

10-F-1245

Project Description

**RAND UPDATE OF 1993 STUDY – SEXUAL ORIENTATION AND
U.S. MILITARY PERSONNEL POLICY REVISITED**

**Bernard Rostker
Principal Investigator**

OBJECTIVES

As directed by Secretary of Defense Robert Gates, RAND will update their 1993 study, *Sexual Orientation and U.S. Military Personnel Policy: Options and Assessment (MR-323-OSD)*. The study update will include a review of the issues and potential impacts associated with the possible repeal of the law.

BACKGROUND

In his January 27, 2010, State of the Union Address, the President announced that he will work with Congress this year to repeal 10 U.S.C. § 654, the law commonly known as “Don’t Ask, Don’t Tell.” On February 2, 2010, Secretary Robert Gates, in testimony before the Senate Armed Services Committee (SASC), announced that he had “appointed a high-level working group within the Department that will immediately begin a review of the issues associated with properly implementing a repeal of the ‘Don’t Ask, Don’t Tell’ policy.” He also announced “the Department will, as requested by this committee, ask the RAND Corporation to update their study from 1993 on the impacts of allowing homosexuals to serve openly in the military.”

APPROACH

The update of the 1993 study will be divided into three tasks by the RAND National Defense Research Institute (RAND NDRI).

Task 1: Establishing project tasks and schedule. In consultation with the DoD Comprehensive Review Working Group (CRWG), RAND NDRI will develop a project plan and establish a specific set of research activities, consistent with the mandate to update the 1993 study. RAND NDRI will provide this project plan to the CRWG co-chairs for approval.

In updating its 1993 study, RAND NDRI will confine its efforts to the subject areas it examined in its 1993 study and will incorporate and analyze relevant events and developments in those subject areas over the intervening 17 years. Additional subject areas shall be defined by the DoD CRWG and added to the project plan as necessary and as budget permits to fulfill its mandate.

Task 2: Field work. RAND NDRI will carry out field work according to the tasks and schedule established in Task 1 in close consultation with and with periodic reports to the DoD CRWG. Like the 1993 study, various elements of the study will be combined to provide a more comprehensive picture than one might get from the individual parts. Bringing the parts together is critical to meeting Secretary Gates' charge to understand the "impacts of allowing homosexuals to serve openly in the military."

In conducting its field work and reporting results and findings from its study to the DoD CRWG, RAND NDRI shall maintain the confidentiality of inputs received from military service members and shall not reveal any personally identifying information. Prior to 1 June 2011, RAND NDRI shall not disseminate, disclose, or publish any information, basic research, or findings regarding this effort outside the DoD CRWG without the explicit approval of the DoD CRWG co-chairs. After 1 June 2011, RAND NDRI will follow the normal approval process for dissemination or publication of its research, findings and conclusions in accordance with Contract W74V8H-06-C-0002.

Results of the field work and study update will be shared with the DoD CRWG as they become available. To assist in this endeavor and serve as a conduit of information between RAND and the DoD CRWG, a DoD CRWG Liaison Officer will be ^{work} embedded within the RAND team. All field work data will be completed by July 30, 2010.

Task 3: Final report. A final report will be prepared for the DoD CRWG documenting the individual research tasks and the overall assessment, similar to how the 1993 report was organized. In writing the final report, the DoD CRWG expects that the sections of the 1993 report will be updated in light of the following:

- 1) Section 1: Update this section to include an overview of the homosexual conduct policy since the passage of 10 U.S.C. § 654 as well as any updated study approaches used for the 2010 report. Unlike the 1993 report, RAND NDRI is not being tasked with recommending a particular policy option regarding sexual orientation and military service. Thus those aspects of the 1993 report should not be updated nor included in this 2010 report. Based on its research, study and field work, RAND NDRI will provide policy options and considerations regarding implementation of a repeal of 10 U.S.C. § 654, should one occur.
- 2) Section 2: Update this section with respect to the data regarding the prevalence of homosexuality in the general population and military.
- 3) Section 3: Update this section based on analogous experiences of foreign military services since 1993.
- 4) Section 4: Update this section based on analogous experiences of domestic police and fire departments and other potential analogous government agencies since 1993.

