Gays and the Military: A 20-Year Study at the Naval Postgraduate School

Eitelberg, Mark J.

Naval Postgraduate School

https://hdl.handle.net/10945/65868

This publication is a work of the U.S. Government as defined in Title 17, United States Code, Section 101. Copyright protection is not available for this work in the United States.

Downloaded from NPS Archive: Calhoun
Gays & the Military
A 20-Year Study at the Naval Postgraduate School

Dr. Mark J. Eitelberg
Professor of Public Policy
Graduate School of Business & Public Policy
Naval Postgraduate School
Monterey, California
February 2011
(Revised, February 2013)
A Selection of “Typical” Cartoons from the News Media

Aside from Operation Desert Storm, “gays and the military” was the most-covered defense topic in the national news media during the entire decade of the 1990s.

- Not women in combat
- Not the massive defense downsizing & BRACs
“Boot Camp for the Fearful”
General Principles of Good Conduct
Patriotic Theme: Support the Troops
Equal Opportunity: Historical Precedents
Equal Opportunity: Shared Service
Equal Opportunity: Shared Service
Equal Opportunity: Shared Service
Equal Opportunity: Shared Service
Equal Opportunity: Shared Service
“No Big Deal”
“No Big Deal”
“No Big Deal”
“Accepting Reality”
YOU'RE A NICE GUY AND ALL
AND I KNOW YOU LOVE YOUR COUNTRY
AND WANT TO DEFEND IT, BUT NOW THAT
I KNOW YOUR SEXUAL ORIENTATION
I'M UNCOMFORTABLE AND YOU'LL HAVE TO GET OUT.

Which One Would You Want to be in a Foxhole With?

TOLIS
Copyright 2010 The Washington Post
There are no closets in foxholes.

"Accepting Reality, Part 2"
“Accepting Reality, Part 3”
“Accepting Reality, Part 3.5”
“We Are All Americans”
“We Are All Americans”
WHICH IS THE GAY ONE?

ONE OF THEM IS GAY.
DOES IT MATTER WHO?

Which One Was Gay?

Salute to All Our Fallen Heroes
Memorial Day 2010
Where Will it End?

**Prediction:**
- End don't ask, don't tell?
  - It'll destroy the military!

**Results:**
- 1 year later... change is no biggie
  - Oh, OK.

**Prediction:**
- Same sex marriage?
  - It'll destroy traditional marriage!

**Results:**
- Pending.
  - Hint: See Massachusetts, Iowa, Connecticut, New Hampshire, Vermont, New York, Washington D.C., Canada, Spain, Sweden, Norway, Denmark, Argentina, South Africa, Iceland, Netherlands, Belgium, Portugal, Mexico, etc.
Where Will it End?

THAT'S MY PARTNER BACK HOME... IF I GET BACK ALIVE, I'M GOING TO TAKE HIM TO A STATE WHERE IT'S LEGAL AND ASK HIM TO MARRY ME.
Where Will it End?
The Navy: Totally Gay!

"It's mostly gay now, so why the hell can't the navy be our totally gay service!"
THANKS, JIMMY... AND SINCE WE'RE SUCH GOOD FRIENDS, THIS TIME I WON'T KEEP IT SECRET. WE'LL LET THE WORLD KNOW THAT JIMMY OLSEN AND HIS PAL **SUPERMAN** ARE LIVING TOGETHER IN THE SAME APARTMENT.

TH-THAT'S TERRIFIC!

**DON'T ASK; DON'T TELL**

It's been repealed
I'm just a little surprised, Roz. You always acted like you were into guys.

I know, and I'm not proud of it...

...but I really liked being in the service. I thought I needed the cover. I even went on dates.

You did?

Yup. Of course the guys were all gay.

That's a date?

