



U.S. Department of Defense

DOCP: Data Overview

February 2025

The Data Overview provides information about Defense Organizational Climate Pulse (DOCP) reportable data. This resource includes information on weighted DOCP results, how results are calculated, how demographic categories are created, criteria required for reporting DOCP results, and additional information on supplemental data included in reports (e.g., demographic summary, comment results). This resource concludes with methodological information related to how combined subgroup results are calculated.

Here are a few things to keep in mind as you review DOCP results:

- At least 16 participants must complete at least half of their DOCP for you to receive any results—either survey estimates or comments. Only participants who completed at least half of the DOCP questions are included in the reports.
- If your DOCP included subgroups, at least five participants must respond for you to receive a subgroup results report and at least 16 subgroup participants are needed for you to receive a comments report for a subgroup.
 - If your survey included multiple subgroups and only one subgroup had fewer than five or 16 participants, it will be combined with the subgroup that had the next lowest number of participants. You will see the subgroups that were combined reflected in the name of the subgroup in your reports. For more information, see the “Not Reportable Data” section in this document.
- To protect an individual’s confidentiality, results are only reported if there are five or more responses to the survey question(s). In addition, results are only reported for demographic categories if five or more individuals in a demographic category responded to the question(s).
- All percentages displayed are out of the weighted total number of participants who responded to the question(s). Missing responses are excluded from the calculations.



U.S. Department of Defense

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DOCP Weighting

Starting in 2025, all reportable DOCP results within a registration are weighted using an industry standard process to account for non-response. Weighted survey results produce survey estimates and statistics that are more representative of the DOCP registration than results without weighting. When survey participation is voluntary, not all members within a unit or organization may respond to a survey, resulting in nonresponse. The Office of People Analytics (OPA) therefore weights unit/organization members' responses to improve survey estimates by accounting for those individuals within a registration who did not respond, and by adjusting to known roster totals. If a group of individuals are not included on the roster or OPA cannot match roster information to administrative data, it is possible that weighted survey results may not reflect the total population of the unit or organization.

DOCP weighting is applied using key demographic variables of interest including, for example, sex, race/ethnicity, and paygrade. All complete DOCP respondents receive a weight that is 1 or higher. The sum of weights for all respondents in a unit/organization will total to the size of the roster on the registration. For example, if a registration had 50 unit members on the roster and 35 complete responses, after weighting, the total weighted sum would be 50. Weights are calculated and assigned using a model that utilizes multiple demographic characteristics of respondents and non-respondents simultaneously. A simple example of this in practice can be demonstrated using a single demographic category. If the 50-person unit had 10 known enlisted members (based on administrative data), and five completed the DOCP, those five respondents would have a weight of two, where each response represents the responses of two enlisted unit members.

In previous administrations with unweighted results, the unweighted results were calculated as if all responses had the same weight—one. In the next section, there are more detailed examples of how DOCP results are calculated.

How DOCP Closed-ended Question Results are Calculated

The customization of the DOCP makes the results of each survey unique to the unit or organization administering the survey. These results are not rated like DEOCS results are, and questions are not grouped into overall factor ratings. Instead, questions are individually broken out by the weighted percentage of participants that selected each response option. There are five different response types for closed-ended questions. Closed-ended question results are presented in item summary tables and graphs broken out by response option type (e.g., Agreement, Frequency, Yes/No, Quality, Satisfaction) with the grouped weighted percentage of participants selecting each response type (Group A, B, C, and D). See Table 1 below for specific response type groupings.

Table 1.

