

DEOMI

DEALING WITH COVID - 19

BY: DEOMI PUBLIC AFFAIRS

INNOVATIVE CHALLENGES

A TIME OF REFLECTION

SEA SPEAKS

STRONGER THAN YOU
THINK

THE RHYTHM OF
LEADERSHIP

MAKING A DIFFERENCE





INNOVATIVE CHALLENGES

BY: MR. JOHNSON
DIRECTOR, DIVERSITY MANAGEMENT
OPERATIONS CENTER (DMOC)

During these challenging times, while so many across the Department of Defense are participating in maximum telework, I appreciate military and civilian members taking advantage of the E-Learning lessons offered online modules at: <https://www.deocs.net/public/edu-training/e-learning.cfm>.

In February, we were tracking 1,700 registrations and by April, personnel certified on more than 25,000 lessons in that month alone.

Training topics include Ethics, Age Discrimination, Trust in Leadership, Organizational Cohesion, Hazing, Connectedness, Job Satisfaction, Organizational Commitment, Disability Awareness, and Sexual Assault Prevention Awareness and are offered to all personnel, not just Equal Opportunity professionals.

In February 2018, OUSD (P&R) expressed an intent to reestablish DEOMI as a Center of Excellence for training, education, research, and consultation in matters related to diversity and inclusion; military equal opportunity; civilian equal employment opportunity; the prevention and response to sexual harassment, harassment, and hazing and bullying across the total force.

With continued participation of our military and civilian members demonstrated by the increase in E-Learning, and the coordination and collaboration consistently demonstrated by the Service stakeholders, we are forging the way to meet leadership's vision of that Center of Excellence.

I look forward to the next DEOMI Board of Advisors (BOA) meeting, which we are working to schedule, so the BOA principals can add their imprimatur to DEOMI's way ahead.

A TIME OF REFLECTION

A TIME TO REEVALUATE

By: AIR FORCE COL STORM
DEOMI COMMANDANT

Team DoD,

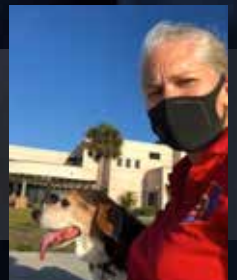
I appreciate this opportunity to reach out to all our partners across the Department. During these unprecedented times of imposed self-isolation for so many across the force, the professionals at DEOMI are doing what all of you are doing, improvising. The Air Force has a mantra: Flexibility is the key to Air Power, and we at DEOMI are taking that to heart.

All the members of our team are seeking ways to innovate by taking opportunities to turn challenges into improved processes. We continue to invest in professional development, sending a cadre of instructors through online Emotional Quotient training. The curriculum team is continuing transformation of lesson plans and the instructors are certifying on podium classes virtually. Outward facing, you will find certificate-producing E-Learning modules at <https://deomi.org/> that can be accessed by all employees across DoD, not just EO professionals. And of course there's new artwork for special emphasis observations. In addition, we have been working closely with Service stakeholders to set up consolidated EO Advisor training classes in house after the stop-movement restrictions end.

I truly believe this is a time of reflection, a time to reevaluate what we do and how to make things better. Our single-minded purpose here at DEOMI is to make an impact, to influence the defense culture in positive ways. These unprecedented times provide one more opportunity to do just that, and we are up to the challenge.

"Please take care of yourselves, your families and your teams."

A. Storm





L.E.A.D.

YOURSELF FIRST

THE KEY TO A HEALTHY ORGANIZATIONAL CULTURE
BY CMSGT GLORIA WEATHERSPOON

There is no perfect formula for leadership, there is no such thing as a perfect leader. There will be days you will get it right and there will be days you will get it wrong. Leadership is not about a title or position, it's about behaviors, character and action and before we can lead others we must first Listen, Engage, Accept and Demonstrate L.E.A.D. ourselves.

Listen to your team. Active listening is a skill we must sharpen in order to truly understand our team mates and communicate effectively. My mother used to say to me "listen twice as much as you speak, that's why you have two ears and one mouth." Listening and hearing yield completely different results. When we listen, we understand, empathize and discover things we may not have known before. When we hear instead of listen we form counter statements, miss the meaning behind the words and silence our people so they never voice concerns, or ideas which is a loss for the organization.

