

# Blue Star Families' Social Impact Research 2021: The Diverse Experiences of Military & Veteran Families of Color

This study provides insights and recommendations to address the unique needs of active-duty and Veteran families of color.

Detailed information on the sample and limitations are included in the Methods section of the full report; however, when reading this infographic, it is important to understand that: 68% (622) of active-duty family respondents of color identify as active-duty spouses, 74% (663) identify as a woman, 45% (413) identify as Black, and 31% (285) identify as Hispanic/Latino/a/x. In contrast, 52% (306) of all Veteran family respondents of color identify as Veterans, 59% (341) identify as a woman, 52% (302) identify as Black, and 31% (179) identify as Hispanic/Latino/a/x. These demographics may influence the overall statistics and findings from this report.

Interpretations of these findings should consider that analysis was often constrained by sample size, and this survey did not include a white, non-Hispanic comparison group. All comparisons to white, non-Hispanic active-duty or Veteran subgroups and/or civilians are drawn from separate data sources.

In collaboration with:



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**Note:** "Respondents of color" indicate having at least one racial/ethnic identity other than white.

## FAMILIES

consider discrimination in major military life decisions

**46%** of active-duty family respondents of color **consider racial/ethnic discrimination when ranking installation preferences** (n=770)

## SERVICE MEMBERS

have favorable views of service

**79%** of active-duty service member respondents of color say the **military has had a positive influence on their professional growth** (n=224)

## COMMUNITIES

do not always feel safe

**54%** of active-duty family respondents of color **feared for their safety due to their race/ethnicity** in their civilian community at least once since January 2020 (n=530)

## TRANSITION

requires additional support  
 Of those Veteran respondents of color who report needing employment and career development resources, **43%** **did not get them** (n=134)

## HEALTH & MENTAL HEALTH CARE

needs to be culturally competent

**4 in 10** active-duty and Veteran family respondents of color **cannot find culturally competent providers** (n=520)

## SPOUSE EMPLOYMENT

is a challenge

**49%** of active-duty spouse respondents of color report their **ability to advance in their career is worse** than non-white family/friends (n=353)

## Caring providers are a priority for CHILD CARE

**#1** definition of "quality" child care in open-ended responses:  
**CARING STAFF** (n=144)

## SCHOOL diversity matters

**43%** of active-duty family respondents of color report **"diversity of student population" is a top five K-12 school attribute** (n=393)

**2,731**  
 RESPONDENTS INCLUDING  
 ACTIVE-DUTY SERVICE  
 MEMBERS, VETERANS,  
 AND THEIR SPOUSES



**46%** of active-duty family respondents of color report **difficulty developing a sense of belonging** to "my local civilian community **due to my (or my family's) race/ ethnicity**" (n=770)

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### Asian Active-Duty & Veteran Respondents



Asian active-duty family respondents report the **lowest utilization of mental health care**

Asian Veterans **earn about 40% more** than the total U.S. population



### Black Active-Duty & Veteran Respondents



**More than twice as many Black Veteran respondents (60%) earn bachelor's degrees**, compared to their civilian counterparts (26%)

**1 in 3** Black active-duty family respondents report experiencing **profiling by police on- and off-installation** since January 2020, the **highest of any racial/ethnic subgroup**



### Hispanic/Latino/a/x Active-Duty & Veteran Respondents



**56%** of Hispanic/Latino/a/x Veteran respondents characterize their **overall transition** as **"difficult"** or **"very difficult"**

Hispanic/Latino/a/x active-duty family respondents report **highest confidence in financial management** among racial/ethnic subgroups



### Multiracial/ethnic Active-Duty & Veteran Respondents<sup>^^</sup>



**32%** of white, non-Hispanic active-duty family respondents **identify as a member of a multiracial/multiethnic family** (n=444)

**47%** of white, non-Hispanic active-duty respondents from multi-racial families report **"concerns about safety due to their/their families' racial/ethnic identity"** when considering base/installation preferences (n=124)



### Everyone has a role to play:

#### 1 Be the voice. Use your voice.

*Calling out inappropriate comments and behavior is most requested allyship action*

#### 2 Remember: We're in this together!

*Most respondents agree this work is necessary to improve life for military-connected families of color*

#### 3 Match the **right person** to the **right job** in the **right place** at the **right time**. Provide the tools to get there.

*Mentorship, more control over one's career, and viable pathways for nontraditional service member careers are necessary to retaining service members of color*



***There's no one size fits all, but to be just more mindful and get access to everyone regardless of who they are.***

**- Black Veteran**

**Note:** "Respondents of color" indicate having at least one racial/ethnic identity other than white.

<sup>^^</sup>Reported by white, non-Hispanic respondents in multiracial families who do not identify having another racial/ethnic identity other than white.

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