for your time and interest.

[IF (a), CONTINUE TO SURVEY QUESTIONS.]

[SURVEY QUESTIONS:]

**For this first section, please indicate how much you agree or disagree with the following statements:**

1. I am aware of the opportunities available for Hispanics/Latinos to join the U.S Armed Forces.
2. Strongly Disagree
3. Disagree
4. Neither Agree nor Disagree
5. Agree
6. Strongly Agree
7. The U.S. Armed Forces is effective in the recruitment of Hispanics/Latinos.
8. Strongly Disagree
9. Disagree
10. Neither Agree nor Disagree
11. Agree
12. Strongly Agree
13. I am not familiar with the U.S. Armed Forces’ recruitment efforts with Hispanics/Latinos
14. The U.S. Armed Forces is actively working to ensure equal opportunities for Hispanic/Latinos throughout the ranks.
15. Strongly Disagree
16. Disagree
17. Neither Agree nor Disagree
18. Agree
19. Strongly Agree
20. I am not familiar with the U.S. Armed Forces’ efforts to ensure equal opportunities for Hispanic/Latinos throughout the ranks.
21. Hispanics/Latinos have equal opportunity to join the U.S. Armed Forces as other populations.
22. Strongly Disagree
23. Disagree
24. Neither Agree nor Disagree
25. Agree
26. Strongly Agree
27. I am not familiar with the recruitment process for Hispanics/Latinos in the U.S. Armed Forces
28. The U.S. Armed Forces actively collaborates with Hispanic/Latino organizations to encourage recruitment.
29. Strongly Disagree
30. Disagree
31. Neither Agree nor Disagree
32. Agree
33. Strongly Agree
34. I am not familiar with the U.S. Armed Forces’ collaboration efforts with Hispanic/Latino organizations
35. The U.S. Armed Forces would have more success in recruiting Hispanics/Latinos if they provided more information to Hispanic/Latino communities about the benefits of joining.
36. Strongly Disagree
37. Disagree
38. Neither Agree nor Disagree
39. Agree
40. Strongly Agree
41. I am not familiar with the information that the U.S. Armed Forces provides to Hispanic/Latino communities
42. The way I view or think about the U.S. Armed Forces has been positively influenced by their efforts to recruit Hispanics/Latinos.
43. Strongly Disagree
44. Disagree
45. Neither Agree nor Disagree
46. Agree
47. Strongly Agree
48. I am not familiar with the U.S. Armed Forces’ recruitment efforts with Hispanics/Latinos
49. I personally encourage Hispanics/Latinos to enlist in the U.S. Armed Forces.
50. Strongly Disagree
51. Disagree
52. Neither Agree nor Disagree
53. Agree
54. Strongly Agree
55. In general, Hispanics/Latinos in the U.S. Armed Forces are treated with dignity and respect.
56. Strongly Disagree
57. Disagree
58. Neither Agree nor Disagree
59. Agree
60. Strongly Agree
61. I am not familiar with how Hispanics/Latinos in the U.S. Armed Forces are treated
62. I am familiar with incentives (such as pay and allowances, education and health benefits, retirement benefits, career advancement) within the U.S. Armed Forces aimed at retaining Hispanic/Latino personnel.
63. Strongly Disagree
64. Disagree
65. Neutral
66. Agree
67. Strongly Agree
68. The U.S. Armed Forces provides adequate incentives (such as pay and allowances, education and health benefits, retirement benefits, career advancement) that are attractive to Hispanic/Latino personnel.
69. Strongly Disagree
70. Disagree
71. Neither Agree nor Disagree
72. Agree
73. Strongly Agree
74. I am not familiar with the support and resources that the U.S. Armed Forces provides to Hispanic/Latino personnel
75. The U.S. Armed Forces does an effective job addressing each of the following needs for the Hispanic/Latino personnel:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree | I am not familiar with what the U.S. Armed Forces has done to address this need |
| a. Language support |  |  |  |  |  |  |
| b. Cultural inclusion |  |  |  |  |  |  |
| c. Career advancement opportunities |  |  |  |  |  |  |
| d. Access to education benefits |  |  |  |  |  |  |
| e. Access to health care benefits |  |  |  |  |  |  |

1. The U.S. Armed Forces does a good job communicating to Hispanics/Latinos about the promotion opportunities available to them.
2. Strongly Disagree
3. Disagree
4. Neither Agree nor Disagree
5. Agree
6. Strongly Agree
7. I am not familiar with what the U.S. Armed Forces communicates to Hispanics/Latinos about the promotion opportunities available to them

**For the following question, please select the most appropriate answer for you.**

1. Which of the following responses describes the amount of communication you have received from the U.S. Armed Forces about the advancement opportunities available to Hispanics/Latinos?
2. Too little
3. The right amount
4. Too much