Almost. It's just nice to chill with someone on the same page.
A Classic Cartoon by Mike Peters,
11 December 2002

Because of "Don't Ask Don't Tell," the Spork was kicked out of the Swiss Army Knife.
DADT: The NPS/Monterey Connection

Contributions to the National Discourse Over the Past 20+ Years
DADT: The NPS/Monterey Connection

- **PERSEREC Report by Ted Sarbin & Ken Karols, 1988**
  - Widely discussed nationally (e.g., ABC’s “Nightline”)
  - Motivates other studies (e.g., GAO) and national debate
  - Pentagon “destroys” reports (literally & figuratively)

- **APA National Conference in San Francisco, 1991**
  - DoD affiliates ordered to not participate

- **NPS Thesis Research Begins, 1993**
  - Survey of NPS Students (Navy & Marine Corps)
    - Cleveland & Ohl, 1994 (Advisors: Eitelberg & Sarbin)
    - Friery, 1997 (Advisors: Eitelberg, Sarbin, & Carney)
    - Bicknell, 2000 (Advisors: Eitelberg & Simon)
    - Ferguson, 2011 (Advisors: Eitelberg & Crawford)
    - Two MSA Thesis Projects Underway, 2013 (Advisors: Eitelberg & Barrett—see Appendix)
DADT: The NPS/Monterey Connection (Cont.)

Other Relevant Thesis Research
- Hyler, Study of Youth Attitudes, 2011 (Advisors: Eitelberg & Roberts)
- Vergara, Study of DADT & Cohesion, 2011 (Advisors: Eitelberg and Crawford)
- Peterson, “Homosexuality, Morality, & Military Policy,” 1997 (Advisors: Eitelberg & Gue)
- Rea, “Unit Cohesion & the Military’s “Don’t Ask, Don’t Tell Policy,” 1997 (Advisors: Eitelberg & Thomas)


Armed Forces & Society
- Key research article, 2001
- Two book reviews, 1996 & 2004

University of California Blue Ribbon Commission to Estimate Costs of DADT, 2005-2006 (Professors Eitelberg & Barrett)

“Gays & Military” Policies Used as Case Studies in MN4106 (w/Sponsored Speakers) from 1989-Present
Theodore R. Sarbin, a prominent social psychologist who in 1988 helped write a controversial Pentagon report recommending that the United States military end discrimination against gay men and lesbians, died on Aug. 31 at his home in Carmel, Calif. He was 94.

Dr. Sarbin's report was prepared for the Defense Personnel Security Research and Education Center, at the time a Navy program. Completed in late 1988, the report was publicly rejected by the Pentagon after it was leaked to the news media the next year by members of Congress sympathetic to the cause of gay men and lesbians in the military. The report was written with Kenneth E. Karols, a Navy psychiatrist and surgeon.

From 1987 until shortly before his death, Dr. Sarbin was a research psychologist at the Defense Personnel Security Research and Education Center, which is now part of the Department of Defense. Based in Monterey, Calif., the center was established in 1986 in the wake of the discovery of a Navy spy ring. It studies human behavior as it relates to national security.

--Continued--
Dr. Sarbin’s report was originally commissioned to examine the security risks posed by gay men and lesbians in the military. In the finished report, "Nonconforming Sexual Orientations and Military Suitability," he and Dr. Karols concluded that gay men and lesbians posed no greater risk than heterosexuals did. They recommended that the Pentagon rethink its policy barring them from service.

"Having a same-gender or an opposite-gender orientation is unrelated to job performance in the same way as being left- or right-handed," they wrote.

*************

On The Floor of the U.S. House of Representatives

“Ted was perhaps best known for pioneering work he did on the subject of gays in the military. . . . The Report's publication propelled Ted into the spotlight. However, despite its notoriety, the “Gays in Uniform” report simply reflected the theme of Ted's life work: Listen to others and refrain from judgment in reporting the facts.”

“In Honor of Ted Sarbin,” Honorable Sam Farr (CA), U.S. House of Representatives, 7 October 2005
The first NPS-DADT Survey was administered in 1994. The very same survey, with minor modifications, was administered in 1996, 1999, 2004, and 2010.