Engage your team. M.D. Arnold once said. "A good leader leads the people from above them. A great leader leads the people from within them." Decipher what effective engagement looks like for your team. This will require a lot of work, especially if the team is already formed prior to your arrival. When you are engaged, your team sees your interest personally and professionally. Engagement is the key to building trust and positively influencing the culture of your organization.

Accept responsibility for your team. You must accept responsibility for your actions, be accountable for your results and take ownership of your mistakes. Expect nothing less from your team, set the standards high and insist your people measure up. The culture of any organization is driven by the attitudes and behaviors of those who are a part of that organization. The perfect leader doesn't exist, however as a leader you must be humble enough to accept failure and hungry enough to try again. Expect what you accept, when you allow disruptive and negative behaviors to become a norm, it spreads throughout your team.

Demonstrate what you want your team to emulate. In the words of John Maxwell "A leader knows the way, goes the way and shows the way." You cannot tell your team "do as I say, not as I do" that doesn't work. Your team is watching and will do exactly as you do and if you are demonstrating the wrong behaviors, how can you correct them? Your team is looking to you for guidance and to set the example for them, attitude reflects leadership and your people are a reflection of you.

LEADership will not always be convenient, it will not always be easy but it will always be worth it. No matter what your position is in the organization. L.E.A.D. is the key to a healthy organizational culture. The culture in any organization is about attitudes and behaviors and it is the responsibility of every team mate at every level. Hopefully this acronym is useful to you and those you LEAD, when you take care of the people, they take care of the mission.

V/r
Chief



STRONGER THAN YOU THINK

Story by: Master Sergeant
Robin Marie Ann Ayers

I am a cancer survivor! Cancer, the word no one wants to hear, yet it is a part of me now. I would come to learn that cancer was only part of the battle. Trying to regulate my thyroid medication, while dealing with Post-Traumatic Stress Disorder (PTSD), along with depression, would become part of the real battle. I was diagnosed with Thyroid Cancer in July 2018, when I went for a physical to prepare for Sergeant Major School. Based on tests and my biopsy, the doctor recommended a total thyroidectomy.

more ➔



 **THE REAL
BATTLE!**

However, this would be the beginning of me learning about medication side effects, possible complications, and lifestyle changes that I would need to make. I did not quite understand the obstacles because I was a healthy, life-long runner. Soon, I would reluctantly become aware of both the obstacles set before me, and my new limitations. The hard reality set in.

I might never be the runner I was before. However, I refused for that to stay my reality. I had always been a runner and a fighter, and I have my mom to thank for that!

My mom and I had a strained relationship. However, I must give her credit for showing me how to fight cancer! Although she lost her war with cancer, she did not lose her battle. Her battle was to live long enough to give all of her kids one last Christmas together. On my darkest days, while waiting for my thyroid levels to balance out with medications, and while fighting the urge to give up; I would hear my mom's words echo. I would hear her say, "Stronger than you think."

Those words were her response to the doctor when she was told by him, she would not live to see Christmas. It turns out, the doctor was wrong. We all spent our Christmas together as a family. She taught me what strength was.

I made up my mind that I did not like the person I was becoming after being diagnosed and treated for cancer. I had let my physical limitations take me into a depression and my PTSD was elevated. I was scared. I had almost forgotten the strength my mom had taught me. I decided to start running again after a year off. I reached out to my coach, Juli Benson, she developed a training schedule every week to help me prepare for my first foot race, after recovering.

After approximately four months of training, on December 1st, 2019, I ran my first foot race. I completed the Space Coast 13.1-mile half marathon in two hours and two minutes and two seconds was my gun time.

Running in this race was very therapeutic for me. Although I had crossed many finish lines in the past, this one was different. I was not racing against others, but against my PTSD, the depression, and the cancer.

