



Racial Discrimination Focus Group Questions - EEO

Note: The questions below have been developed to assist leaders in identifying and understanding the impacts of racial discrimination within the organization. Select those that fit your situation and modify or add to them as desired.

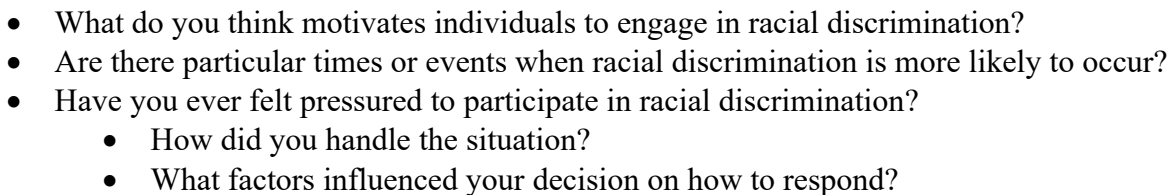
Introduction Questions (Surveying for Knowledge about Racial Discrimination)

- What is your understanding of racial discrimination?
- What is the definition of discrimination for DoD civilian employees or equal employment opportunity (EEO)?
 - What is the difference between race and color discrimination?
- Are you aware of the EEO policies regarding racial discrimination?
 - If so, please describe what you know.
- Have you received formal training or information sessions on racial discrimination?
 - When was the last time you attended training on preventing racial discrimination?
 - What did this training include?
- How do you differentiate between racial discrimination and other forms of discrimination/harassment?
- What are the consequences of racial discrimination?
 - How does racial discrimination affect individuals?
 - How does racial discrimination affect the work environment or culture?
- What resources are available to learn about racial discrimination or report an incident?
- Have the policies on racial discrimination changed during your time as a DoD civilian employee?
 - If yes, how so?
 - How do you feel about these changes?
 - How do these changes affect you and your job as a DoD civilian employee?

Individual Experience with Racial Discrimination and Climate-Related Concerns

- Have you ever witnessed or experienced racial discrimination as a DoD civilian employee?
 - Please describe the incident.
 - What actions did you take after the incident?
- How did you or others respond to the racial discrimination incident at the time it occurred?
- How prevalent is racial discrimination within your immediate work environment or organization?
 - What forms does it typically take?
 - What impacts of racial discrimination have you seen towards individuals or your work team's cohesion and effectiveness?





- Are you familiar with any strategies or protocols for intervening in a racial discrimination incident?
 - Please explain the strategies you know.
- How comfortable do you feel about intervening in future racial discrimination incidents?
 - What support or resources could you rely on for support?
 - What support or resources would increase your comfort level?
- What barriers might prevent someone from intervening in racial discrimination?
- How effective is the current training you seen on preventing racial discrimination?
- What made the training effective or ineffective?
- How effective is the bystander training you have received?
- Can you provide an example of an effective bystander intervention you've witnessed?
- What role do leaders play in encouraging or discouraging bystander intervention?
- What additional training or resources would you suggest to enhance bystander intervention efforts within your organization?

- How would you describe the overall climate in your work environment regarding racial discrimination?
- What is the attitude of leaders and supervisors toward racial discrimination?
- Are leaders and supervisors adequately trained to handle racial discrimination allegations? What would make them more effective?
- How effectively do leaders uphold the values and policies against racial discrimination?
- What impact do leaders and supervisors have on the climate of acceptance or rejection of racial discrimination?
- Are there cultural aspects within the military work environment that you believe contribute to racial discrimination?
 - How can they be addressed?
 - What barriers make it difficult for them to be addressed?
- How does the perceived culture within your work environment or team influence individual behavior towards racial discrimination?
- What changes would you recommend for fostering a culture that is more resistant to racial discrimination?





Other Racial Discrimination Related Questions

- What are the underlying reasons that racial discrimination occurs within the work environment?
- How do you think leaders and supervisors could address and prevent racial discrimination more effectively?
- What long-term effects, if any, do you think racial discrimination has on civilian employee personnel and their careers?
- What improvements would you suggest to enhance the effectiveness of current racial discrimination prevention programs?
- How does racial discrimination affect the recruitment and retention of personnel?
- Have you noticed any changes in racial discrimination behaviors over your time as a DoD civilian employee?
- What role do peers versus superiors play in perpetuating or preventing racial discrimination?