These surveys are unique within DoD, and they trace the entire history of DADT.
## Approach: NPS Surveys

<table>
<thead>
<tr>
<th>Year</th>
<th>Method</th>
<th>#Returns</th>
<th>%Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>Scantron</td>
<td>605 (Navy)</td>
<td>60%</td>
</tr>
<tr>
<td>1996</td>
<td>Scantron</td>
<td>306 (Navy)</td>
<td>35%</td>
</tr>
<tr>
<td>1999</td>
<td>Scantron</td>
<td>215 (Navy)</td>
<td>35%</td>
</tr>
<tr>
<td></td>
<td>Scantron</td>
<td>94 (Marine)</td>
<td>40%</td>
</tr>
<tr>
<td>2004</td>
<td>Online</td>
<td>334 (Navy)</td>
<td>38%</td>
</tr>
<tr>
<td></td>
<td>Online</td>
<td>102 (Marine)</td>
<td>76%</td>
</tr>
<tr>
<td>2010</td>
<td>Online</td>
<td>382 (Navy)</td>
<td>36%</td>
</tr>
<tr>
<td></td>
<td>Online</td>
<td>90 (Marine)</td>
<td>47%</td>
</tr>
</tbody>
</table>
Approach: Survey Structure

- 52 statements with the following choices: Strongly Agree, Agree, Disagree, or Strongly Disagree
- 5 demographic questions: years of service, gender, race/ethnicity, community designator, and pay grade
- Comments section
  - 140 in 2004
  - 132 in 2010
- Latest version distributed via “Survey Monkey”
  - 25 October through 3 November 2010
Gays should be allowed to serve openly in the US military.

<table>
<thead>
<tr>
<th>Year</th>
<th>Public</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>57%</td>
<td>25%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>65%</td>
<td>36%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>70%</td>
<td>39%</td>
<td>18%</td>
</tr>
<tr>
<td>2004</td>
<td>80%</td>
<td>50%</td>
<td>12%</td>
</tr>
<tr>
<td>2010</td>
<td>76%</td>
<td>61%</td>
<td>44%</td>
</tr>
</tbody>
</table>
Attitudes: NPS Officers vs. American Public

Gays should have rights to marry.

<table>
<thead>
<tr>
<th>Year</th>
<th>Public</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>36%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2002</td>
<td>46%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2004</td>
<td>42%</td>
<td>35%</td>
<td>33%</td>
</tr>
<tr>
<td>2010</td>
<td>44%</td>
<td>50%</td>
<td>44%</td>
</tr>
</tbody>
</table>
Homosexuals are probably born that way.

<table>
<thead>
<tr>
<th>Year</th>
<th>Public</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>N/A</td>
<td>33%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>31%</td>
<td>36%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>34%</td>
<td>40%</td>
<td>35%</td>
</tr>
<tr>
<td>2004</td>
<td>37%</td>
<td>53%</td>
<td>45%</td>
</tr>
<tr>
<td>2010</td>
<td>36%</td>
<td>53%</td>
<td>60%</td>
</tr>
</tbody>
</table>
Homosexual orientation is due to external factors and can be changed.

<table>
<thead>
<tr>
<th>Year</th>
<th>Public</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>N/A</td>
<td>52%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>40%</td>
<td>45%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>44%</td>
<td>45%</td>
<td>51%</td>
</tr>
<tr>
<td>2004</td>
<td>41%</td>
<td>40%</td>
<td>47%</td>
</tr>
<tr>
<td>2010</td>
<td>37%</td>
<td>36%</td>
<td>39%</td>
</tr>
</tbody>
</table>
Allowing homosexual personnel within Navy/USMC can cause downfall of good order & discipline.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>79%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>67%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>59%</td>
<td>85%</td>
</tr>
<tr>
<td>2004</td>
<td>52%</td>
<td>71%</td>
</tr>
<tr>
<td>2010</td>
<td>37%</td>
<td>57%</td>
</tr>
</tbody>
</table>
The presence of a homosexual in my unit would interfere with mission accomplishment.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>51%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>44%</td>
<td>78%</td>
</tr>
<tr>
<td>2004</td>
<td>36%</td>
<td>59%</td>
</tr>
<tr>
<td>2010</td>
<td>26%</td>
<td>41%</td>
</tr>
</tbody>
</table>
**Trend Analysis: Personal Comfort**