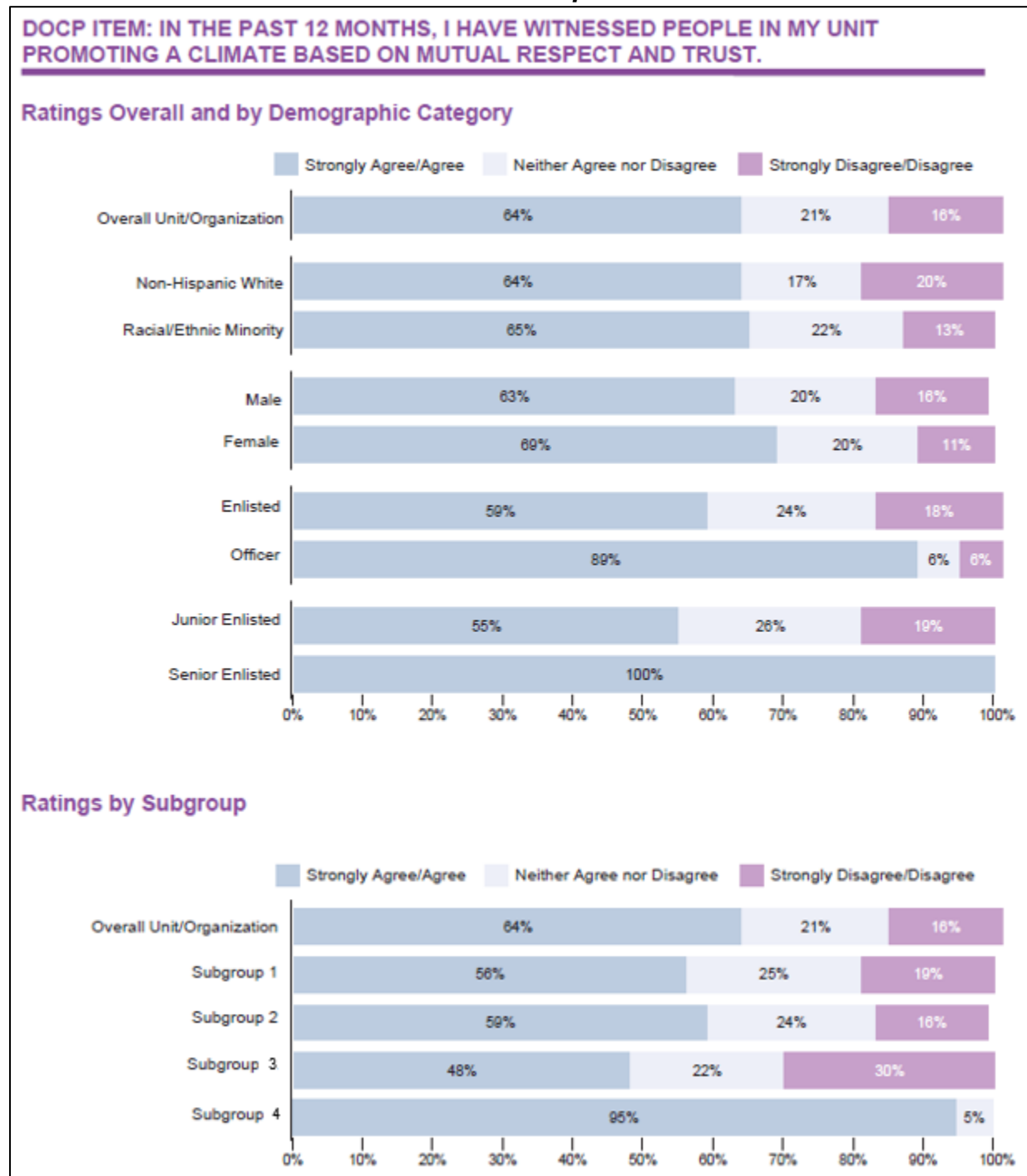
DOCP Closed-ended Question Response Options

Response Type	Group A	Group B	Group C	Group D
Agreement	Strongly agree / Agree	Neither agree nor disagree	Strongly disagree / Disagree	
Frequency	Often	Sometimes	Rarely	Never
Yes/No	Yes	No	Don't know or not applicable	
Quality	Excellent / Good	Fair	Very bad / Poor	
Satisfaction	Extremely satisfied / Satisfied	Neither satisfied nor dissatisfied	Extremely dissatisfied / Dissatisfied	

Figure 1 below is an example of how DOCP results are presented in the DOCP Survey Results PDF report.

Figure 1.

DOCP Closed-ended Question Results Example



DOCP Demographic Categories

Demographic Summary of Participants

With the implementation of weighting, DOCP reports now provide a demographic summary table (Figure 2). The demographic summary of participants can be used to understand the representation of participants that completed the DOCP. More specifically, this table provides the percentage of participants that completed the DOCP for each reportable demographic category. Percentages are based on responses to the self-reported demographic questions on the DOCP. In the next section, we provide specific information on how each demographic category is created.

Figure 2.
Demographic Summary of Participants¹

Demographic Categories		Percentage of Participants ¹
Race/Ethnicity	Non-Hispanic White	43%
	Racial/Ethnic Minority	57%
Sex	Male	43%
	Female	57%
Military/Civilian Status	Military	56%
	Civilian	44%
Enlisted/Officer	Enlisted	21%
	Officer	34%
Junior/Senior Enlisted	Junior Enlisted	17%
	Senior Enlisted	4%
Junior/Senior Officer	Junior Officer	30%
	Senior Officer	5%
Junior/Senior Civilian	Junior Civilian	4%
	Senior Civilian	16%
Civilian Supervisor Status	Non-Supervisor	24%
	Supervisor	9%
Faculty/Non-Faculty	Faculty	11%
	Non-Faculty	33%
Non-Tenure/Tenure Faculty	Non-Tenure Track Faculty	5%
	Tenure Track Faculty	7%
Class Year ²	4/C (First Year)	NR
	3/C (Second Year)	NR
	2/C (Third Year)	NR
	1/C (Fourth Year)	NR
Athlete Status ²	Athlete	NR
	Non-Athlete	NR

¹ This demographic category only applies to cadets and midshipmen from the Military Service Academies (MSA) and cadet and midshipman candidates from the MSA Preparatory Schools.

