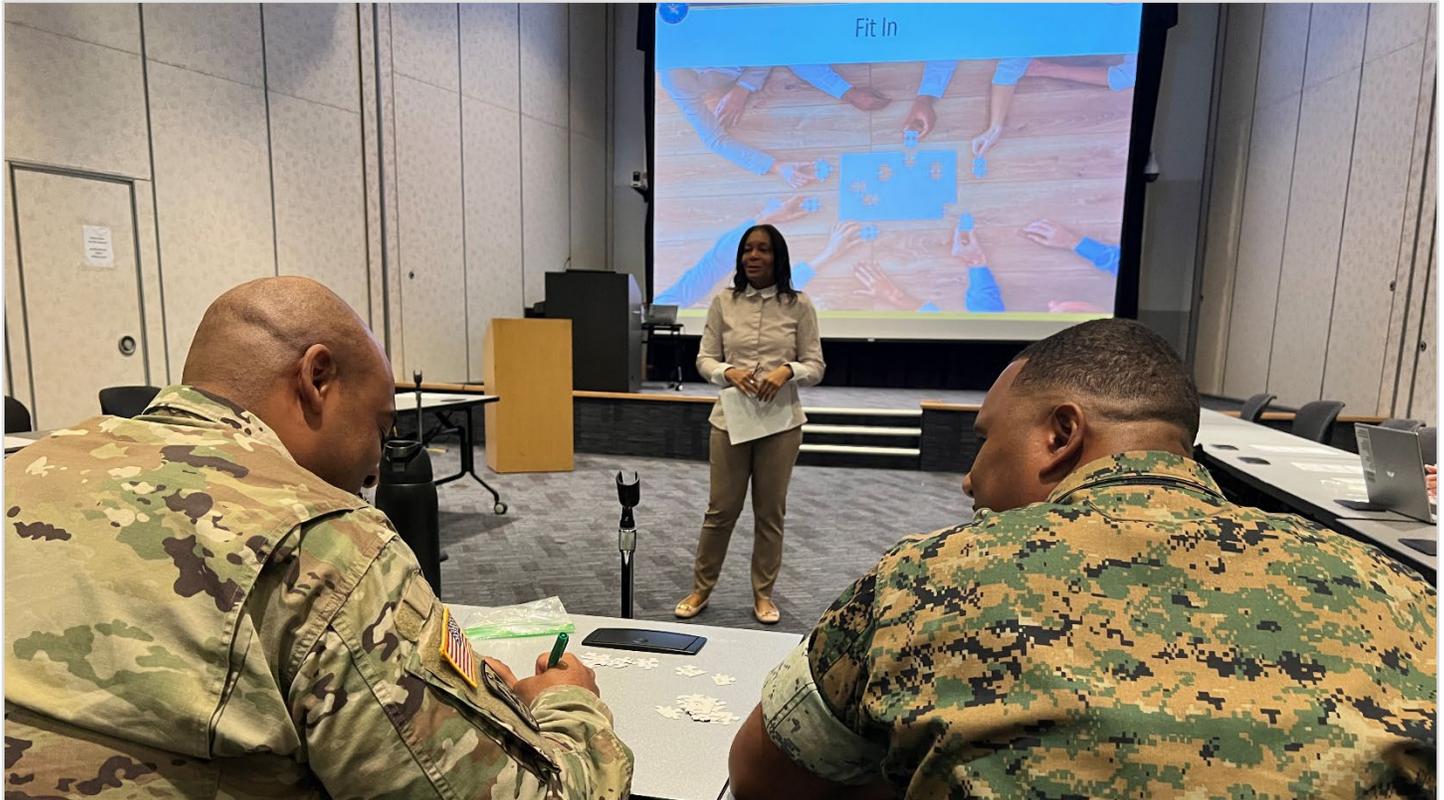




DEOMI

Defense Equal Opportunity Management Institute
CENTER OF EXCELLENCE



DEOMI Workshop Reinforces Mentorship Benefits

*Story by U.S. Army Sgt. 1st Class Lance Pounds, DEOMI Public Affairs
Aug. 4, 2023*

PATRICK SPACE FORCE BASE, Fla.— The Defense Equal Opportunity Management Institute (DEOMI) held a mentorship workshop recently to highlight the benefits and consequences associated with mentorship to all its staff and faculty members. The workshop also served as a platform to formalize DEOMI’s mentorship program.

Leading the workshop was DEOMI Academic Standards and Evaluations (ASE) Training Specialist, Fikisha Marée, who served as a military instructor/facilitator at the institute in 2016 until she retired from the U.S. Army in 2021.

Marée said DEOMI’s mentorship program was an informal process within the Education and Training Directorate when she first arrived but was formalized in 2018 to better support the onboarding of new instructors/facilitators, enabling them to effectively perform their duties. However, due to COVID-19 in 2020 the mentorship program reverted to an informal process.

Marée said she returned to DEOMI as government civilian employee in April 2023, a time when the ASE department, “was revitalizing the formal mentorship program.”



“The structure of DEOMI’s formal mentorship program allowed me to effectively integrate into the organization and my department,” said Marée.

The workshop is part of DEOMI’s quarterly in-service training for instructors and has been an ongoing and integral part of the institute’s faculty development program, according to DEOMI Senior Training Specialist Tim Glines.

“Our faculty development program ... offers our instructors additional training on relevant topics outside of the normal instructor training cycle,” said Glines, who added that while the mentorship workshop traditionally catered to instructors, the decision to open the program to all staff and faculty members broadens the applicability of mentorship across the institute.

As the Department of Defense’s premiere Center of Excellence (CoE) for Military Equal Opportunity, Equal Employment Opportunity, Diversity and Inclusion, and Prevention, the institute employs top-performing civilian, active-duty / Reserve military, and contract personnel from a wide range of career fields to support its stakeholders. By proxy, these individuals provide DEOMI with organic access to a wealth of knowledge and experience.

“The purpose of a mentorship program is to facilitate the transfer of technical and professional knowledge and expertise; recognize skills and competencies needed for success; and find developmental opportunities needed to develop those skills,” said Glines. “A strong and formal mentorship program is essential to the development of our faculty,” he added.

The DEOMI team advances an inclusive force that values and develops all individuals and thrives on their contributions. Since its inception in 1971, then known as the Defense Race Relations Institute, DEOMI has developed and delivered innovative education, training, research, and collaborative solutions to more than 53,000 DEOMI military and civilian graduates.

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