I feel uncomfortable in the presence of a homosexual and have difficulty interacting normally with them.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>58%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>44%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>36%</td>
<td>46%</td>
</tr>
<tr>
<td>2004</td>
<td>21%</td>
<td>28%</td>
</tr>
<tr>
<td>2010</td>
<td>18%</td>
<td>21%</td>
</tr>
</tbody>
</table>
**Trend Analysis: Personal Comfort**

I would feel uncomfortable having to share my room with a homosexual service member.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2004</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2010</td>
<td>52%</td>
<td>71%</td>
</tr>
</tbody>
</table>
I would have no difficulty working for a homosexual Commanding Officer.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>30%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>37%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>43%</td>
<td>26%</td>
</tr>
<tr>
<td>2004</td>
<td>61%</td>
<td>44%</td>
</tr>
<tr>
<td>2010</td>
<td>68%</td>
<td>55%</td>
</tr>
</tbody>
</table>
Trend Analysis: Leadership

I would have no difficulty obeying an order from the CO to work with a homosexual on a difficult or dangerous assignment.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>50%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>62%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>67%</td>
<td>45%</td>
</tr>
<tr>
<td>2004</td>
<td>78%</td>
<td>70%</td>
</tr>
<tr>
<td>2010</td>
<td>80%</td>
<td>72%</td>
</tr>
</tbody>
</table>
I would prefer not to have a homosexual in my command.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>82%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>78%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>67%</td>
<td>88%</td>
</tr>
<tr>
<td>2004</td>
<td>55%</td>
<td>70%</td>
</tr>
<tr>
<td>2010</td>
<td>38%</td>
<td>60%</td>
</tr>
</tbody>
</table>
A homosexual’s safety or life could be in danger due to beliefs held by other service members.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>86%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>86%</td>
<td>78%</td>
</tr>
<tr>
<td>2004</td>
<td>80%</td>
<td>87%</td>
</tr>
<tr>
<td>2010</td>
<td>70%</td>
<td>80%</td>
</tr>
</tbody>
</table>
Trend Analysis: Health

Homosexuals could pose a health risk to the Navy.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>74%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>65%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>49%</td>
<td>70%</td>
</tr>
<tr>
<td>2004</td>
<td>39%</td>
<td>51%</td>
</tr>
<tr>
<td>2010</td>
<td>27%</td>
<td>36%</td>
</tr>
</tbody>
</table>
Homosexuals and heterosexuals should have equal rights.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>61%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>67%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>67%</td>
<td>44%</td>
</tr>
<tr>
<td>2004</td>
<td>78%</td>
<td>71%</td>
</tr>
<tr>
<td>2010</td>
<td>80%</td>
<td>72%</td>
</tr>
</tbody>
</table>
Full & open acceptance of homosexuals in the military sends the wrong message to the rest of society.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>73%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>66%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>59%</td>
<td>78%</td>
</tr>
<tr>
<td>2004</td>
<td>46%</td>
<td>58%</td>
</tr>
<tr>
<td>2010</td>
<td>36%</td>
<td>42%</td>
</tr>
</tbody>
</table>
Homosexuals should not be restricted from serving anywhere in the Navy.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>25%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>36%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>39%</td>
<td>18%</td>
</tr>
<tr>
<td>2004</td>
<td>50%</td>
<td>12%</td>
</tr>
<tr>
<td>2010</td>
<td>61%</td>
<td>44%</td>
</tr>
</tbody>
</table>
Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>56%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>64%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>71%</td>
<td>51%</td>
</tr>
<tr>
<td>2004</td>
<td>70%</td>
<td>60%</td>
</tr>
<tr>
<td>2010</td>
<td>76%</td>
<td>69%</td>
</tr>
</tbody>
</table>
## Trend Analysis: Tolerance