Percentages are calculated based on the number of participants in a given demographic category divided by the overall number of survey participants. If any participants did not respond to demographic questions, they are not included in this summary, therefore, some percentages may not add up to 100%. Additionally, some demographic categories will not add up to 100% because they are a subset of the overall unit or organization. For example, in Figure 2, the Enlisted and Officer demographic groups only add up to 55% because the rest of the participants are civilians (44%). While the summary table is fixed across all survey results reports, any non-reportable demographic categories are labeled as “NR” (see the “Not Reportable Data” section for more information on demographic reporting).

How DOCP Demographic Categories Are Created

DOCP survey results reports include breakouts of results by demographic categories. Participants are included in demographic categories based on how they respond to the demographic questions on the survey. If a participant chooses not to answer some of the demographic questions, it is not possible to add those responses into the demographic breakouts. All responses will still be included in the overall unit/organization numbers. For example, if a participant chooses not to answer whether they are male or female, their survey data will not be included in the male and female breakouts but will still be included in the overall numbers.

Demographic Categories: Non-Hispanic White & Racial/Ethnic Minority

Table 2 below demonstrates how the Race/Ethnicity breakouts for **Non-Hispanic White and Racial/Ethnic Minority** are created using responses to the Hispanic Origin and race questions. Your report may not show these categories for all questions because there must be **at least five participants from each category—that is, there must be at least five participants categorized as Non-Hispanic White and at least five participants categorized as Racial/Ethnic Minority** to display question results by race/ethnicity; see the section on Not Reportable Data for more information. The third column in Table 2 displays how participants would be categorized based on their survey responses which are represented in columns one and two.

Table 2.

Demographic Categories by Race/Ethnicity

Response to Hispanic Origin Question	Response to Race Question	Non-Hispanic White & Racial/Ethnic Minority
Not Spanish, Hispanic or Latino	White (only)	Non-Hispanic White
Not Spanish, Hispanic or Latino	White + any other race selection	Racial/Ethnic Minority
Not Spanish, Hispanic or Latino	Any, except White (only)	Racial/Ethnic Minority
Spanish, Hispanic or Latino	Any or all blank/missing	Racial/Ethnic Minority
Blank/missing	White (only)	Non-Hispanic White
Blank/missing	White + any other race selection	Racial/Ethnic Minority
Blank/missing	Any, except White (only)	Racial/Ethnic Minority
Not Spanish, Hispanic or Latino	All blank/missing	<i>Not included</i>

Demographic Categories: Paygrade

Table 3 demonstrates how the paygrade breakouts for **military personnel** are created using survey responses to the military paygrade question. There are three different military paygrade breakouts: **enlisted and officers, junior enlisted and senior enlisted, and junior officer and senior officer.**

Remember, your report may not show all of these categories for all questions because there must be **at least five participants from each category** in order to display results by these demographic categories. For example, you need five enlisted respondents **and** five officer respondents for a question to be able to present the question results broken out by enlisted and officers.

Table 3.

Demographic Categories by Military Paygrade

Paygrade	Enlisted & Officer	Junior Enlisted & Senior Enlisted	Junior Officer & Senior Officer
E1 to E3	Enlisted	Junior Enlisted	<i>Not included</i>
E4 to E6	Enlisted	Junior Enlisted	<i>Not included</i>
E7 to E9	Enlisted	Senior Enlisted	<i>Not included</i>
W1 to W5	Officer	<i>Not included</i>	Junior Officer
O1 to O3	Officer	<i>Not included</i>	Junior Officer
O4 and above	Officer	<i>Not included</i>	Senior Officer
Blank/missing	<i>Not included</i>	<i>Not included</i>	<i>Not included</i>

Table 4 demonstrates how the paygrade breakouts for **civilian personnel** are created using survey responses to the civilian paygrade question. There are three different civilian paygrade breakouts: **junior civilian and senior civilian, non-faculty and faculty, and tenure or tenure-track faculty and non-tenure track faculty.**

Table 4.

