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## CANADIAN FORCES (CF) SURVEY ON HOMOSEXUAL ISSUES

July 18, 1990

### BACKGROUND

1. The CF is currently facing a court challenge of its policy with respect to the prohibition of homosexuals enrolling or serving in the military.
2. The Zuliani study -- the findings of which supported this policy -- has been questioned on various methodological and interpretive grounds (C.M. Kristiansen, 1989; S.J. McKelvie, no date).

### PURPOSE

1. To conduct survey and related research in order to obtain information on:
  - a. the attitudes of CF heterosexual members towards homosexuals;
  - b. the possible determinants of these attitudes;
  - c. the potential reaction of CF heterosexual members to various issues such as working with homosexuals, sharing accommodations etc;
  - d. the potential impact of a change in CF policy towards homosexuals in such areas as CF operational effectiveness, recruiting, and attrition;
  - e. an estimate of the number of homosexuals currently serving in the CF.
2. Although the study may use elements of the research approach taken in the Zuliani study it is not to be a replication. Both expansion and modification of the research design are required to avoid the methodological problems of the earlier study.

### RESEARCH DESIGN

1. The development of the research design should be sensitive to the following weaknesses in the Zuliani study:
  - a. construct validity of the Attitudes Toward Homosexuals (ATH) measures;
  - b. problems with the way in which the regression analysis was conducted;
  - c. problems with the research method providing clues about the desirability of various response alternative (i.e. demand characteristics);
  - d. problems related to instructions given to the subjects (e.g. reference to policy change; possible "over sensitization");

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- e. limitation in the application of Fishbein and Ajzen (neglect of the effects of social normative beliefs on behavioural intentions);
  - f. problems arising from the way in which the Zuliani report was written (e.g. some limitations of the research approach not as forthrightly acknowledged as they might have been, some injudicious interpretations of data which could give rise to accusations of bias).
2. The following procedures should be employed in the development of all research instrumentation:
    - a. the measures used in the Zuliani study should be carefully assessed to ensure that they can be strengthened where possible, added to and/or deleted;
    - b. this process should be conducted in close consultation with a project steering committee to ensure that all required information elements are captured by the instrumentation and that the instrumentation is deployed in the context of an integrated, defensible research design.
  3. The information gathering design should not be exclusively dependent on a survey methodology given the possibility that survey methodology can to some extent give rise to demand characteristics.

The survey component should be supplemented by focus groups and one on one interviews. These data will provide a cross-check on the extent to which the survey methodology produces demand characteristics.

Focus group and interview data will also provide a context of information useful to the more informed interpretation of survey results.

4. The sample design will comprise the following strata:
  - a. operational vs. support personnel;
  - b. officers vs. NCOs (with various rank sub-strata);
  - c. the three elements (air, land, sea).

The sample will be developed using probability methods and DND's computerized personnel database. A sample size of approximately 6,500 service members is envisioned.

The focus groups and one on one interview samples will be drawn on a purposive judgemental basis within the context of the survey sample frame. A sample size of between 200 and 300 service members is envisioned.

5. Field administration procedures for the survey component will be carefully designed and assessed to ensure that they create a procedural -- not normative -- context.
6. The data analysis methods appropriate to this study are:
  - a. cross-tabulation;
  - b. regression (the stepwise regression methods employed in the Zuliani study are questionable; hierarchical regression is more appropriate when one is investigating the effects to an attitudinal criterion variable of demographic variables, other attitudinal variables, and multiplicative interactions among demographic and attitudinal variables);
  - c. content analysis (applicable to the focus group and one on one interview data).

#### THE RESEARCH TEAM

To be completed

#### TIMEFRAME

To be completed

#### COST ESTIMATE

To be completed.

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