I Would not want a gay person as a neighbor.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>45%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>39%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>32%</td>
<td>46%</td>
</tr>
<tr>
<td>2004</td>
<td>19%</td>
<td>32%</td>
</tr>
<tr>
<td>2010</td>
<td>14%</td>
<td>21%</td>
</tr>
</tbody>
</table>
Religious teachings provide the only real obstacles to total acceptance of gays in the military.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>10%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>8%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>2004</td>
<td>16%</td>
<td>12%</td>
</tr>
<tr>
<td>2010</td>
<td>13%</td>
<td>7%</td>
</tr>
</tbody>
</table>
If homosexuals were allowed to serve openly in Navy/Marine Corps, I would resign my commission.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>20%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>27%</td>
<td>53%</td>
</tr>
<tr>
<td>2004</td>
<td>8%</td>
<td>16%</td>
</tr>
<tr>
<td>2010</td>
<td>8%</td>
<td>13%</td>
</tr>
</tbody>
</table>
I personally know a homosexual service member.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>21%</td>
<td>4%</td>
</tr>
<tr>
<td>2004</td>
<td>35%</td>
<td>20%</td>
</tr>
<tr>
<td>2010</td>
<td>50%</td>
<td>28%</td>
</tr>
</tbody>
</table>
Trend Analysis: I Know Someone

I have a friend or relative who is homosexual.

<table>
<thead>
<tr>
<th>Year</th>
<th>NPS Navy</th>
<th>NPS Marine</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>29%</td>
<td>N/A</td>
</tr>
<tr>
<td>1996</td>
<td>46%</td>
<td>N/A</td>
</tr>
<tr>
<td>1999</td>
<td>46%</td>
<td>42%</td>
</tr>
<tr>
<td>2004</td>
<td>57%</td>
<td>51%</td>
</tr>
<tr>
<td>2010</td>
<td>64%</td>
<td>59%</td>
</tr>
</tbody>
</table>
Statements with Strongest Agreement: Navy Officers

- I have a friend/relative who is homosexual (64%)
- Homosexuals can be trusted w/ secret docs (48%)
- Homosexuals/heterosexuals should have equal rights (41%)
- Gays & lesbians should be tolerated in our society (41%)
- A division officer’s sexual preference does not affect ability to lead (37%)
- I would have no difficulty obeying an order to work with a homosexual on a difficult/dangerous assignment (36%)
- Gays & lesbians should be tolerated in our military (35%)
- Homosexuals’ dependents should get same benefits (33%)
- Civilian homosexuals are of no consequence to me (31%)
- I would have no difficulty working for homosexual CO (30%)
Statements with Strongest Agreement: Marine Officers

- I have a friend/relative who is homosexual (59%)
- I would feel uncomfortable sharing a room with a homosexual service member (40%)
- Homosexuals can be trusted w/ secret docs (35%)
- Gays & lesbians should be tolerated in our society (35%)
- I would prefer not to have homosexuals in my command (26%)
- Allowing homosexuals in Navy can cause downfall of good order & discipline (26%)
Statements with Strongest Disagreement: Navy Officers

- If homosexuals were allowed to serve openly, I would resign my commission (61%)
- Homosexuality is med/psych anomaly & can be changed through treatment (39%)
- Gay men would not be reliable in combat (39%)
- Presence of a homosexual in my unit would interfere with mission accomplishment (35%)
- I would not want a gay person as a neighbor (35%)
- Religious teachings provide only real obstacle (35%)
- I feel uncomfortable with homosexuals & have difficulty interacting with them (35%)
Statements with Strongest Disagreement: Marine Officers

- If homosexuals were allowed to serve openly, I would resign my commission (52%)
- Homosexuality is med/psych anomaly & can be changed through treatment (40%)
- Religious teachings provide only real obstacle (35%)
- I would not want a gay person as a neighbor (33%)
- I personally know a homosexual service member (32%)
- Homosexuals should have same rights to marry (32%)
- Gay men would not be reliable in combat (28%)
Conclusions

What have we learned?