Demographic Categories by Civilian Paygrade

Paygrade	Junior Civilian & Senior Civilian	Faculty & Non-Faculty	Tenure & Non-Tenure
GS 1 to 6	Junior Civilian	Non-Faculty	<i>Not included</i>
GS 7 to 12	Junior Civilian	Non-Faculty	<i>Not included</i>
GS 13 to 15	Senior Civilian	Non-Faculty	<i>Not included</i>
Senior Executive Service (SES)	Senior Civilian	Non-Faculty	<i>Not included</i>
Federal Wage System pay plan (e.g., WG/WS/WL)	<i>Not included</i>	Non-Faculty	<i>Not included</i>
Non-Appropriated Fund (NAF)	<i>Not included</i>	Non-Faculty	<i>Not included</i>
Demonstration/Alternative/Other pay plans	<i>Not included</i>	Non-Faculty	<i>Not included</i>
Title 10 tenured or tenure-track faculty	<i>Not included</i>	Faculty	Tenure or Tenure-Track Faculty
Title 10 non-tenure-track faculty	<i>Not included</i>	Faculty	Non-Tenure-Track Faculty
Blank/missing	<i>Not included</i>	<i>Not included</i>	<i>Not included</i>

Demographic Categories: MSA & MSA Prep Specific

Table 5 demonstrates how the breakouts for **Class year** and **athlete/non-athlete** are created using responses to applicable survey questions.² Class year is a demographic reporting category that has more than two breakouts. As with all demographic reporting categories, to be reportable, at least five responses to each class year category are required.

Table 5.

Demographic Categories by Class Year and Athlete/Non-athlete

Survey Questions	Response to Question	Class Year and Athlete Status
What is your Class year?	4/C (First Year)	First Year
	3/C (Second Year)	Second Year
	2/C (Third Year)	Third Year
	1/C (Fourth Year)	Fourth Year
	All blank/missing	<i>Not included</i>
Are you a member of an intercollegiate athletic team?	Yes	Athlete
	No	Non-Athlete
	All blank/missing	<i>Not included</i>

² These demographic categories only apply to cadets and midshipmen from the Military Service Academies (MSA) and cadet and midshipman candidates from the MSA Preparatory Schools.

Not Reportable Data

Suppression Rules to Create Reports

There are several rules in place that govern when data cannot be reported because it may put participants' confidentiality at risk. We refer to these as suppression rules. The first step in assessing reportability and the need for suppression is to identify the eligible respondents. To be considered an eligible DOCP participant, a respondent must complete at least half of the selected closed-ended questions on the DOCP. If only one closed-ended question is on the DOCP, a respondent must complete it to be considered eligible. The second step is to assess whether the DOCP registration has the minimum number of 16 eligible participants. DOCP registrations that do not have at least 16 eligible respondents will not receive an overall DOCP survey results report or a comments report. If your DOCP has ended and it does not have enough eligible participants, a report cannot be generated, and you will see a "No results found" message when trying to access the report (Figure 3):

Figure 3.
No DOCP Results Found

The screenshot displays the 'Response Rates and Reports' section of the US Department of Defense OPA DCP system. The interface includes a top navigation bar with the US Department of Defense logo, 'OPA DCP', and 'RESPONSE RATES AND REPORTS'. Below this is a sub-navigation bar with 'About', 'Response Rates', and 'Download'. The main content area features a search bar and several filter fields: 'Service Component', 'UIC/RUC/PAS/OPFAC', 'DOCP ID and Survey Date' (with a red asterisk and 'Required (Select one)' text), 'Unit/Organization Title', 'State', and 'Report' (with a red asterisk and 'Required' text). The 'DOCP ID and Survey Date' field contains the text '123xyz' and a 'Clear' button. Below the search bar, a message states 'No results found'. A 'Submit' button is located at the bottom left, and a 'Reset Filters' button is at the bottom right.

If you included subgroups in your registration, you may receive survey results by subgroup if at least five eligible participants completed the survey for that subgroup. Because comments are more sensitive, we require at least 16 eligible participants from a subgroup to receive a comments report for that subgroup.

There are a few additional suppression rules in place to protect a participant’s confidentiality if you have multiple subgroups and only one subgroup did not have enough participants to produce a survey results report or a comments report.³ There are three subgroup rules:

1. 5 participants are needed in a subgroup to produce a survey results report
2. 16 participants are needed in a subgroup to produce a comments report
3. “Unassigned” participants are treated as a subgroup

The rules are explained in detail below.

Subgroup rule #1: 5 participants are needed in a subgroup to produce a survey results report

If your survey included multiple subgroups and only one subgroup had fewer than five participants, it will be combined with the subgroup that had the next lowest number of participants in order to produce survey results. If two or more subgroups had the next lowest number of participants, it will be combined with the subgroup whose name is alphabetically first. You will see the subgroups that were combined reflected in the name of the subgroup on the cover page of your report and in the Download tab’s Group filter. When subgroups are combined in this way, they are treated as if they were originally defined in this way and cannot be separated.⁴

An example appears in Table 6 below. In this example, there is only one subgroup with fewer than five participants (Subgroup C), so it must be combined with the subgroup with the next lowest number of participants to produce a survey results report. In this case, Subgroup B and Subgroup C were combined, and Subgroup A remains as-is.