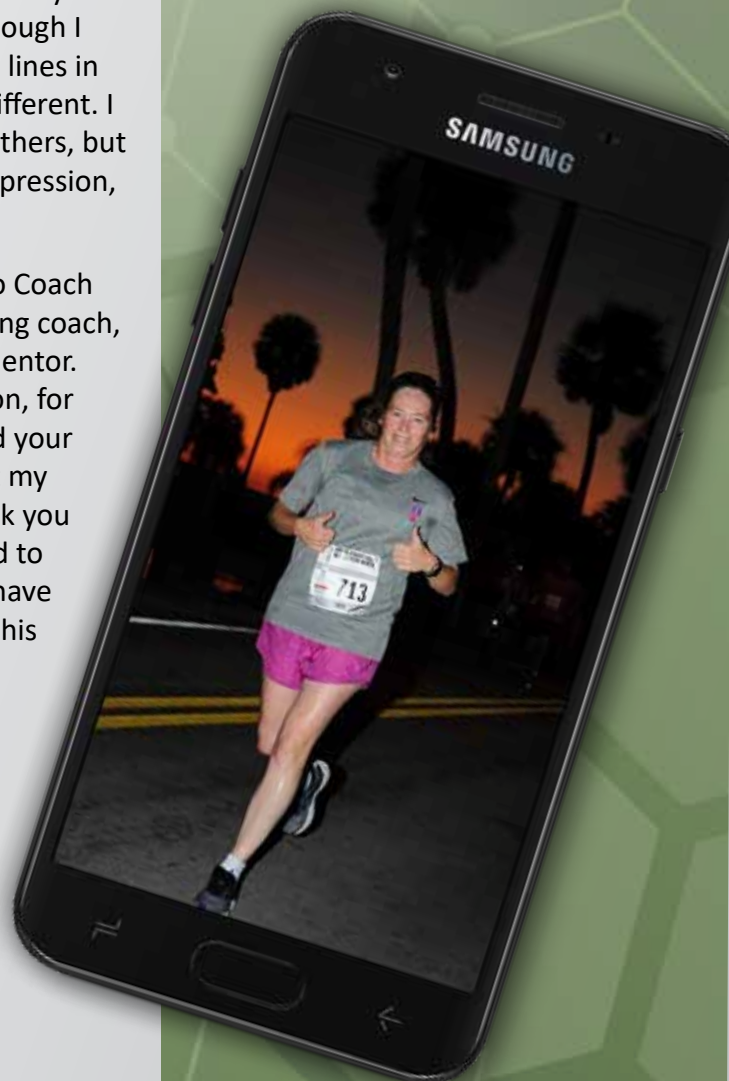
I owe a special thanks to Coach Benson. She is my running coach, my life coach, and my mentor. Thank you, Coach Benson, for going above and beyond your job and for caring about my overall well-being! Thank you to my family, friends and to my DEOMI family, who have supported me through this entire process.

A special thank you to my DEOMI family, who were there, when I crossed the finish line, with handmade signs and cheers of

support. Thank you, mom, for showing me what strength looked like, and I have the Lord to thank for giving me my strength!

In conclusion, I want to say, to anyone battling cancer, thyroid disease, PTSD, and/ or depression, you are stronger than you think.

For me, strength came in the form of me running a physical race. Run your race, whatever that race may be, be it physically running, writing a book, or going back to college. Run your race. Run that first mile. Write that first chapter. Sign up for that first class. Run your race and remember, you are stronger than you think!



The Rhythm of Leadership

By Christopher Calkins
DEOMI Public Affairs

Army MSG Nelly Wakefield, assigned to the Defense Equal Opportunity Management Institute, who will be retiring soon from the U.S. Army after 21 years of service, said the biggest selling point for her wanting to be a soldier was easy.

“I am the first person in my family to join the military. I wasn’t completely sure what to expect,” she said.

“And even though I liked the idea of being part of a team, the selling point for me was the opportunity to travel the world. I love the richness and beauty of other cultures’ languages, food and music and the military has given me that opportunity for more than two decades,” she said.

A native of Puerto Rico, MSG Wakefield’s first assignment was with the 82nd Airborne Division, “America’s Guard of Honor.”

“I vividly remember a Sergeant Major giving us the chance to step forward if we didn’t think we had what it takes to be a paratrooper,” she said.

“Looking back, I know that was a defining moment in my life.” Airborne! she said with conviction.

MSG Wakefield, like many service members all around the world, somehow seems to find the time to give back to their communities.



“Working here at DEOMI, and having the chance to live and work on the Space Coast, I had the pleasure – and opportunity – to volunteer with the Brevard County Girl Scouts, Sea Park Elementary School and DEOMI’s “Adopt a Road” cleaning efforts,” she said.’

“There is a special kind of fulfillment when we volunteer or help others in any way,” she said.



So, what advice does she have for anyone considering a career, or just a few years being in the military?

“Be flexible, the military lifestyle can be demanding. Many sacrifices are made by both, the service members and their families. Families should get the credit they deserve,” she said.