**For these next questions, please indicate how much you agree or disagree with the following statements:**

1. There is equal opportunity for Hispanics/Latinos to be promoted within the U.S. Armed Forces.
2. Strongly Disagree
3. Disagree
4. Neither Agree nor Disagree
5. Agree
6. Strongly Agree
7. I am not familiar with the promotion opportunities for Hispanics/Latinos within the U.S. Armed Forces
8. The promotion process within the U.S. Armed Forces is as fair for Hispanics/Latinos as it is for other populations.
9. Strongly Disagree
10. Disagree
11. Neither Agree nor Disagree
12. Agree
13. Strongly Agree
14. I am not familiar with the promotion process within the U.S. Armed Forces
15. The U.S. Armed Forces provides adequate training programs to help Hispanics/Latinos advance in their careers.
16. Strongly Disagree
17. Disagree
18. Neither Agree nor Disagree
19. Agree
20. Strongly Agree
21. I am not familiar with the training programs provided by the U.S. Armed Forces to help Hispanics/Latinos advance in their careers
22. The U.S. Armed Forces provides adequate mentorship programs to help Hispanics/Latinos advance in their careers.
23. Strongly Disagree
24. Disagree
25. Neither Agree nor Disagree
26. Agree
27. Strongly Agree
28. I am not familiar with the mentorship programs provided by the U.S. Armed Forces to help Hispanics/Latinos advance in their careers
29. Representation of Hispanics/Latinos in leadership positions in the U.S. Armed Forces is important.
30. Strongly Disagree
31. Disagree
32. Neither Agree nor Disagree
33. Agree
34. Strongly Agree

**In this section, please select the most appropriate answer(s) for you under each question.**

1. What specific challenges do Hispanics/Latinos face in terms of ***joining*** the U.S. Armed Forces? (Check all that apply)
2. Language barriers
3. Cultural differences
4. Discrimination
5. Lack of career advancement opportunities
6. Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. Hispanics/Latinos do not face any specific challenges in joining the U.S. Armed Forces
8. I am not familiar with specific challenges that Hispanics/Latinos may face in joining the U.S. Armed Forces
9. What specific challenges do Hispanics/Latinos face in terms of ***retention*** in the U.S. Armed Forces? (Check all that apply)
10. Language barriers
11. Cultural differences
12. Discrimination
13. Lack of career advancement opportunities
14. Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
15. Hispanics/Latinos do not face any specific challenges with retention in the U.S. Armed Forces
16. I am not familiar with specific challenges that Hispanics/Latinos may face with retention in the U.S. Armed Forces
17. Have you or any family members been approached by U.S. Armed Forces recruiters?
18. Yes
19. No
20. I don’t know
21. Are you currently serving in the United States military?
22. Yes
23. No
24. Have you or any family members ever been affiliated with the U.S. Armed Forces?
25. Yes
26. No [SKIP NEXT 2 QUESTIONS]
27. I don’t know [SKIP NEXT 2 QUESTIONS]
28. If you or your family member(s) are currently or have been affiliated with the U.S. Armed Forces, for how long?
29. Less than 1 year
30. 1-5 years
31. 6-10 years
32. More than 10 years
33. If you have served in the U.S. Armed Forces, how strongly do you agree that the information provided in the recruitment process was reflective of your experience once you began serving?
34. Strongly Disagree
35. Disagree
36. Neither Agree nor Disagree
37. Agree
38. Strongly Agree
39. I have not served in the U.S. Armed Forces
40. What is the highest level of school that you have completed?
41. Primary school
42. Middle school
43. Some high school, but no diploma
44. High school diploma (or GED)
45. Some college, but no degree
46. 2-year college degree
47. 4-year college degree
48. Graduate-level degree
49. None of the above
50. Are you:
51. Female
52. Male
53. What is your age?
54. 18 to 24
55. 25 to 34
56. 35 to 44
57. 45 to 54
58. 55 to 64
59. 65 to 74
60. 75 or older
61. What is your race and/or ethnicity?

*Select all that apply.*

* 1. **American Indian or Alaska Native**

*For example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, Maya, etc.*

* 1. **Asian**

*For example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, Japanese, etc.*

* 1. **Black or African American**

*For example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.*

* 1. **Hispanic or Latino**

*For example, Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, etc.*

* 1. **Middle Eastern or North African**

*For example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, Israeli, etc.*

* 1. **Native Hawaiian or Pacific Islander**

*For example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.*

* 1. **White**

*For example, English, German, Irish, Italian, Polish, Scottish, etc.*

1. What is your national origin or with which country in Latin America do you most identify? Mark all that apply.
2. Argentina
3. Bolivia
4. Brazil
5. Chile
6. Colombia
7. Costa Rica
8. Dominican Republic
9. Ecuador
10. El Salvador
11. Guatemala
12. Honduras
13. Mexico
14. Panama
15. Paraguay
16. Peru
17. Uruguay
18. Venezuela
19. Other, please provide country: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
20. Were you born in the United States?
21. Yes [SKIP NEXT QUESTION]
22. No
23. Prefer not to answer [SKIP NEXT QUESTION]
24. If you were not born in the United States, when did you arrive?
25. Before 1960
26. Between 1960-1980
27. Between 1981-2000
28. Between 2001 and 2016
29. After 2016
30. Are you registered to vote in the United States?
31. Yes
32. No
33. I don’t know / NA
34. How well do you speak English?
35. Very well
36. Well
37. Not well
38. Not at all
39. Do you speak a language other than English at home?
40. Yes
41. No [SKIP NEXT QUESTION]
42. If you speak a language other than English at home, what is the language?
43. Spanish
44. Portuguese
45. Other language, please identify:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
46. How frequently do you use social media platforms (such as Facebook, Instagram, Twitter/X, etc.) on a daily basis?
47. Rarely or never
48. 1-2 hours
49. 3-4 hours
50. 5-6 hours
51. More than 6 hours
52. Which social media platform do you use the most?
53. Facebook
54. YouTube
55. Instagram
56. Snapchat
57. TikTok
58. Twitter/X
59. LinkedIn
60. Reddit
61. Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
62. I do not use social media

Thank you for your participation!