Table 6.
Subgroup Reportability and Combination

Original Subgroups	Total Survey Returns	Subgroup Survey Results Reportable?	Combined Subgroups with Reportable Survey Results
Subgroup A	20	Yes	Subgroup A (no combination required)
Subgroup B	15	Yes	Subgroup B and Subgroup C
Subgroup C	3	No	

When viewing or downloading your subgroup results, the Group filter will also show the subgroups that were combined (Figure 4).

³ These suppression rules were put in place starting in February 2023. These rules ensure that no one can use the data provided in DOCP reports to mathematically recreate data that are not reportable.

⁴ For example, these subgroups cannot be separated in combined subgroup reports.

Figure 4.
Results for Combined Subgroups

The screenshot displays the 'RESPONSE RATES AND REPORTS' section of the OPA DCP system. The top navigation bar includes 'About', 'Response Rates', and 'Download'. The main search area is titled 'Search' and contains several filter fields:

- Service Component :** [RESERVE] US Marine Corps Reserve (USMCR)
- UIC/RUC/PAS/OPFAC :** RsvMarine
- DOCP ID and Survey Date * :** d9323f9d [10/22/2024-11/11/2024]
- Unit/Organization Title :** Close ended questions type
- Commander/Leader Name :** Leadership information
- State :** AA
- Group :** A dropdown menu showing 'Showing all 4 results' with options: Overall Unit/Organization, Subgroup A, Subgroup B and Subgroup C (highlighted with a red arrow), and Subgroup C.
- Report * :** Survey Results PDF

A 'Reset Filters' button is located at the bottom right of the filter section.

Subgroup rule #2: 16 participants are needed in a subgroup to produce a comments report

If your survey included multiple subgroups and only one subgroup had fewer than 16 participants, it will be combined with the subgroup that had the next lowest number of participants in order to produce a comments report. If any subgroups were combined to produce a survey results report, this rule will use the new, combined total number of participants to identify whether a comments report can be produced or not. You will see the subgroups that were combined reflected in the name of the subgroup in the comments report. Two examples to illustrate this are below. Due to the different numbers for subgroup suppression and combination for survey results reports and comments reports, you may see different subgroup reports for comments data compared to survey responses.


Continuing with the first example in Table 6, Subgroup A had 20 total returns so this subgroup will receive a stand-alone comments report. Because Subgroup B and Subgroup C were combined to produce survey results, their new combined number of survey returns is 18; this means that a comments report can be produced for the combined grouping of Subgroups B and C (Table 7).

Table 7.
Subgroup B and C Combination

Original Subgroups	Total Survey Returns	Total Survey Returns After Subgroups Combined	Subgroups with Reportable Comments Reports
Subgroup A	20	20	Subgroup A
Subgroup B	15	18	Subgroup B and Subgroup C
Subgroup C	3		

Comments reports are available to download in the DOCP System as a PDF or Excel file. Once downloaded, you can see the subgroups that were combined at the bottom of the PDF (Figure 5) on the title page and on the first sheet of the Excel file (Figure 6).

Figure 5.
Combined Subgroup Comments Report PDF




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2025 Defense Organizational Climate Pulse (DOCP) Survey Comments Report

Registration:
Unit/Organization Title:
DOCP ID:
Service Component:
Unit Identification Code (UIC/RUC/PAS/OPFAC):
Unit/Organization Leader:
Survey Administrator:
Survey Dates:
Group:

DOCP2024_information_RsvMarine_d9323f9d
Close ended questions type
d9323f9d
[RESERVE] US Marine Corps Reserve (USMCR)
RsvMarine
Leadership information
deocs SurveyAdmin1
10/22/2024 - 11/11/2024
subgroup c, subgroup b

Figure 6.
Combined Subgroup Comments Report Excel File

2025 Defense Organizational Climate Pulse (DOCP) Survey Comments Report	
Registration:	DOCP2024_information_RsvMarine_d9323f9d
Unit/Organization Title:	Close ended questions type
DOCP ID:	d9323f9d
Service Component:	[RESERVE] US Marine Corps Reserve (USMCR)
Unit Identification Code (UIC/RUC/PAS/OPFAC):	RsvMarine
Unit/Organization Leader:	Leadership information
Survey Administrator:	deocs SurveyAdmin1
Survey Dates:	10/22/2024 - 11/11/2024
Group:	 Subgroup B and Subgroup C

Another example is provided in Table 8 below. Subgroups Y and Z both have 20 participants and, therefore, meet our minimum threshold to receive a stand-alone comments report. However, one group, Subgroup X, only has five participants and must be combined with another subgroup to produce a comments report. Because both Subgroup Y and Subgroup Z have the same number of participants (20), Subgroup X is combined with the subgroup that is listed first alphabetically—Subgroup Y.

