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URBAN DIMENSIONS GROUP, INC.

CANADIAN FORCES (CF) INTERNAL SURVEY ON HOMOSEXUAL ISSUES

A report prepared for the Department of National Defence
by Urban Dimensions Group, Inc.

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EXECUTIVE SUMMARY

- * This document is the report of a sample survey conducted during February and March, 1991 of Canadian Forces (CF) service members serving in Canada as of October 10, 1990. The purpose of the survey was to gather and analyze data pertaining to service members' attitudes toward homosexuals and the possible behavioural implications of a change in CF policy with respect to the enrolment and retention of homosexuals.
- * Using the Department of National Defence computerized database, a probability sample of 5,973 service members was drawn.
- * The Department of National Defence arranged for distribution of survey forms to each of the geographical locations included in the sample. Survey administration was conducted by Base Personnel Selection Officers (BPSO) at each location.
- * Participation in the survey was voluntary. All respondents were promised anonymity.
- * A total of 2479 usable survey forms were received, representing an overall rate of return of 41.5%.
- * Frequency distributions suggest that the respondents are more open to work-related contact with homosexuals than they are to contact that is more personal or private in nature. For example, although 43.3% of the respondents strongly agree that they intend to supervise known homosexuals fairly, only 15.9% strongly agree that they intend to share sleeping accommodations with them.
- * The findings also suggest that the respondents would find work-related contact with homosexuals less difficult than contact of a more personal or private nature. For example, although 52.1% of the respondents feel that it would be very difficult to share shower facilities with known homosexuals, only 21.9% feel that it would be very difficult to fairly supervise homosexual subordinates.
- * The majority of respondents (56.6%) maintain that their recommendation to a friend or family member considering joining the forces would not be affected by a change in CF policy. However, a substantial minority (42.2%) claim that they would be less likely to recommend joining the Forces if homosexuals are permitted to enlist.
- * The majority of respondents (74.1%) feel that the enlistment of homosexuals would decrease the effectiveness of the Canadian Armed Forces. Although one out of four respondents (25.1%) feel that homosexual enlistment would have no influence, less than one percent feel that it would have a positive impact.
- * In general, respondents are doubtful that existing CF policies will protect heterosexuals from harassment by homosexuals. However, respondents are even less assured that existing CF policies will protect homosexuals from harassment by heterosexuals.

- * The results suggest that the majority of respondents would give first aid to or accept first aid from homosexual service members. However, the data also suggest that respondents would be more comfortable giving first aid to or receiving first aid from female homosexuals than male homosexuals.
- * Cross-tabulation analysis shows that certain types of respondents are more accepting of homosexuals than others. These respondents include: 1) women; 2) those who have seen TV programs or read newspaper/magazine articles dealing with homosexuality; 3) those who have known homosexuals; 4) members of the CF in the higher ranks; 5) servicepersons who have spent a longer than average time in the CF; 6) servicepersons who are more highly educated; 7) those in the Air Force or Base/Static Units; and 8) those who state a religious affiliation.
- * Although the cross-tabulation analysis revealed that certain variables are more strongly associated with the acceptance or non-acceptance of homosexuals than others, regression analysis was conducted in order to identify the variables which continue to have influence when controlling for other predictor variables.
- * On average, the predictor variables used in the analysis account (statistically) for between one-quarter and one-third of the total variation in the dependent variables: a very respectable result in survey analysis.
- * Regression analysis also revealed that the Multi-dimensional Anti-homosexuality Factor (MAF), a single measure of general attitudes towards homosexuals, has great power in predicting responses to a variety of attitudinal and behavioral issues.
- * The regression analysis strongly confirms the findings obtained in the bivariate cross-tabulations. Even when controlling for all the other predictor variables: women are significantly more accepting of homosexuals than men; respondents who have had a positive relationship with one or more homosexual acquaintances are significantly more accepting of homosexuals than those who have not liked these acquaintances; respondents who serve in the Army or Navy branches of the CF are significantly less accepting of homosexuals than respondents who serve in the Air Force or a Base/Static Unit; higher ranking CF personnel are significantly more accepting of homosexuals than lower ranking CF personnel; respondents who have been in the service a long time are significantly more accepting of homosexuals than those who have been in the service a short time; and respondents who have had homosexual acquaintances are more accepting of homosexuals in the CF than respondents who have not had such acquaintances.
- * Focus groups, conducted with CF members at various locations across Canada, confirmed various aspects of the analysis of the survey data.