What can we expect in the years ahead?
I Would Prefer Not to Have Homosexuals in My Command (Percent Who Agree)

![Bar graph showing percentage of agreement from 1994 to 2012 for NAVY and MARINE CORPS.](image-url)
I Would Have No Difficulty Working for a Homosexual Commanding Officer (Percent Who Agree)
A Division Officer’s Sexual Preference Has No Effect on the Officer’s Ability to Lead (Percent Who Agree)
The Current Policy is Good for National Defense (Percent Who Agree)
Homosexuals and Heterosexuals Should Have Equal Rights (Percent Who Agree)
Homosexuals Should Have the Same Rights to Marry as Heterosexuals (Percent Who Agree)
The Definition of Marriage is the Union of One Man and One Woman (Percent Who Agree)

Same-Sex Spouses of Homosexual Service Members Should be Entitled to the Same Benefits Provided to the Spouses of Heterosexual Service Members (Percent Who Agree)
I Have a Friend or Relative Who is Homosexual
(Percent Saying Yes)
I Personally Know a Homosexual Service Member (Percent Who Agree)
I Feel Uncomfortable in the Presence of Homosexuals and Have Difficulty Interacting Normally with Them (Percent Who Agree)
I Would Feel Uncomfortable Sharing My Room with a Homosexual (Percent Who Agree)
I Would Not Want a Gay Person as a Neighbor (Percent Who Agree)
Homosexuals Could Pose a Health Risk to the Navy/Marine Corps (Percent Who Agree)
People Are Either Homosexually or Heterosexually Oriented (Percent Who Agree)

Being Gay or Lesbian is Likely a Genetic or Biological Trait (Percent Who Agree)
Allowing Gays and Lesbians to Serve Openly in the Military Increases the Overall Effectiveness of the Armed Forces (Percent Who Agree)
The Presence in My Unit of a Homosexual Would Interfere with Mission Accomplishment (Percent Who Agree)
Allowing Homosexual Personnel within the Navy can Cause the Downfall of Good Order and Discipline (Percent Who Agree)
How Has the Repeal of DADT Affected Morale in the Navy/Marine Corps?

![Bar chart showing the impact of DADT repeal on morale in the Navy and Marine Corps.](chart.png)
How Has the Repeal of DADT Affected Unit Cohesion in the Navy/Marine Corps?
What Do YOU Think?

What conclusions do you draw from the results?
Navy/MC officers at NPS currently share many of the same views as in society:

- Trends are similar, toward increasing acceptance of gays generally.
- Views among Navy/MC officers – and especially among Marines – seem less positive in having gays serve openly in military.
- Movement toward accepting gays in military is clear and strong over the past 17 years; much more in recent years.

Why the trend toward acceptance?
- Contact hypothesis (and nature/location/proximity)
- “Catching up” with society
- Generational effects
- Other factors (e.g., dealing with inevitable change)
Selected Conclusions (cont.)

- Differences between officers in Navy and Marine Corps
  - Similar directional trends, but slower among Marines
  - The intensity of views (i.e., strongly agree or strongly disagree) is greater among Navy officers
  - Marines appear less comfortable, personally & operationally, with prospective changes – but professional in adapting

- No major problems or issues apparent here after the repeal of DADT

- Longer-range prospects appear positive, given history of adaptability to change in the US military (and in the militaries of 20+ other nations)
Questions?

Appendix
U.S. Navy Officers’ Attitudes on the Repeal of “Don’t Ask, Don’t Tell”

LT Ryan Appleman & LTJG Pete McLaughlin

Advisors: Prof. Mark Eitelberg & Prof. Frank Barrett
ABSTRACT

“Don’t Ask, Don’t Tell” (DADT) prohibited gays from serving openly in the military from December 1993 to September 2011. In February 1994, a survey of Navy officers was administered at the Naval Postgraduate School exploring attitudes toward DADT. This survey was re-administered in 1996, 1999, 2004, and 2010. The surveys revealed an increasing acceptance of gays in the Navy. The present study, conducted post-repeal, utilized the same NPS survey along with focus-group interviews to examine the following: policy, cohesion, leadership, tolerance, unit effectiveness, and military environment. The results show that the trend toward increasing acceptance has continued, as a majority of Navy officers strongly support the service of homosexuals. At the same time, a number of officers claim to feel uncomfortable sharing living quarters with a homosexual. Differences in attitudes were found by rank and years of service. It is recommended that the study be continued and expanded to include a more representative population of Navy officers and enlisted personnel. Further, the post-repeal effects on readiness should be monitored, particularly for fairness and potential harassment. The thesis includes appendices with survey trend data from 1994 to 2012 and response frequencies from a concurrent survey of Marine Corps officers. (March 2013)

https://calhoun.nps.edu/bitstream/handle/10945/32788/13Mar_Appleman_McLaughlin.pdf?sequence=1&isAllowed=y
Research Questions

How have Navy officers’ attitudes on gays in the military changed:
- since 1993?
- since the repeal of DADT?