Table 8.
Subgroup Comments Report Reportability and Combination

Original Subgroups	Total Survey Returns	Subgroup Survey Results Reportable?	Subgroup Comments Reportable?	Combined Subgroups with Reportable Comments
Subgroup X	5	Yes	No	Subgroup X and Subgroup Y
Subgroup Y	20	Yes	Yes	
Subgroup Z	20	Yes	Yes	Subgroup Z

When attempting to download comments reports, you will only see options to download PDF or Excel reports for Subgroup Y or Subgroup Z. Once you download a comments report for Subgroup Y, however, you will see that comments for Subgroup X and Subgroup Y have been combined within the report. Similar to the above examples, “Subgroup X and Subgroup Y” will appear at the bottom of the title page of the PDF report and on the first sheet of the Excel file.

Subgroup rule #3: “Unassigned” participants are treated as a subgroup

Finally, you may see some subgroups titled “Unassigned.” If your survey included multiple subgroups and not all individuals on the roster were assigned to named subgroups, then “Unassigned” will be the default subgroup title for those individuals. While stand-alone survey results or comments reports are never produced for individuals in an unassigned subgroup, they are treated as a subgroup in terms of the above suppression rules. This means you may see a subgroup titled “Unassigned” in the Response Rates tab of the dashboard. You may also see survey results or comments from the “Unassigned” subgroup combined with your other, named subgroups. An example appears in the table below.

In Table 9, there is only one subgroup with fewer than five participants (Unassigned), so it must be combined with the subgroup with the next lowest number of participants to produce a survey results report. In this case, Subgroup B and Unassigned were combined, and Subgroup A remains as-is.

Table 9.
Unassigned Subgroup Combination

Original Subgroups	Total Survey Returns	Subgroup Survey Results Reportable?	Combined Subgroups with Reportable Survey Results
Subgroup A	30	Yes	Subgroup A
Subgroup B	25	Yes	Subgroup B and Unassigned
Unassigned	3	No	

When downloading your subgroup results, the Group filter will show that Subgroup B and Unassigned were combined (Figure 7). In this example, Subgroup B and Unassigned will be combined to produce survey results, as well as comments.

Figure 7.
Results for Subgroups and Unassigned Participants

The screenshot shows the 'Response Rates and Reports' interface. The top navigation bar includes the US Department of Defense logo, 'OPA DCP', and 'RESPONSE RATES AND REPORTS'. The main content area has tabs for 'About', 'Response Rates', and 'Download'. A search bar is located below the tabs. The search results are displayed in a grid of filters. The 'Group' filter is expanded, showing a list of results. The 'Subgroup B and Unassigned' option is highlighted with a red arrow.

Service Component : [RESERVE] US Marine Corps Reserve (USMCR) UIC/RUC/PAS/OPFAC : RsvMarine

DOCP ID and Survey Date * : d9323f9d [10/22/2024-11/11/2024] Unit/Organization Title : Close ended questions type

Commander/Leader Name : Leadership information State : AA

Group : Overall Unit/Organization Subgroup A Subgroup B and Unassigned

Report * : Survey Results PDF

Showing all 4 results

Reset Filters

Suppression Rules Within Reports

In addition to the suppression rules used to generate reports, there are also several suppression rules used within reports to ensure we are protecting participants' confidentiality. Once your DOCP has ended and you receive your results, you may notice that some results are missing or marked "NR" (i.e. not reportable). This means some results could not be reported (i.e., were suppressed) because there were not enough individuals who responded to the question(s); results may not be reportable for questions, for subgroups, or for demographic categories.

To protect confidentiality, results are only reported if there are **five** or more responses to the question or if there are **five** or more individuals in a particular demographic category or subgroup who responded to the question. While question results are based on weighted responses, suppression rules are based on unweighted respondent counts.

An example to illustrate how this works in practice is shown in Table 10.

To receive results for a closed-ended survey question, at least five individuals must respond to the question.