“All that being said, even though it’s not easy, it’s been a fantastic, rewarding experience I will never regret and will always look back on fondly,” she said.

Are there still challenges today in the Equal Opportunity career field?

“Yes,” she said, and some of those same EO challenges we faced in the past still exist today, such as the complexities of societal influence on the human dimension,” she added.

“In the past, those challenges were often easier to identify. In today’s world, it’s more difficult to unveil clever, indirect methods of discrimination that still remain unfair to certain groups of people,” Wakefield said.

“I have been fortunate to have been surrounded by good friends and caring leaders throughout my career,” she said.

“I have been in charge of important missions such as establishing the American presence for the NATO contingent Allied Rapid Reaction Corps (ARCC) on a British base during the deployment and relocation of a unit from Germany to the United Kingdom,” she said.

“Nevertheless, DEOMI has been hands-down the pinnacle of my military career, and I am passionate about our mission,” she said.

“I’ve enjoyed working with the Leadership Team Awareness Seminar members and being an instructor at DEOMI has been the most rewarding experience of my military career. It has truly been an honor and a privilege to help facilitate hundreds of students’ learning and personal self-discovery,” she said.

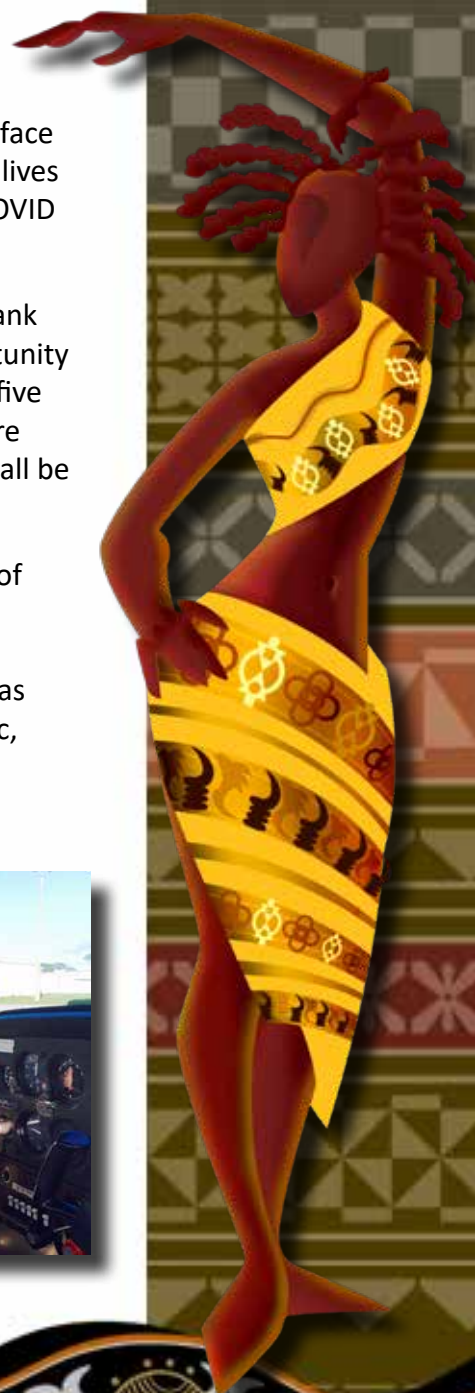
“This is one reason why retiring from DEOMI at this time has a sense of non-closure for me because I’m not able to say goodbye and thank you in person,” she said.

“However, that sense of incompleteness pales in the face of those who have lost their lives to the global pandemic of COVID -19,” she said.

“So, to my DEOMI family, thank you for giving me the opportunity to serve with you these last five years ... it has been a pleasure and honor to do so. You will all be greatly missed,” she said.

And I leave you all with one of my favorite quotes,

“The rhythm of leadership has different beats. It’s like music, sometimes we follow and sometimes we lead.”



MAKING A DIFFERENCE

ONE STUDENT AT A TIME

By Christopher Calkins
DEOMI Public Affairs

For Army MSG Typana (Ty) Edwards, serving in the military was always a family affair.

And she's both proud and grateful she had that kind of upbringing.

So off she went to Fort Sill, Okla., her first place of duty.

"As the granddaughter of a proud Army veteran and both parents who also served, my career decision was easy ...at least for me. I knew from an early age that I would follow in the footsteps of those who served and emulate their service to our country," she said.

