

NEWS LETTER



DEOMI 4th Quarter, December 2018



QUICK LINKS TO

★ **DHRA DIRECTOR**

★ **COMMANDANT**

★ **CURRICULUM REVIEW**

★ **SENIOR ENLISTED ADVISOR**



DHRA

Director serves as DEOMI's EOAC 18-3 Guest Speaker

Mr. William Booth, Director, Defense Human Resource Activity, addressed more than 100 new Equal Opportunity Advisors and Command Climate Specialists during DEOMI's Equal Opportunity Advisor Course Graduation here Nov. 16.

"Today what I want to discuss with this class as you head out into a new world; your world has changed," said Booth.

"You may not realize that. By your time here at DEOMI, honing the skills that you're going to need to be successful in your new critical warfighting enabling role, you will be successful. The task will not be easy. What you're asked to do is not easy."



Mr. William Booth, Director, Defense Human Resource Activity, third from left, poses with COL Mary Martin, DEOMI Commandant, second from right, Chief Master Sgt. Gloria Weatherspoon, far right, and Master Gunnery Sergeant John Green, EOAC 18-3 Class Leader after Mr. Booth's inspiring message to 104 Joint-Service Students. (Photo by Sgt. 1st Class Josh Brandenburg, DEOMI Public Affairs)



Mr. Booth is responsible for DHRA enterprise-wide planning, programming, resource analysis, operational policy, and execution for 17 defense level programs and support services for more than 4 million military and civilian members across the globe.

"Part of doing what's right will not always be easy for you. You must maintain a standard of integrity that is impeccable. You live in a proverbial glass house in the role that you are in. If you have any niche in your armor, if you don't follow the credence that 'I will always tell the truth and the whole truth' you will not be successful."

Words of motivation also came from one Class 18-3 student, who was also named Commandant's Award Winner.

"So Class 18-3, remember we all came here for a purpose and chosen for a reason, someone somewhere saw something in us, believed in us, to be a force multiplier and make that positive impact on tomorrow's leaders," added Sgt. 1st Class Venise A. Granados, photo left. EOAC Class 18-3.

"Let's get out there, put our EO capes on, be relevant, be the one they aspire to be and be that change we want to see in the world."

Editor's Note:

Stay in the Loop! Sign up now to receive monthly newsletters, news and feature stories, social media posts and EO / EEO / Command Climate Specialist updates by emailing deomipa@us.af.mil. 321-494-6208 Let's get connected!

TIMES CHANGE

WE NEED TO CHANGE WITH THEM

By Army COL Mary L. Martin
DEOMI Commandant

As an organization, we have recently gone through a whirlwind of changes. These changes were imperative to taking our organization to the next level. The reorganization inside of our Institute was necessary to attain full operational capabilities and furthering our vision of “providing leading edge, human relations initiatives optimizing total force readiness world-wide.”

As a team, we have worked effortlessly to prepare ourselves, our mission partners and our future students to continue to be the most agile, fully capable, resilient and lethal force the world has ever known. Readiness is – and will remain – our guiding principle. The world is evolving, the social issues facing the Department of Defense (DoD) are multiple, and we cannot afford to do things the way we’ve always done them, we must posture ourselves to lead the change. We should never be afraid of change; we should embrace it.

Stephen Covey said it best,

“To achieve goals you’ve never achieved before, you need to start doing things you’ve never done before.”

Change is the key to ensure our success now and into the future as we continue to provide our students with unique capabilities to arm themselves as they enable others to become the leaders and force multipliers of the future.

As we continue to transform and shape our organization to meet the challenges and tasks of today and tomorrow, communication is important and your input will help us shape the future of DEOMI. Let us know how we can better prepare our students to become the advisors you need to assist in maintaining a positive command climate without mission interruptions.

In closing, we ask all Equal Opportunity Advisors and Command Climate Specialists to reach out to us as we all work together to guarantee DEOMI becomes DoD’s Center of Excellence for Human Relations education and training.

We appreciate your continued support and collaboration!





Curriculum Requirements Review: **A TOTAL JOINT EFFORT!**

Story by Christopher Calkins
Photos by Michael Marks
Nov, 30, 2018

To provide the Services an opportunity to assess whether DEOMI is providing graduates with occupational training that meet occupational needs, the Institute must periodically conduct a curriculum evaluation.