Table 10.
Question Reportability

DOCP Closed-ended Questions	Number of Responses	Are question results reportable?
My leadership views mental health and physical health as equally important.	6	YES The questions have at least five responses, so results are displayed.
I take pride in beating a deadline.	7	
My family and time with my family is viewed as important by my Command.	5	
I can easily communicate with my supervisor.	3	NO Less than five people responded to the questions, so results are not displayed.
I am satisfied with the communication from my leadership.	4	

When data are not reportable for certain questions, “NR” will be written in the graph or table. For example, if results are not reportable for the question “I can easily communicate with my supervisor,” results for this question will not be displayed in the question graph or item summary table and “NR” will be written (Figure 8):

Figure 8.
Non-reportable Results

ITEM SUMMARY						
The series of tables that follow contain the detailed results for each DOCP closed-ended question. Cells marked "NR" indicate that the data are not reportable due to a small number of responses.						
Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
My leadership views mental health and physical health as equally important.	41%	14%	3%	0%	41%	100%
I take pride in beating a deadline.	38%	0%	14%	10%	38%	100%
My family and time with my family is viewed as important by my Command.	41%	10%	0%	0%	48%	100%
I can easily communicate with my supervisor.	NR	NR	NR	NR	NR	NR
I am satisfied with the communication from my leadership.	NR	NR	NR	NR	NR	NR

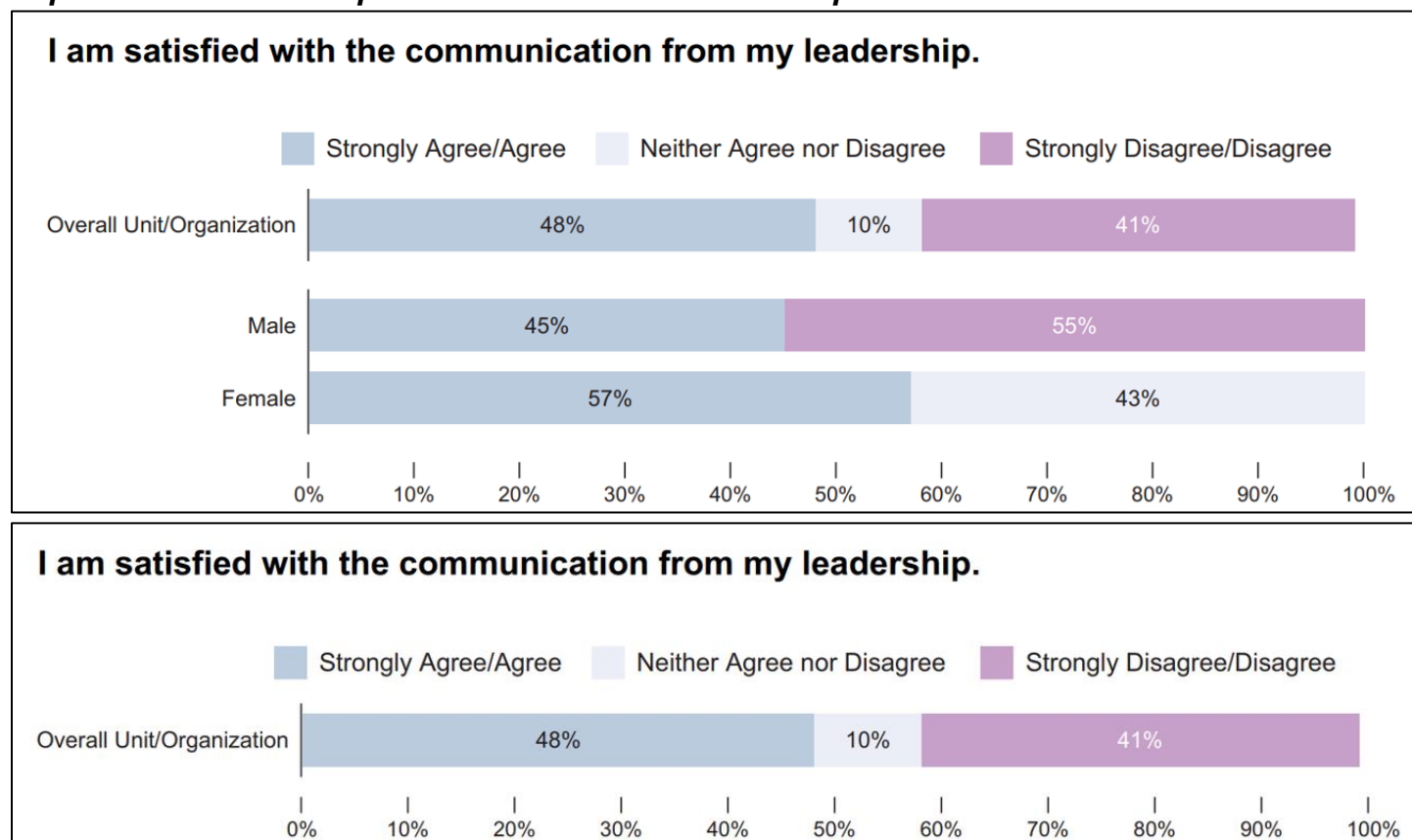
DOCP reports also include results for demographic categories, such as male and female, military and civilian. To receive results for males and females, at least five males **and** five females must have responded to the question. If there are only 4 responses from females, for example, data cannot be reported for males **or** females. An example using the some DOCP closed-ended questions is shown in Table 11.