What are Navy officers’ impressions regarding the effects of repeal on fleet readiness?
Methodology

- Qualitative study:
  - 59-question survey administered over a two-week period
  - Four focus-group interview sessions

<table>
<thead>
<tr>
<th>Survey Requests Sent Out</th>
<th>Respondents</th>
<th>Skipped Questions</th>
<th>Total</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>573</td>
<td>334</td>
<td>24</td>
<td>358</td>
<td>62.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total</th>
<th>Collected</th>
<th>Requested</th>
<th>Focus Group Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents</td>
<td>358</td>
<td>573</td>
<td>19</td>
</tr>
<tr>
<td>Completely Filled Out Surveys</td>
<td>334</td>
<td>334</td>
<td></td>
</tr>
<tr>
<td>Rate</td>
<td>93.3%</td>
<td>58.3%</td>
<td></td>
</tr>
</tbody>
</table>
Trend Analysis of Navy Officer Attitudes: Policy

18. The current policy is good for national defense.

33. On the whole, I like the current policy better than the old policy.
Trend Analysis of Navy Officer Attitudes: Leadership

7. I would have no difficulty working for a homosexual Commanding Officer.

21. A division officer’s sexual preference has no effect on the officer’s ability to lead.
Results

Trend Analysis of Navy Officer Attitudes: Comfort and Habitability

3. I would prefer not to have homosexuals in my command.

20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.
Trend Analysis by Demographic Group: Pay Grade
Results

• Major Themes from Focus Groups
  – No adverse effect of repeal on unit cohesion
  – No adverse effect of repeal on morale
  – No adverse effect of repeal on readiness
  – Leadership and professionalism matter
  – Life goes on; mission prevails
  – “Don’t ask, Don’t Tell, Don’t Care”
• Views have shifted dramatically since 1994 from strongly negative to strongly positive toward repeal of DADT and homosexuals serving openly in the military.
A vast majority of Navy officers say they have no difficulty serving with homosexuals, even though a number claim to feel uncomfortable sharing living quarters with a homosexual.
Data Analysis: Conclusions

- Higher-ranking officers and officers with 16-20 YOS are less tolerant than other YOS groups.
MARINE CORPS OFFICER ATTITUDES TOWARD THE REPEAL OF "DON'T ASK, DON'T TELL"

CAPT Grant W. Callahan & LCDR James D. Paffenroth

Advisors: Prof. Mark Eitelberg & Prof. Frank Barrett
ABSTRACT

“Don’t Ask, Don’t Tell” (DADT) prohibited gays from serving openly in the military from December 1993 to September 2011. The present study, conducted over one year after DADT’s repeal, utilized a survey of attitudes toward DADT that was previously administered to Marine Corps officers at the Naval Postgraduate School (NPS) in 1999, 2004, and 2010. This survey, re-administered to NPS Marine officers in November 2012, addressed the following areas: policy, cohesion, leadership, tolerance, unit effectiveness, and military readiness. A comparison of results from the four surveys shows a clear trend of increasing acceptance toward homosexuals in the military. Levels of acceptance tended to vary by Military Occupational Specialty and length of service. Additionally, many Marine officers continued to express concern about habitability and personal comfort. These and other issues were further explored with Marine officers in three focus-group sessions. Overall, study results indicated strong agreement that the current policy protects the rights of all Marines, regardless of sexual orientation. Finally, Marine officers expressed confidence that the training they received adequately prepared them to execute the repeal of DADT.

The thesis includes appendices with survey trend data from 1999 to 2012 and response frequencies from a concurrent survey of Navy officers. (Published March 2013)

https://calhoun.nps.edu/bitstream/handle/10945/32802/13Mar_Callahan_Paffenroth.pdf?sequence=1&isAllowed=y