"Even though I grew up on military installations, Fort Sill was unlike any other place I had ever lived before," she said with a knowing smile.

"The dust and (seemingly) ever present tornado watches and warnings were very different from any place I had ever lived



before, yet they seemed to become a part of my everyday life. But aside from the unexpected environment, nothing prepared me for the pride I felt wearing the uniform and giving back to my new community," she said.

"I knew right away I had made the right career choice," she said.

She now volunteers with two organizations, The Adjutant General's Corps Regimental Association, and Kappa Epsilon Psi Military Sorority.



Currently, she volunteers more than 20 hours per week feeding the homeless, delivering food to the sick and shut in, is involved in a female mentorship program.

And most recently, due to what is going on here and around the world, she began making masks and giving them away to her DEOMI co-workers and other service members and their families stationed here on the Space Coast.

Her reason? It's who she is.

"I started making masks as a way of helping," she said. "Growing up we were taught to help others and I'm able to do that through volunteering in anyway I can."

"This pandemic has shown us all that race, gender or sexual orientation doesn't matter at all ... we are all in this together," she said.

"As an Army Human Resource Professional, a huge part of my job is customer service, helping others and mentorship.

"The world is constantly changing, knowing and understanding the human dynamic is a must. We need to stay focused on understanding the different cultures and upbringing of individuals and what impact that can have on interaction with others," she said with emphasis.

"Here at DEOMI, we are succeeding one student at time, and I could not be more proud I get to be a part of this great team," MSG Edwards said.

CMSSgt Gloria Weatherspoon, DEOMI's Senior Enlisted Advisor, said DEOMI is lucky to have her, and many other joint-service faculty members who do what they do.

"Every day, I am just so proud to see and witness the positive impacts MSG Edwards and other staff and faculty members have and the positive impact they have on the Department of Defense," she said.





**DEFENSE HUMAN RESOURCES ACTIVITY
DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
366 TUSKEGEE AIRMEN DRIVE
PATRICK AIR FORCE BASE, FL 32925-3399**

24 April 2020

MEMORANDUM FOR US Army G-1 Equal Opportunity Branch Office
HQ US Air Force Equal Opportunity Office (SAF/MRQ)
US Navy Sexual Harassment Prevention and Equal Opportunity Office
(OPNAV N173)
US Marine Corps Office of Diversity & Equal Opportunity (MPE)
US Coast Guard Civil Rights Directorate (CG-00H)
National Guard Bureau Office of Equity and Inclusion
US Air Force Reserve Command Equal Opportunity Office
US Army Reserve Command Equal Opportunity Office

FROM: Colonel Aimee L. Storm, Commandant, Defense Equal Opportunity Management
Institute (DEOMI)

SUBJECT: Cancellation of In-Residence Training

References: (a) Secretary of Defense Memorandum, "Travel Restrictions for DoD Components in
Response to Corona virus Disease 2019," March 11, 2020
(b) Secretary of Defense Memorandum, "Modification and Reissuance of DoD Response to
Coronavirus Disease 2019 - Travel Restrictions," April 20, 2020

Per references (a) and (b), and in response to the COVID-19 pandemic, the Secretary of Defense placed all Department of Defense (DoD) uniformed personnel, civilian personnel, and sponsored family members under travel restrictions through 30 June 2020. Currently, DEOMI staff members are assigned to full time telework and in-residence courses are cancelled through 30 June 2020.

These course cancellations will adversely impact our ability to provide trained equal opportunity professionals to fill vacancies and execute critical missions. My staff and I will continue collaborative efforts to meet your equal opportunity professional requirements. As the COVID-19 situation becomes more salient, DEOMI expects to reschedule training later this year or early in 2021.

DEOMI remains committed to providing skilled equal opportunity professionals for our customers and will execute distance learning opportunities to the highest extent possible. In addition, DEOMI is exploring alternative training formats for delivery of future courses. I ask that you keep an open mind as we explore new opportunities for course delivery in this era of increasing uncertainty.

My point of contact for this memorandum is MAJ Annie L. Butler, Student Support Service Department Head, at (629) 401-8822 or annie.butler@us.af.mil.

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AIMEE L. STORM
Colonel, USAF
Commandant

cc: DEOMI

Our Resource Management
Information Systems Division
began 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.**

Editor's note: Our URL will change this summer and we ask you to keep an eye out for the new address.



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