Table 11.
Closed-Ended Question Male and Female Reportability

Closed-ended Questions	Number of Responses from Males	Number of Responses from Females	DOCP Results Reported?
My leadership views mental health and physical health as equally important.	10	10	YES All questions have at least five responses from males AND females, so data are reportable for males and females.
I take pride in beating a deadline.	10	10	
My family and time with my family is viewed as important by my Command.	10	15	
I can easily communicate with my supervisor.	4	10	NO There are only 4 responses from females for the second question, so data are not reportable for males <u>or</u> females.
I am satisfied with the communication from my leadership.	10	4	

When data are not reportable for a certain demographic category, you will not see those categories in the graph; in other words, they will simply be missing. An example where data for males and females are not reportable is shown in the bottom image in Figure 10:

Figure 10.
Reportable and Non-Reportable Male and Female Example



Combined Subgroup Reports

OPA Defense Climate Portal users can create combined reports for subgroups designated on DOCP registrations. Combined subgroup reports may be useful for units with many sub-units or more complex organizational structures.

When using this functionality, it is important to keep in mind that results from a single subgroup only represent the individuals who completed it from that group. Combined subgroup results may not accurately represent any one of the subgroups in the combined report. For example, combined subgroup results may show that 70% of participants agree that they are satisfied with communication from their leadership, however this may reflect one subgroup with 90% of participants agreeing and another with 50% of participants agreeing. For these reasons, it is important to examine each group's individual report, in addition to the combined subgroup report.

Unlike the DEOCS, combined DOCP reports for multiple units/organizations cannot be created. Because of the customizable nature of the DOCP, survey questions are generally different when comparing DOCP administrations so the survey results cannot be compared or combined with one another.

Creating Combined Subgroup Reports

You are able to combine subgroups within individual surveys you have access to in the OPA Defense Climate Portal. Combined subgroup reports can be created on the Download tab of the Response Rates and Reports section of the DOCP System. The following limitations are in place:

- You are only able to combine subgroups within a single survey.
- You are only able to combine subgroups that had enough respondents to generate a survey results or comments report. We refer to these as reportable subgroups.
- If any of your subgroups were automatically combined to meet our suppression rules (see of the “Not Reportable Data” section of this document), you are not able to disaggregate these groups. However, you are able to select an automatically combined subgroup to be combined with one or more reportable subgroups.
- Because subgroup size is not used for calibration—survey weights may not match the total rostered subgroup size.

Question results for DOCP combined subgroups are calculated using the same methods outlined in the “How DOCP Closed-ended Question Results are Calculated” section of this document.

When you are reviewing combined subgroup results, you may notice some results are not included in the report. This can occur if only one subgroup out of all selected had results that were not reportable for a question or demographic category. Several examples of this are below:

- Ten subgroups are selected for a combined subgroup report. Nine of the 10 have reportable results for a given question, but one subgroup does not have reportable results for that question. The combined report must display “NR” (i.e., not reportable) for that question.
- Ten subgroups are selected for a combined subgroup report. Nine of the 10 have reportable results for male and female participants, but one subgroup does not have reportable results for male and female participants. The combined report must exclude ratings for male and female participants in the demographic category chart.

In some instances, you may also see results for demographic categories or questions in a combined report that were not included in the individual subgroup reports. Several examples of this are below:

- Ten subgroups are selected for a combined subgroup report. All 10 subgroups did not display results for a given question because fewer than five participants answered the questions. When combined, more than five participants responded to the questions so results for that question are included in the combined report.
- Ten subgroups are selected for a combined subgroup report. All 10 subgroups did not display results for male and female participants because fewer than five males and five females responded to the questions. When combined, more than five males and five females responded to the questions, so results for male and female participants are included in the demographic category charts.
- Ten subgroups are selected for a combined subgroup report. Six of the subgroups did not display results for male and female participants because fewer than five males and five females responded to the questions. Four of the subgroups displayed results for male and female participants because more than five males and five females responded to the questions. When combined, more than five males and five females responded to the questions, so results for male and female participants are included in the demographic category charts.

Resources

1. For more information on the DOCP, review the resources on the Survey Resource Center: <https://www.prevention.mil/Climate-Portal/Defense-Climate-Portal-Survey-Resource-Center/>
2. For resources to assist with addressing DOCP results or organizational climate challenges, navigate to the <https://www.prevention.mil/Climate-Portal/Defense-Climate-Portal-Factor-Improvement-Toolkit/> and review to relevant Factor Improvement Toolkit resources.

Contacting the Help Desk

If you have questions or any problems with DOCP reports, please contact our help desk at:

- OPA_DCP@datarecognitioncorp.com
- 1-833-867-5674