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- 5) Section 5: As integration of blacks into the military was discussed in depth in the 1993 study, RAND NDRI should focus its research into potential insights from relevant events and developments that have occurred since its 1993 study. Specifically, RAND NDRI should look at the integration of women into various combat roles.
- 6) Section 6: Update this section on relevant public opinion based on any changes since 1993.
- 7) Section 7: Update this section on relevant military opinion based on any changes since 1993.
- 8) Section 8: Update this section based on any changes to the epidemiology and/or military policy regarding sexual behavior and health issues since 1993.
- 9) Section 9: Update this section regarding anti-homosexual violence since the passage of 10 U.S.C. § 654.
- 10) Section 10: Update this section regarding unit cohesion and military performance based on changes in the literature and relevant events and developments since 1993.
- 11) Section 11: Update this section with respect to the legal background of case law and statutory changes relevant to the question of implementing a repeal of 10 U.S.C. § 654, should one occur.
- 12) Section 12: Update this section regarding implementing policy change in large organizations based on changes in the literature and relevant events and developments since 1993.
- 13) Section 13: Update this section regarding potential effects on military recruitment and retention based on research and studies conducted since 1993.

The target date for the draft report will be September 30, 2010. RAND NDRI's independent report will become one part of the overall inputs used by the DoD CRWG to conduct a comprehensive review of the issues and impacts associated with a repeal of the law, should it occur.

SCHEDULE AND DELIVERABLES

The deliverable products shall include:

- 1) A detailed project plan based on the 1993 study described above. The project plan shall include a detailed task list and schedule. This plan shall be delivered within 30 days of the signing of this project description.
- 2) Weekly project updates reporting current status of the work to the DoD CRWG.
- 3) An initial findings report briefing. The timing of this deliverable will be determined as part of Task 1, but shall be no later than August 2, 2010.

- 4) A revised briefing incorporating feedback from the initial finding report briefing. The timing of this deliverable will be determined as part of Task 1.
- 5) A draft report that updates the 1993 report shall be submitted to the DoD CRWG for its use by September 30, 2010. A final report that considers comments from the DoD CRWG will be submitted 30 days after comments are received from the DoD CRWG.

CORE STATEMENT

This research is consistent with RAND NDRI's mission and purpose, especially in that it will help provide independent, objective findings and policy considerations to the sponsor community. This research will support specific analytic requirements of the sponsor and assist the sponsor in its policy assessment efforts. The research draws upon RAND NDRI's core competencies in manpower and personnel management, as well as RAND's depth of knowledge and experience in health and social behavioral research. It will benefit from and contribute to the long-term continuity of RAND NDRI's research programs.

PROJECT MONITOR

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FUNDING AND LEVEL OF EFFORT

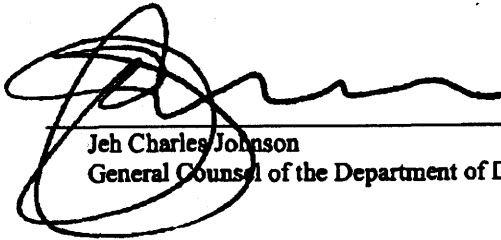
Project funding required for this non-severable study and report will not exceed \$3,000,000.00 in FY10 dollars to be provided by the Office of the Secretary of Defense. Funding will be refined after completion of Task 1. The estimated level of effort is 8.6 STE.



Date: 24 March 2010

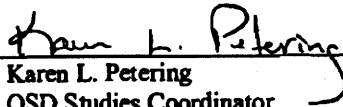
K. Jack Riley
Vice President, RAND
Director, National Defense Research Institute

I concur with this project description.



Date: 3/26

Jeh Charles Johnson
General Counsel of the Department of Defense



Date: 30 Mar 2010

Karen L. Petering
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