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.

**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)

**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)

**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)

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

For more information contact survey@bluestarfam.org

In collaboration with:
Syracuse University
Institute for Veterans & Military Families
JPMorgan Chase & Co., Founding Partner

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)
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^a^

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

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

“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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“**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