This is done to ensure the occupational training continues to produce graduates that can meet their job performance requirements.

That's exactly what happened here Nov. 28-29 as more than three dozen Equal Opportunity and Command Climate Specialists (Navy) Managers gathered to do just that.

According to Dr. Robert Carrigan, Curriculum Development Department Head, these curriculum reviews function as structural integrity checks, determining if the curriculum's form and function still serve their intended purpose. DEOMI's curriculum review also aligns with the DoD Instructional Systems Design validation process.

The approach to validation involved staff from DEOMI steering and providing advice on the review/validation process.

But most importantly it involves instructional designers, occupation managers, and subject-matter-experts from the Field, Fleet, and Wing addressing curriculum requirements for DEOMI.



continued

Continued:

Curriculum Requirements Review

This ensures high quality academic programs for the EO/EEO occupations are developed and validated with an ongoing commitment to professional formations, providing graduates with the knowledge, skills, attitudes, and values to meet the needs of the Armed Forces.

Mr. Cyrus A. Salazar, Director, Air Force Equal Opportunity (previous page, right center) was pleased with the efforts, ideas, format and feedback from the Joint-Service participants.

“DEOMI is an essential organization within the DoD enterprise,” he said.

“The need for DEOMI exists to ensure we have well trained Equal Opportunity Practitioners across the Armed Forces who are vital to assisting commanders with command climate concerns and to prepare the Field, Fleet, and Wing to address conflict and allegations of discrimination and sexual harassment.

“One of my other goals was to ensure Air Force EO requirements are covered in the DEOMI curriculum. By being alongside my Service counterparts, I am able to advocate and champion discussion related to Air Force needs, just as other Service counterparts do the same for their interests,” he said.

“The most complicated portion of the Curriculum Requirements Review is ensuring the curriculum meets the needs of all the Services given the unique structures of the Service’s EO programs.

“Empowering the Service Equal Opportunity leadership and Subject Matter Experts as part of the Curriculum Requirements Review is essential to ensure all Service-related needs are addressed,” Salazar said.



Marine Col. Anne-Marie Theriot, Manpower and Reserve Affairs, Headquarters, Marine Corps, Quantico, Va., (above) agreed with Mr. Salazar’s assessment.

“Overall, the validation process was very productive, and I believe the results will support the upcoming training transformation initiative at DEOMI, and ensure graduates are prepared to support their commanders throughout the Joint Force,” she said.

Col. Theriot never said it was going to be an easy job.

“Recent events throughout all Services highlight the need to continuously educate and train our service members on our standards and expectations to treat each other with dignity and respect.

DEOMI is the singular institution within the DoD appropriately resourced and manned to fulfill these enduring requirements. The academic rigor that goes into DEOMI’s curriculum development and execution is exceptional,” she said.

“And one more thing, don’t forget that being an effective leader is a contact sport. Get up and get out of your office,” Theriot said with conviction.



Our Mission is Readiness!

By Chief Master Sgt. Gloria Weatherspoon
DEOMI Senior Enlisted Advisor

As a leader, we have all had our own personal stories of trials and triumph. These trials bring opportunities for growth that come with leading a team of varying personalities.

It can be difficult to walk into an organization where you have to learn the organization's cultural norms, current and potential pitfalls, and most importantly the personnel challenges that may affect the organization's mission capabilities.

The moment any leader joins an organization they decide to do one of three things. Make things happen, watch things happen or be left behind wondering what in the world just happened.

That is when the leader has to gather their resources to ensure they are the best they can be for the team they are responsible for leading. One of the most valuable resources a commander has at their disposal is leveraging the talents that lie within their Equal Opportunity Advisor.

Our goal is for Equal Opportunity Advisors to be the first to call.

Why? Because the EOA capabilities should be utilized as key leadership tools when it comes to the readiness, morale, welfare and health of those assigned to every service and Department of Defense agency across the globe.

As a community, and as a country, we are evolving, and because the needs of our customers are evolving, we must meet their needs.

We are here to train EOAs to be more than just complaint processors.

We are growing the experts in human relations, the key advisors for leveraging diversity management, and grooming our professionals to be the first choice when considering human development initiatives to maximize the capabilities of our Warfighters.

We are expanding the capability of the Equal Opportunity Advisor to ensure the mental, physical and spiritual wellbeing of the force and maintain our lethality. Our training transformation that will occur in 2019 is the first step toward that effort.

The future state of the Defense Equal Opportunity Management Institute is to expand our range of influence and become the premier training institute where we not only train EOAs but where leaders from around the globe come to sharpen their human relations and leadership skills. In order to achieve that we need your continued support.

Together we can take DEOMI to the next level of excellence.

Our mission is Readiness!



CULTURAL OBSERVANCES

AND AWARENESS EVENTS

OBSERVANCE AWARENESS EVENT	DATE	AUTHORIZATION
MARTIN LUTHER KING, JR. BIRTHDAY ✓	21 JANUARY 2019 ✓	PUBLIC LAW 98-144 ✓
NATIONAL AFRICAN AMERICAN BLACK HISTORY MONTH ✓	1-28 FEBRUARY 2019 ✓	PUBLIC LAW 99-244 ✓
WOMEN'S HISTORY MONTH ✓	1-31 MARCH 2019 ✓	PUBLIC LAW 100-9 ✓
HOLOCAUST REMEMBRANCE DAY DAYS OF REMEMBRANCE ✓	2 MAY 2019 28 APRIL – 5 MAY 2019 ✓	PUBLIC LAW 96-388 ✓
ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH ✓	1-31 MAY 2019 ✓	TITLE 36, U.S. CODE, SECTION 102. ✓
WOMEN'S EQUALITY DAY ✓	26 AUGUST 2019 ✓	PUBLIC LAW 93-105 ✓
NATIONAL HISPANIC HERITAGE MONTH ✓	15 SEPTEMBER - 15 OCTOBER 2019 ✓	TITLE 36, U.S. CODE, SECTION 126. ✓
NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH ✓	1-31 OCTOBER 2019 ✓	TITLE 36, U.S. CODE, SECTION 121. ✓
NATIONAL AMERICAN INDIAN HERITAGE MONTH ✓	1-30 NOVEMBER 2019 ✓	PUBLIC LAW 103-462 ✓

PLEASE NOTE: DEOMI lists only observances established by law, bill, or resolution of Congress. DEOMI does not create themes, except for Days of Remembrance. Nothing precludes an organization from creating their own theme or using previously published themes. Organizations are not required to limit their special observances to just those reflected here. Organizations are reminded that special observances are conducted to recognize the continuous achievements of all Americans to American culture and to increase awareness, mutual respect, and understanding. They are designed to enhance cross-cultural and cross-gender awareness and promote harmony among all military members, their families, and the DOD civilian workforce.

For more information about how to conduct a special observance,
please visit: www.deomi.org.



OUR RESOURCE MANAGEMENT INFORMATION
SYSTEMS DIVISION HAS BEGUN A NEW VIDEO
SERIES TITLED

DEOMI

MINUTE

DEOMI Minute spotlights Resource Management's Video Contractor Development Team and the processes involved in making training videos. DEOMI's training videos are posted on our website at www.deomi.org and are intended to present realistic workplace scenarios that can be used as aides for EO and EEO Advisors.

- ▶ Production of videos.
- ▶ Academic Standards & Evaluation processes for new instructor personnel.
- ▶ R&D initiatives, STEM & Summer Faculty.
- ▶ Objectives and products, the Observance Poster process and methodology.

These short videos will continue to be posted on our DEOMI web and Facebook pages.



Use these helpful links for DEOMI customers



Assessment to Solutions/ DEOCS

DEOCS Helpdesk: 321-494-2675/3260

▶ <https://www.deocs.net/public/index.cfm>

Mission Video

▶ <https://www.deomi.org/main/video.cfm?id=missionw>

Video Support

▶ deomipa@us.af.mil

▶ deomiwbm@us.af.mil

Monthly Observances

▶ <https://www.deomi.org/human-relations/special-observances.cfm?tab=5w>



▶ <https://www.deomi.org/about/public-affairs.cfm>

▶ https://www.facebook.com/DEOMI.DoD/?ref=aymt_homepage_panel

▶ deomipa@us.af.mil